

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Respiratory Therapist

FINAL

November 12, 2018

OBJECTIVE

The objective of the Saskatchewan Market Supplement Program is to ensure that the Saskatchewan Health Authority 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 Respiratory 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. This latest report is to be considered as part of the on-going review of the market supplement process for this classification.

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

Role of a Respiratory Therapist:

Respiratory Therapists are an essential part of the health care team providing such services as cardiopulmonary resuscitation; ventilator management; oxygen and aerosol therapy; patient assessment and evaluation; and diagnostic services, including pulmonary function testing and blood analysis.

Qualifications:

Respiratory Therapists must be graduates of a respiratory therapy training program approved by the Canadian Society of Respiratory Therapists (CSRT), and have successfully completed an exam approved by the Canadian Society of Respiratory Therapists. Membership in the CSRT and the Saskatchewan College of Respiratory Therapists (SCRT) is mandatory.

In Canada, there are 23 accredited Respiratory Therapist schools that train Respiratory Therapists. In western Canada, there are four schools as follows: Northern Alberta Institute of Technology; Southern Alberta Institute of Technology; Thomson Rivers University (formerly University College of the Cariboo); and the University of Manitoba – School of Medical Rehabilitation. Respiratory Therapists may require up to six months of orientation and training.

Saskatchewan Health provides bursary assistance to Saskatchewan Respiratory Therapist students.

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

Table 1 – Respiratory Therapist – Budgeted and Vacant Positions (November 2018)

Number of Budgeted Positions (As of November 2018)		Number of Vacant Positions (As of November 2018)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
152	10	13	2	8.6%	20%

ANALYSIS

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

There were six areas that reported to the market supplement review.

Two of the respondents reported little to no service delivery issues, while the remainder experienced minor issues to moderate issues. They generally reported that service delivery is somewhat impacted by staff turnover; difficulties recruiting casual staff/replacing staff on extended leaves; as well as orientation periods for new staff members. This has had an impact on wait lists and overtime rates. One area also reported it has referred some patients to private respiratory companies for CPAP testing and assessment. When there is overlap of scopes of practice, other professions may manage some respiratory therapy workload to assist with service delivery.

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 were 13 full-time and 2 part-time vacancies reported for this classification, for vacancy rates of 8.6% and 20% respectively.

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.)*

Of the areas that report and track turnover, the following resignation data was provided in this review:

- Last 12 months = 12 (8 other employment; 2 family/domestic reasons; 1 retirement; 1 other reason).
- Previous 12 months = 16 (10 other employment; 2 family/domestic reasons; 2 retirements; 2 change of occupation).

RECRUITMENT ISSUE ANALYSIS: *(Respondents 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.)*

The following recruitment and retention initiatives were reported by respondents:

- Increasing the number of FTE budget resources.
- Advertising online, and attending high school and university career fairs.
- Partnering and liaising with colleges and universities to provide student clinical placements/practicums and internships.
- Providing recruitment, relocation and educational allowances, with return for service agreements.

As reported in previous market supplement reports, two of the larger urban areas (Regina and Saskatoon) continue to work with the Ministry of Health and Alberta Learning in the delivery of a Respiratory Therapist training program. The program purchases seats at the Southern Alberta Institute of Technology (SAIT) in Calgary for Saskatchewan residents, and allows them to perform their clinical training in Saskatchewan.

Several areas reported that they successfully hire at the entry wage rate for new grads and other new hires.

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 Respiratory Therapists (Diploma):

- Saskatchewan Health Authority – minimum \$32.528/hour, maximum \$39.674/hour. Effective April 1, 2017.
- British Columbia Regional Health Authorities – minimum \$28.54/hour, maximum \$35.62/hour. Effective April 1, 2018.
- Alberta Health Services – minimum \$36.81/hour, maximum \$47.30/hour. Effective April 1, 2018.
- Manitoba Regional Health Authorities – minimum \$32.147/hour, maximum \$38.382/hour. Effective April 1, 2017.

CONCLUSIONS AND RECOMMENDATIONS:

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

- Of the six areas that responded, three reported they experienced little to no service delivery issues related to recruitment and retention. The remainder generally categorized their issues as minor to moderate, attributing them to staff turnover and difficulties recruiting to casual positions or extended leaves.
- There were 13 full time and two part-time vacancies reported in this review or rates of 8.% and 20% respectively.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee recommends maintaining the current market supplement for the Respiratory Therapist classification.