

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Dental Therapist

October 22, 2017

OBJECTIVE

The objective of the 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/retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Dental 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 Dental Therapist classification has had annual reviews since 2003. The decision each time was to maintain the existing market supplement. This latest report is to be considered as part of the on-going review of the market supplement process for this classification, as described in the SAHO/HSAS Letters of Understanding pertaining to the Market Supplement Program.

There were five regions that reported to this review on Dental Therapists. Dental Therapists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Dental Therapist:

Dental Therapists serve children in Saskatchewan as part of the Children's Dental Program, which mandates routine dental care for children up to sixteen years of age. Most of the province's Dental Therapists work in northern Saskatchewan.

Qualifications:

Currently, there is no training program for Dental Therapists. In the past, the National School of Dental Therapy trained Dental Therapists. Dental Therapists work with dentists to provide community-based preventive dental health programs to meet identified community needs.

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

Table 1 – Dental Therapist – Budgeted and Vacant Positions

Health Regions	Number of Budgeted Positions (As of October 2017)		Number of Vacant Budgeted Positions (As of October 2017)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Keewatin Yahtté	4	0	1	0	25%	0
Kelsey Trail	2	0	1	0	50%	0
Mamawetan Churchill River	5	0	0	0	0	0
Saskatoon	3	2	0	0	0	0
Sun Country	1	0	0	0	0	0
TOTAL	15	2	2	0	13%	0

ANALYSIS

The MSRC discussed the Labour Market Criteria as guided 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.)*

Health regions reported limited service delivery issues for this classification related to recruitment and retention. Two northern regions experience a high demand for these services, but face some recruitment challenges which they attribute to remote travel, housing, etc.

Some employers utilize Dental Health Educators and Dental Assistants in the delivery of this service. One region has entered into an agreement with the College of Dentistry Resident Program at the University of Saskatchewan to deliver diagnostic and treatment services.

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.)*

Health regions reported two vacant full time positions for the Dental Therapist classification.

Table 2 – Dental Therapist – Budgeted and Vacant Position Comparison (2002 – 2017)

Dental Therapist Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2002 Totals	6	2	2	1	33%	50%
2003 Totals	8	1	0	0	0%	0%
2004 Totals	8	1	2	0	25%	0%
2005 Totals	7	1	0	0	0%	0%
2006 Totals	7	1	1	0	14.2%	0%
2007 Totals	8	1	0	0	0%	0%
2008 Totals	8	1	0	0	0%	0%
2009 Totals	9	1	0	0	0%	0%
2010 Totals	10	2	0	0	0%	0%

2011 Totals	9	2	0	0	0%	0%
2012 Totals	10	2	0	0	0%	0%
2013 Totals	11	2	0	0	0%	0%
2014 Totals	11	2	0	0	0%	0%
2015 Totals	13	2	0	0	0%	0%
2016 Totals	14	2	2	1	14.2%	50%
2017 Totals	15	2	2	0	13%	0%

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 ratio {loss of employees to other competitor employers} to the existing staff complement {budgeted positions} in the given occupation.)*

Of the regions that report and track turnover, the following data is reported:

- Last 12 months – 0
- Previous 12 months – 3 (1 retirement; 2 unspecified).

RECRUITMENT ISSUE ANALYSIS: *(Employers were asked to provide information such as length of recruitment time; 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.)*

Employers reported minimal recruitment/retention efforts for this classification. Currently there is no training program for this occupation, and the pool of qualified candidates is decreasing.

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 relationships. Cost of living considerations may or may not be appropriate to factor into market salary comparisons.)*

The MSRC reports the following current market conditions for Dental Therapists:

- Saskatchewan health regions – minimum \$30.504/hour, maximum \$37.281/hour, 9 steps. Effective April 1, 2017.
- British Columbia health regions – minimum \$30.10/hour, maximum \$37.55/hour, 6 steps. Effective April 1, 2017.
- Manitoba – minimum \$32.879/hour, maximum \$41.557/hour, 7 steps. Effective April 1, 2016.

CONCLUSIONS AND RECOMMENDATIONS:

Considering the labour market criteria under the provincial framework, the Market Supplement Review Committee concludes:

- There were two permanent full time vacancies reported by Saskatchewan health regions.
- No significant service delivery issues related to recruitment and retention were reported.

Having reviewed the employer information, and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends maintaining the current market supplement for the Dental Therapist classification.

APPENDIX A

Market Supplement Consideration Request – Dental Therapist

Respondents

1. Keewatin Yatthé Health Region
2. Kelsey Trail Health Region
3. Mamawetin Churchill River Health Region
4. Saskatoon Health Region
5. Sun Country Health Region