

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Audiologist

March 28, 2018

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 also designed to ensure that temporary market supplements respond to valid labour market criteria, to address recruitment/retention pressures.

A market supplement will be an acceptable option only if:

- workplace initiatives have not addressed the skill shortage;
- labour market data supports a supplement; and,
- recruitment/retention is a problem, is affecting service delivery, and is well documented.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process regarding a market supplement for the Audiologist classification. Currently, this classification does not receive a market supplement.

Audiologists are members of the Health Sciences Association of Saskatchewan (HSAS). This market supplement review was requested by HSAS.

There were two locations within the SHA that contributed data for this analysis on Audiologists.

Role of an Audiologist:

Audiologists conduct audiological evaluations; provide counseling; select and fit hearing aids; conduct minor hearing aid repairs; take impressions for earmolds/earplugs; interact with third party agencies; and provide information as required to the public and allied agencies/professionals.

Qualifications:

Requires a Master's Degree in Audiology, and knowledge of all audiology procedures and hearing disorders.

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

Table I: Audiologist – Budgeted and Vacant Positions:

Number of Budgeted Positions (As of March 2018)		Number of Vacant Positions (As of March 2018)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
6	0	1	0	16%	0%

ANALYSIS

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

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.)*

There were two locations that contributed to this review. One reported no service delivery issues, while the other experienced some minor issues which have had an effect on wait times.

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 was one full-time vacancy reported for this classification, with an average recruiting time of three to four months.

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.)*

The following turnover is reported:

- Last 12 months = 7 (budgetary reasons/the Saskatchewan Hearing Aid Program).

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.)*

In this review, a respondent referenced the challenges it experienced when recruiting to this classification. There is a limited pool of applicants, which it attributes to lack of a Saskatchewan training program and competition from private sector employers.

That respondent also reported using targeted advertising, as potential candidates are generally from out-of-province or the private sector.

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 Audiologists:

- Saskatchewan Health Authority – minimum \$37.805/hour, maximum \$46.226/hour. Effective April 1, 2017.
- Alberta Health Services – minimum \$41.85/hour, maximum \$55.25/hour. Effective April 1, 2016.
- British Columbia Regional Health Authorities – minimum \$32.39/hour, maximum \$40.40/hour. Effective April 1, 2017.
- Manitoba Regional Health Authorities – minimum \$38.477/hour, maximum \$48.444/hour. Effective April 1, 2017.

CONCLUSIONS AND RECOMMENDATIONS

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

- Respondents experienced little or no service delivery issues due to recruitment and retention pressures.
- There was one full-time vacancy reported for this classification.
- No excessive recruitment and retention challenges or activities were indicated in this review.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee does not recommend the implementation of a market supplement for the Audiologist classification at this time.