

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Perfusionist

FINAL

December 21, 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 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. New supplements were implemented again in December 2010 and September 2019.

Within the Saskatchewan Health Authority, Perfusionists are currently employed in Saskatoon and Regina, and 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 – Perfusionist (including Senior Level)
Budgeted and Vacant Positions (December 2019)**

Number of Budgeted Positions (As of December 2019)		Number of Vacant Positions (As of December 2019)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
9	0	2	0	22.22%	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.)*

Regina and Saskatoon rely on this classification to perform key functions as members of the operating room team.

As a result of vacancies, service delivery impacts related to recruitment and retention were characterized as moderate by both respondents. They reported that while a level of service is being maintained, it may not be possible to complete some routine duties.

With recruitment efforts underway, one location has hired a retiree on a casual basis. It also reported that pending successful recruitment efforts, staff have been on-call on an ongoing basis and some services been contracted out.

The other location indicated it has incurred some overtime, and used locum perfusion services and casual staff to maintain service.

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.)*

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.)*

Turnover for both locations was reported as follows:

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

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 undertaken extensive efforts to recruit and retain these professionals, including:

- Providing tuition/educational allowances, as well as recruitment and relocation incentives, with return for service agreements;
- Advertising through the Perfusion Association of Canada and the Canadian Society of Clinical Perfusion;
- Providing clinical placements for students;
- Purchasing training seats in the Perfusion program at British Columbia Institute of Technology (BCIT);
- Meeting with students at Michener Institute; and
- Liaising with international candidates.

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 \$43.927/hour, maximum \$53.577/hour, five steps. Effective December 21, 2018.*
- Alberta Health Services – minimum \$45.10/hour, maximum \$58.16/hour, nine steps. Effective April 1, 2018 (wage reopener in 2019).
- British Columbia Regional Health Authorities – minimum \$48.72/hour, maximum \$53.28/hour, six steps. Effective April 1, 2019.
- Manitoba Regional Health Authorities – minimum \$39.620/hour, maximum \$45.706/hour, 5 steps. Effective April 1, 2019.

**The SAHO/HSAS collective agreement expired on March 31, 2018. However, a Market Supplement for this classification was implemented in September 2019, effective/retroactive to December 2018.*

CONCLUSIONS AND RECOMMENDATIONS:

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

- Perfusionists perform key functions as members of the operating room teams in both Regina and Saskatoon.
- There is a minimal supply of Perfusionists across North America, requiring extensive recruitment and retention efforts.
- There were two full-time vacancies reported for this classification, resulting in a vacancy rate of 22.22%.

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 maintaining the current market supplement for the Perfusionist classification.