

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Orthotist and Prosthetist

FINAL

December 13, 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.

The Market Supplement Review Committee reviewed this occupation on **January 13, 2022**. **The annual review was December 13, 2021.**

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Orthotist and Prosthetist classifications.

These two classifications received a market supplement as part of the SAHO/HSAS bargaining process in the fall of 2002. A new market supplement was implemented in 2007, and again in 2010 and 2013. This latest 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 was one larger urban centre that reported to this review. Other facilities and areas in the Saskatchewan Health Authority may use agencies, such as the Saskatchewan Abilities Council, to provide service for this function. Orthotists and Prosthetists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Prosthetist:

Prosthetists help those who have physical limitations by designing, constructing and fitting artificial limbs.

A Prosthetist works closely with doctors, physiotherapists, occupational therapists and others in rehabilitation medicine. After assessing the needs of a patient, the Prosthetist may fabricate the support personally, or may develop specifications for its construction by a technician. The device is then fitted and adjusted to the patient. From time to time, repairs and maintenance work must also be done.

Prosthetists work in rehabilitation centres or private practice.

Qualifications:

Prosthetists are graduates of a two-year recognized Prosthetics and Orthotics program, and must be certified by the Canadian Board of Certification for Prosthetists and Orthotists. After 22 months of work experience under the guidance of a certified Prosthetist, graduates write the National Certification exam of the Canadian Board of Certification for Prosthetists and Orthotists.

Role of an Orthotist:

Orthotists help those who have physical limitations by designing, constructing and fitting orthopedic braces and supports.

Orthotists work closely with doctors, physiotherapists, occupational therapists and others in rehabilitation medicine. After assessing the needs of a patient, the Orthotist may fabricate the support personally, or may develop specifications for its construction by a technician. The device is then fitted and adjusted to the patient. From time to time, repairs and maintenance work must also be done.

Orthotists work in rehabilitation centres or private practice.

Qualifications:

Orthotists are graduates of a two-year recognized Prosthetics and Orthotics program, and must be certified by the Canadian Board of Certification for Prosthetists and Orthotists. After 22 months of work experience under the guidance of a certified Prosthetist, graduates write the National Certification exam of the Canadian Board of Certification for Prosthetists and Orthotists.

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

**Table 1 – Orthotists/Prosthetists
Budgeted and Vacant Positions (December 2021)**

Number of Budgeted Positions (As of December 2021)		Number of Vacant Positions (As of December 2021)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
7	0	2	0	28.57%	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.)*

The one location reporting to this review reported moderate service delivery issues related to recruitment and retention resulting in increased wait times.

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.)*

At the time of reporting there were two reported vacancies for a vacancy rate of 28.57% for full time employees. However, there is a limited supply of these professionals in North America, so recruitment is ongoing.

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 data is reported:

- Last 12 months - 2 (1 retirement, 1 resignation)
- Previous 12 months - 0

RECRUITMENT ISSUE ANALYSIS: *(Respondents were asked to provide information such as length of recruitment times; training investments; licensing issue;; supply and demand issues, etc.; as well as information that would identify trends that may affect recruitment and/or retention efforts.)*

Recruitment and retention initiatives include advertising, relocation incentives with return for service agreements, recruitment incentives with return for service agreements, and payment of written exam fees.

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 comparison.)*

The MSRC reports the following market conditions for Orthotists and Prosthetists. (Note: both classifications receive the same pay level.)

- Saskatchewan Health Authority – minimum \$42.281, maximum \$51.382, 5 steps. Effective April 1, 2021
- Alberta Health Services – Prosthetist and Orthotist - minimum \$40.92/hour, maximum \$54.46/hour; 9 steps. Effective April 1, 2019

- British Columbia Regional Health Authorities – Prothetist and Orthotist minimum \$31.99/hour, maximum \$39.88/hour, 6 steps. Effective April 1, 2021
- Manitoba Regional Health Authorities – minimum \$33.030/hour, maximum \$43.518/hour, 7 steps. Effective April 1, 2019. Only for Orthotist as Prothetist services are provided by private sector.

CONCLUSIONS AND RECOMMENDATIONS:

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

- The one location reporting to this review reported moderate service delivery issues related to recruitment and retention resulting in increased wait times.
- At the time of reporting there were two reported Prothetist vacancies for a vacancy rate of 28.57% for full time employees. There is a limited supply of these professionals in North America, so recruitment is ongoing.

Having reviewed the employer information, and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee has determined that the current market supplement for the Orthotist/Prothetist classifications should be **maintained**.