

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Dental Therapist

October 22, 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 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 four locations (Buffalo Narrows, La Ronge, Saskatoon and Weyburn) 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 preventative 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

Number of Budgeted Positions (As of October 2018)		Number of Vacant Positions (As of October 2018)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
13	2	2	0	15%	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.)*

Respondents reported either no service delivery issues – or varying service delivery impacts – related to recruitment and retention. They employ a number of alternative service delivery models, including the use of temporary and casual staff. Some also utilize Dental Health Educators and Dental Assistants in the delivery of this service.

Two northern areas experience a high demand for services, and but face some recruitment and retention challenges. One reported that employees typically only stay for a short duration (six months to three years).

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 two full time vacancies reported in this annual review.

Table 2 – Dental Therapist – Budgeted and Vacant Position Comparison (2002 – 2018)

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%
2018 Totals	13	2	2	0	15%	

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

The following turnover is reported:

- Last 12 months – 2 (1 other employment; 1 other reason).
- Previous 12 months – 1 (other reason).

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.)*

Respondents reported their recruitment/retention efforts include providing northern benefits; offering relocation and tuition/educational incentives (with return for service agreements); and providing flexible work time in support of work-life balance.

Currently there is no training program for this occupation, and the pool of qualified candidates is decreasing.

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 current market conditions for Dental Therapists:

- Saskatchewan Health Authority – minimum \$30.504/hour, maximum \$37.281/hour, 5 steps. Effective April 1, 2018.
- British Columbia Regional Health Authorities – minimum \$30.68/hour, maximum \$38.27/hour, 6 steps. Effective April 1, 2018.
- Manitoba Regional Health Authorities – minimum \$32.88/hour, maximum \$41.56/hour, 7 steps. Effective April 1, 2018.

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 respondents.
- Respondents reported either no service delivery issues related to recruitment and retention, or varying service delivery impacts.

Having reviewed the respondents' 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.