

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Paramedic

FINAL

March 26, 2019

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 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 Paramedic 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 market supplement rate of pay for Paramedics was increased in February 2006 through the adjudication process, as outlined in the Market Supplement Letters of Understanding between SAHO and Health Sciences Association of Saskatchewan (HSAS).

This latest report is to be considered as part of the ongoing review of the market supplement process for this classification.

Role of a Paramedic:

Paramedics provide intervention services to those clients requiring Emergency Medical Services (EMS). These interventions have been demonstrated to be life saving and significantly impact patient comfort and outcome. Paramedics are able to provide the following:

- *Pain control through the administration of narcotics.*
- *Stabilization of severe respiratory distress.*
- *Diuresis of Congestive Heart Failure patients.*
- *Full ACLS resuscitation equivalent to that performed in the Emergency Department.*
- *Twelve lead ECG interpretation.*
- *Cardiac pacing.*

There were six respondents reporting to this review. A number of locations throughout Saskatchewan utilize private ambulance services, and that information is not included in this report.

Qualifications:

There are multiple levels of EMS practitioners in Saskatchewan. To apply to the Paramedic program, these practitioners must have two years experience as an EMT. The Paramedic training program consists of thirteen weeks of training.

The most comprehensive EMS practitioner in Saskatchewan is the Paramedic.

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

Table 1 – Paramedics – Budgeted and Vacant Positions (March 2019)

Number of Budgeted Positions (As of March, 2019)		Number of Vacant Budgeted Positions (As of March, 2019)		% Vacancy	
Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
69	12	5	3	7.25%	25%

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.)*

Five of the six locations reported no service delivery issues; however, one did report that a limited ability to recruit and retain casual staff occasionally results in overtime hours.

The remaining respondent experienced moderate service delivery issues, where some overtime is being incurred due to vacancies. It reported that while a level of service is being maintained, some routine duties are not being performed. As well, it experienced some delays in out-of-town transfers; and, on occasion, has deployed rural ambulances that are in the city while transferring patients from their home community.

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.)*

Five full-time vacancies and three part-time vacancies were reported for this review, for vacancy rates of 7.25% and 25% respectively. The majority of respondents reported that recruitment challenges for this classification would be considered minor; in most cases, the supply of qualified candidates is sufficient to meet demands.

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 locations that track and report turnover, the following data was reported:

- Last 12 months – 4 (3 other employment; 1 family/domestic reasons).
- Previous 12 months – 8 (not specified).

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.)*

Respondents indicated they utilize typical recruitment and retention initiatives, including:

- offering practicums for PCP and ACP students;
- providing interest-free loans to take ACP training;
- advertising; and
- attending career fairs.

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 Paramedics:

- Saskatchewan Health Authority – Maximum \$40.529/hour; five steps. Effective April 1, 2017*.
- Alberta Health Services – Maximum \$44.750/hour; nine steps. Effective April 1, 2018.
- British Columbia Regional Health Authorities – Maximum \$39.690/hour; seven steps. Effective April 1, 2018.
- Manitoba Regional Health Authorities – Maximum 42.280/hour; five steps. Effective April 1, 2017.

*The SAHO/HSAS collective agreement expired on March 31, 2018.

CONCLUSIONS AND RECOMMENDATIONS:

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

- The majority of respondents (five out of six) reported no service delivery issues related to recruitment and retention.
- Five full-time vacancies and three part-time vacancies were reported.
- Respondents reported minimal recruiting challenges for this classification.

Having reviewed the information as provided by respondents, 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 Paramedic classification.