

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Perfusionist

FINAL

Report Due Date: December 21, 2022

Report Distribution Date: May 2023

Annual Review

OBJECTIVE

The objective of the Market Supplement Program is to ensure that the Saskatchewan Healthcare Employers 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.

The SHA is the only Health Care Employers who currently employs Perfusionists. 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 these programs must have a Bachelor of Sciences Degree or higher or are practicing registered nurses or respiratory therapists.

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 2022)**

Number of Budgeted Positions (As of December 2022)		Number of Vacant Positions (As of December 2022)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
10	0	2	0	20%	0
Information Amended as of May 5, 2023					
10	0	4	0	40%	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. Regina is experiencing the current permanent full time vacancies.
- Due to current vacancies required on call obligations for the remaining Perfusionists are significant. At times, service cannot be provided as individuals are not available to take call.
- Patients may need to transported to Saskatoon for care if there are no Perfusionists available to support ECMO and open heart surgery.
- Perfusionists are having to work long stretches of 12 hour shifts while providing coverage for other cardiac emergencies.
- As a result of vacancies, service delivery impacts related to recruitment and retention were characterized as minor for one respondent and significant for the other.

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.)*

There are currently two Full Time vacancies at 20.00 %.

As of May 5th information has come forward indicating 2 further vacancies are imminent since the meeting of the committee and writing of the report.

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 – 1 (retirement)
- Previous 12 months – 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:

- Provided tuition/educational allowances;
- Advertising through the Perfusion Association of Canada and the Canadian Society of Clinical Perfusion;
- Hosted student practicums
- Supported international recruitment and provided candidate with LMIA(Labour Market Impact Assessment) support.
- Offered recruitment incentives (up to \$30,000 plus relocation expense), with return for service agreements;
- Purchasing training seats in the Perfusion program at British Columbia Institute of Technology (BCIT) and Michener.
- Locum support is being used in both locations

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 clinical Perfusionists:

- Saskatchewan Health Authority – minimum \$45.547/hour, maximum \$55.559/hour, five steps. Effective April 1, 2022
- Alberta Health Services – minimum \$45.55/hour, maximum \$58.74/hour, nine steps. Effective April 1, 2022.
- British Columbia Regional Health Authorities – minimum \$52.59/hour, maximum \$57.48/hour, six steps. Effective April 1, 2022.
- Manitoba Regional Health Authorities – minimum \$40.016/hour, maximum \$46.163/hour, 5 steps. Effective April 1, 2021.

An increase in the 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:

- Saskatchewan rates are currently above the western Canadian average.
- British Columbia and Alberta lead SHA in wages (by 3.46% and 5.73% respectively) and Manitoba lags (15.69%).
- There is a shortage of Perfusionists across North America, requiring extensive recruitment and retention efforts. This continues to be a hard to recruit occupation.
- There are currently two Full Time vacancies at 20.00 %

Having reviewed the information submitted by respondents, and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee is recommending to **maintain** the current market supplement for the Perfusionist classification.

Additional Note: Between the meeting of the Committee and the writing of the report, further information was provided to the committee indicating that the SHA had received an additional two resignations of a full time Perfusionist effective the end of May. Given this additional information, the Committee has amended their original recommendation from maintaining the current market supplement to recommending a **negotiation be undertaken to increase the current market supplement.**