

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Public Health Inspector
(Degree, Senior Levels)**

FINAL

January 29, 2020

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.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Public Health Inspector classification. The first market supplement report was released by the Market Supplement Review Committee on December 19, 2002. The first annual review was conducted by the MSRC in December 2003, and the second in December 2004. The MSRC recommended maintaining the existing market supplement in those reviews. The annual review in 2005 for this classification resulted in an increase to the market supplement that was implemented in January 2007. This report is to be considered as part of the ongoing 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 nine (9) locations included in this analysis on Public Health Inspectors. Public Health Inspectors are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Public Health Inspector:

The Public Health Inspector (PHI) is a vital member of the public health team and delivery system. The role of the PHI includes preventing disease; promoting health; and improving the environment through the use of education, consultation, inspection and monitoring techniques and, if necessary, by the enforcement of health legislation. The scope of interest covers food hygiene; insect and rodent control; communicable disease investigation; public accommodation; community care facilities; public recreational facilities; water supply and waste disposal systems; tobacco control; occupational health and safety; and environmental pollution (air, water, soil and noise).

Qualifications:

To work as a Public Health Inspector, certification must be obtained with the Canadian Institute of Public Health Inspectors (CIPHI).

Public Health Inspectors must obtain educational qualifications from one of the following five Environmental Health programs in Canada: Ryerson University, British Columbia Institute of Technology, Concordia University College of Alberta, University of Cape Breton, and the First Nations University of Canada. In addition, Public Health Inspectors must successfully complete a certification process consisting of an examination process with both written and oral components. To be eligible for certification, Public Health Inspectors must complete 12 weeks of practicum under the supervision of a certified Public Health Inspector.

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

Table 1 – Public Health Inspector (Budgeted and Vacant Positions):

Number of Budgeted Positions (As of January 2020)		Number of Vacant Positions (As of January 2020)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
60	3	3	0	5%	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 nine locations reporting to this review. Of those, five experienced no service delivery issues related to recruitment and retention; two experienced minor issues; and two reported moderate issues.

Areas with vacancies have experienced some service delays; overtime; increased travel related to coverage needs; and difficulty maintaining some programs to previous levels.

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.)*

Of the three full-time vacancies reported in this review, two occurred within one rural reporting area, and one in another area. Both respondents noted it is typically difficult to recruit to rural areas.

A number of respondents noted that the upcoming elimination of the Public Health Inspector training program at First Nations University of Canada could lead to future recruitment challenges. The program is no longer accepting new applicants, and will be graduating its last/current students by spring of 2022. Historically, the program has proved to be a valuable resource in terms of recruiting potential candidates.

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 – 5 (1 change of occupation; 1 family/domestic reasons; 1 relocation; 1 retirement; 1 not specified).
- Previous 12 months – 4 (other employment).

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.)*

Several locations reported recruiting times of two months or less; while two others reported recruiting times of eight months to a year.

The majority of respondents experienced minimal recruitment and retention efforts for Public Health Inspectors. They generally use typical recruiting/retention measures, including advertising online; attending career fairs; and other networking activities. They also provide relocation incentives, with return for service agreements, and offer practicum experience.

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 Public Health Inspectors (Degree):

- Saskatchewan Health Authority – maximum \$42,466, five steps, effective April 1, 2017.*
- Alberta Health Services –maximum \$52,360/hour, nine steps, effective April 1, 2019.
- British Columbia Regional Health Authorities – maximum \$38,330/hour, six steps, effective April 1, 2019.
- Manitoba Regional Health Authorities – maximum \$35,780/hour; nine steps, effective April 1, 2019.

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

CONCLUSIONS AND RECOMMENDATIONS

Considering the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions:

- Of the nine respondents, five experienced no service delivery issues related to recruitment and retention. The remainder reported minor to moderate issues.
- There were three full-time vacancies reported, for a vacancy rate of 5%.
- Most locations reported minimal recruitment and retention efforts for the Public Health Inspector classification, given their lack of vacancies and low turnover.

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