

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Physical Therapist  
(Degree and Senior Levels)**

**November 12, 2016**

## **OBJECTIVE**

The objective of the Saskatchewan Market Supplement Program is to ensure that Saskatchewan health care employers can attract and retain the employees required to provide appropriate health care services to the people of Saskatchewan.

This program is designed to address specific skill shortages by use of a temporary market supplement to attract and/or retain qualified employees. The program is designed to ensure that temporary market supplements respond to valid labour market criteria to address recruitment and/or retention pressures.

## **OVERVIEW**

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Physical Therapist classification. The initial market supplement report was released by the Market Supplement Review Committee on August 6, 2002, and implemented on October 16, 2002. The market supplement rate of pay for Physical Therapists was increased in February 2006, September 2010 and November 2013. This latest report is to be considered as part of the ongoing review of the market supplement process for this classification.

There were 12 health regions that reported to this analysis of Physical Therapists. Physical Therapists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Physical Therapist:

*Physical Therapists (PT's) work collaboratively to enhance clients' /patients' abilities within environments and communities in which they live and work. They provide preventative, diagnostic and therapeutic services aimed at maximizing function, and helping people achieve their highest quality of life through physical movement. They also provide individualized treatment of an injury or disability based on scientific knowledge; a thorough assessment of the condition; environmental factors; and lifestyle.*

*The major areas of client/patient programs that are supported by Physical Therapists may include neurological, musculo-skeletal and cardio-respiratory. Physical Therapists assess and treat patients in a number of inpatient and outpatient settings. There are both generalist skills required, as well as highly specialized skills, dependent upon the setting and the patient group.*

Qualifications:

*The Physical Therapist Program at the University of Saskatchewan is a Masters level program. The University of Saskatchewan graduates approximately 40 Physical Therapists per year. Other Physical Therapy programs in western Canada are located at the University of Manitoba, the University of Alberta and the University of British Columbia.*

Information regarding budgeted positions and vacancies is provided in the following table:

**Table 1- Physical Therapist – Budgeted and Vacant Positions (November, 2016)**

Health Regions	Number of Budgeted Positions (As of November 2016)		Number of Vacant Positions (As of November 2016)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full- Time	Part- Time
Cypress	7	1	0	1	0	100%
Five Hills	7	1	2	0	28%	0
Heartland	3	1	1	0	33%	0
Keewatin Yatthé	3	0	0	0	0	0
Kelsey Trail	8	3	0	1	0	33%
Mamawetan Churchill River	2	0	1	0	50%	0
Prairie North	15	4	1	0	6%	0
Prince Albert Parkland	14	4	1	0	7%	0
Regina Qu'Appelle	57	26	0	0	0	0
Saskatoon	85	51	5	1	2%	0
Sun Country	8	2	3	0	37%	0
Sunrise	16	0	2	0	12.5%	0
<b>TOTAL:</b>	<b>225</b>	<b>93</b>	<b>16</b>	<b>3</b>	<b>7.1%</b>	<b>3%</b>

## ANALYSIS

The MSRC discussed the Labour Market Criteria as required by the Market Supplement Program framework.

**SERVICE DELIVERY IMPACTS:** (Employers were asked to provide information that addresses current service delivery impacts resulting from staff shortages; potential staff short-term service delivery impacts; potential long-term service delivery impacts; and options for alternative service delivery models.)

Twelve health regions participated in this review. Three regions reported no service delivery issues related to recruitment and retention, and seven regions reported minor issues. One region reported moderate service issues and one reported significant service issues related to recruiting and retention issues.

**VACANCY RATE ANALYSIS:** (Employers were requested to provide information about the frequency and timing of vacancy occurrences {i.e., seasonal vacancies; do the vacancies always follow an event; etc.}, and to identify trends that may affect recruitment/retention efforts.)

Participating regions reported a total of 318 permanent full-time and part-time positions – with 19 vacancies – for an overall vacancy rate of 5.9%.

Several rural health regions state that recruiting to vacancies in rural Saskatchewan can be a challenge, with competition being the larger health regions (i.e. Saskatoon Health Region and Regina Qu'Appelle Health Region).

Recruiting for this classification is very much dependent on a hiring cycle that involves new graduates from the University of Saskatchewan. Generally new graduates have completed their studies and are available to the market in late fall of each year. The majority of regions reported that the use of clinical placements/practicums/internships has been a successful recruiting tool.

Several regions reported difficulty staffing temporary and casual vacancies, especially in rural areas.

**Table 2 – Physical Therapist - Budgeted and Vacant Position Comparisons (2002 to 2016)**

Physical Therapist Classification	Number of Reported Budgeted Positions		Number of Reported Vacant Budgeted Positions			% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	
<b>2002 Totals</b>	164	80	39	9	24%	11%	
<b>2003 Totals</b>	158	72	18	2	11.3%	2.7%	
<b>2004 Totals</b>	145	78	11	7	7.5%	8.9%	
<b>2007 Totals</b>	152	73	8	5	5.2%	6.8%	
<b>2008 Totals</b>	152	68	13	3	8.5%	4.4%	
<b>2009 Totals</b>	159	91	15	10	9.4%	10.9%	
<b>2011 Totals</b>	192	95	15	6	7.8%	6.3%	
<b>2012 Totals</b>	193	80	25	2	12.9%	2.5%	
<b>2014 Totals</b>	219	81	12	5	5.4%	6.1%	
<b>2015 Totals</b>	216	88	15	0	6.9%	0%	
<b>2016 Totals</b>	225	93	16	3	7.1%	3%	

There was no MSRC report in 2013 as the MSRC recommendation in 2012 was referred to adjudication and subsequently again later that year before a final award with a new market supplement rate of pay was ultimately determined in November 2013.

**TURNOVER RATES:** *(Employers were asked to provide local analysis of reasons for leaving and trends that may be emerging. They were also asked to provide annual turnover {loss of employees to other competitor employers} ratio to the existing staff complement {budgeted positions} in the given occupation.)*

Of the regions that track and report turnover, the following data was reported for this review:

- Last 12 months – 15 (7 other employment; 2 retirement; 6 not specified).
- Previous 12 months = 22 (6 other employment; 7 retirement; 1 family/domestic reason; 8 not specified).

**RECRUITMENT ISSUE ANALYSIS:** *(Employers were asked to provide information such as length of recruitment times, training investments, licensing issues, supply and demand issues, etc., as well as information that would identify trends that may affect recruitment and/or retention efforts).*

Health regions reported mostly minor or moderate recruitment efforts for the Physical Therapist classification. Some of the typical recruiting and retention efforts include advertising; attending career fairs/networking; providing recruitment and relocation allowances; offering practicums/internships and mentoring to students; as well as a variety of growth opportunities for all employees involving workplace initiative committees, leadership development, and opportunities to form study groups or attend in-service training.

Health regions have reported that successful hiring of new graduates is largely dependent upon the timing of the new graduating classes each year. For example, summer months typically see a larger number of vacancies than other times of the year.

Some rural regions have noted it is difficult to compete with the larger, urban regions when recruiting – because of the attractions a larger centre offers – rather than pay rates.

**SALARY MARKET CONDITIONS:** *(Employers were asked to identify situations where their salary levels are lower than other employers that they would expect to recruit employees from, or other employers that recruit their employees. This may be local, provincial, regional, national or international, depending on the occupation group and traditional recruitment relationship. Cost of living considerations may or may not be appropriate to factor into market salary comparisons.)*

The MSRC reports the following market conditions for Physical Therapists:

- Saskatchewan health regions – minimum \$35.012/hour, maximum \$42.919; effective April 1, 2016.
- Alberta health regions – minimum \$37.30/hour, maximum \$49.65/hour; effective April 1, 2016.
- British Columbia health regions – minimum \$31.41/hour, maximum \$39.17/hour; effective April 1, 2016.
- Manitoba health regions – minimum \$32.637/hour, maximum \$37.832/hour; effective April 1, 2016.

## **CONCLUSIONS & RECOMMENDATIONS:**

Considering the labour market criteria under the provincial framework, the Market Supplement Review Committee makes the following conclusions:

- Most health regions participating in the review reported either no service delivery issues related to recruitment and retention, or minor service delivery issues.
- A total of 16 permanent full-time vacancies were reported.
- Health regions report minimal recruitment and retention issues for permanent positions from this annual review.

Having reviewed the information as provided by employers, and considering the labour market criteria, the Market Supplement Review Committee recommends maintaining the current market supplement.

## **APPENDIX A**

### **Market Supplement Consideration Request – Physical Therapists**

#### **Employer Respondents**

1. Cypress Health Region
2. Five Hills Health Region
3. Heartland Health Region
4. Keewatin Yatthé Health Region
5. Kelsey Trail Health Region
6. Mamawetan Churchill River Health Region
7. Prairie North Health Region
8. Prince Albert Parkland Health Region
9. Regina Qu'Appelle Health Region
10. Saskatoon Health Region
11. Sunrise Health Region
12. Sun Country Health Region