

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Perfusionist**

**December 21, 2017**

## OBJECTIVE

The objective of the Market Supplement Program is to ensure that the Saskatchewan Health Authority (SHA) 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 Perfusionist classification. Perfusionists received a market supplement as part of the SAHO/HSAS bargaining process in the fall of 2002, and again a new supplement was implemented December 21, 2010.

Perfusionists are currently employed in Saskatoon and Regina. Perfusionists are members of the Health Sciences Association of Saskatchewan (HSAS).

### *Role of a Perfusionist:*

*Perfusionists work under the direction of the Cardiovascular Surgeon, and typically set up, operate and maintain the heart lung machine and related equipment. Perfusionists are essential members of the operating team. Perfusionists also participate in research projects as initiated by the Cardiovascular Department.*

### *Qualifications:*

*Perfusionists must be certified by the Canadian Society of Cardiovascular Perfusionists. There are three clinical perfusion training programs in Canada – the British Columbia Institute of Technology (BCIT) in Burnaby, British Columbia; the Michener Institute in Toronto, Ontario; and the University of Montreal in Quebec. Candidates to the program must have a two-year medical diploma, plus an additional two years of clinical experience.*

Information regarding total number of budgeted positions and vacancies is provided in the following table.

**Table 1 – Perfusionists (including Senior level)  
Budgeted and Vacant Positions (December 2017)**

Number of Budgeted Positions (As of November 2017)		Number of Vacant Positions (As of November 2017)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
9	0	0	0	0	0

## ANALYSIS

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

**SERVICE DELIVERY IMPACTS:** *(Respondents 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.)*

No service delivery issues were reported by either location that reported to this review.

Both locations rely on this classification to perform key functions as members of the operating room team.

**VACANCY RATE ANALYSIS:** *(Respondents 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.)*

There have been no vacancies reported in this classification since 2014.

**Table 2 – Perfusionists – Budgeted and Vacant Position Comparison (2003 – 2017)**

Perfusionists	Number of Budgeted Positions (December 2017)		Number of Vacant Budgeted Positions (December 2017)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
<b>2003 Totals</b>	8	0	0	0	0%	0%
<b>2004 Totals</b>	8	0	0	0	0%	0%
<b>2005 Totals</b>	8	0	0	0	0%	0%
<b>2006 Totals</b>	8	0	0	0	0%	0%
<b>2007 Totals</b>	8	0	0	0	0%	0%
<b>2008 Totals</b>	8	0	0	0	0%	0%
<b>2009 Totals</b>	8	1	0	1	0%	100%
<b>2010 Totals</b>	9	0	1	0	11.1%	0%
<b>2011 Totals</b>	9	0	0	0	0%	0%
<b>2012 Totals</b>	9	0	0	0	0%	0%
<b>2013 Totals</b>	8	0	1	0	12.5%	0%
<b>2014 Totals</b>	9	0	0	0	0	0
<b>2015 Totals</b>	9	0	0	0	0	0
<b>2016 Totals</b>	9	0	0	0	0	0
<b>2017 Totals</b>	9	0	0	0	0	0

**TURNOVER RATES:** *(Respondents 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.)*

No turnover was reported during the last 12 months, or the year prior to that.

- Last 12 months – 0
- Previous 12 months – 0

**RECRUITMENT ISSUE ANALYSIS:** *(Respondents 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.)*

There is a minimal supply of Perfusionists across North America. Historically, both locations in the Saskatchewan Health Authority that employ this classification have made extensive efforts to recruit and retain these professionals. One respondent indicated it had undertaken international recruiting efforts in the past, as well as contacting students graduating from the British Columbia Institute of Technology, Michener Institute and University of Montreal. It had also provided relocation assistance on two occasions.

**SALARY MARKET CONDITIONS:** *(Respondents 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 market conditions for Perfusionists:

- Saskatchewan Health Authority – minimum \$40.300/hour, maximum \$49.153/hour, 5 steps. Effective April 1, 2017.
- Alberta Health Services – minimum \$45.10/hour, maximum \$58.16/hour, 9 steps. Effective April 1, 2017.
- British Columbia Regional Health Authorities – minimum \$46.060/hour, maximum \$50.370/hour. Effective April 1, 2017.
- Manitoba Regional Health Authorities – minimum \$38.554/hour, maximum \$44.476/hour, 5 steps. Effective April 1, 2017.

The current SAHO/HSAS collective agreement will expire on March 31, 2018.

## **CONCLUSIONS AND RECOMMENDATIONS:**

Having reviewed the information submitted by respondents, and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends to maintain the current market supplement for the Perfusionist classification.