

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Dental Therapist

FINAL

October 22, 2021

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 three areas with active Dental Therapist positions. Dental Therapists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Dental Therapist:

Dental Therapists provide diagnostic, operative, community and preventive dentistry services to children. They usually work with multi-disciplinary teams.

Qualifications:

The training program for Dental Therapists ended with the closure of the National School of Dental Therapy in 2011. There is no alternative supply of dental therapists.

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.)*

One location reported minor issues to service delivery. There are three former RHAs areas (Mamewetan, Keewatin, Saskatoon) with active positions.

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.)*

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

Dental Therapist – Budgeted and Vacant Positions

Number of Budgeted Positions (As of October 2021)		Number of Vacant Positions (As of October 2021)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
12	2	3	0	25%	0%

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 – 1 (7.1% of all positions). Employee moved with family.
- Previous 12 months – 0

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.)*

One location reported their recruitment/retention efforts include offering relocation assistance as per the SHA policy (with return for service agreements).

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. In other provinces there is no job comparable to the SHA's Dental Therapists. Where they exist the comparison made was with Dental Hygienists.

- Saskatchewan Health Authority – minimum \$29.070/hour, maximum \$35.528/hour, 5 steps. Effective April 1, 2021.
- British Columbia Regional Health Authorities – no job match.
- Alberta Health Services (Dental Hygienist) – minimum \$36.96/hour, maximum \$49.15/hour, 9 steps. Effective April 1, 2019.
- Manitoba Regional Health Authorities – No match.

At the senior level there were no matches found for positions in either British Columbia or Alberta.

- Saskatchewan Health Authority – minimum \$31.395/hour, maximum \$38.372/hour, 5 steps. Effective April 1, 2021.
- Manitoba (Dental Hygienist) – minimum \$33.457/hour, maximum \$42.288, 7 steps. Effective April 1, 2020.

CONCLUSIONS AND RECOMMENDATIONS:

Considering the labour market criteria under the provincial framework, the Market Supplement Review Committee concludes:

- There were three permanent full-time vacancies.
- All senior dental therapist senior positions are filled. Some dental therapist positions were reported to have been re-classified to senior positions to increase the wage that can be provided.
- One full time employee left the SHA in the 12 months prior to the review.
- There is no training program for this occupation and the pool of qualified candidates is decreasing.

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.