

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Public Health Inspector
(Degree)**

FINAL

**Report Due Date: November 19, 2023
(Annual Review)**

Report Distribution Date: March 2024

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 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.

Public Health Inspectors are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS and SAHO are parties to a collective bargaining agreement (CBA) with a term of April 1, 2018 – March 31, 2024. The Provincial Market Supplement Program language can be found in Letter of Understanding #12 – Provincial Market Supplement Program and Letter of Understanding #13 – Determination of Market Supplement Rates, on pages 168 and 170 of the SAHO/HSAS CBA.

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.

ANALYSIS

The MSRC discussed the Labour Market Criteria as required by the Market Supplement Program.

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 positions and vacancies is provided in the following table. The data is reflective of the 11 geographic areas which is consolidated to reflect the Saskatchewan Health Authority.

Table 1 - Public Health Inspector - Degree

Number of Budgeted Positions (As of November 2023)		Number of Vacant Positions (As of November 2023)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
65	0	10	0	15.38%	-

Overall vacancy rates are categorized as being moderate where vacancies may be difficult to fill and may require a greater amount of time to recruit.

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 eleven geographical areas reporting to this review. Of those, two areas experienced minor service delivery impacts meaning there was some impact to timing or quality or quantity of service. Eight characterized the service delivery impact as being moderate, meaning the quality of service is maintained however some duties need to be prioritized; one northern area experienced significant impacts meaning that the department can only provide a basic level of service.

Areas with vacancies have experienced service delays, overtime is utilized to address priority needs. There are also increased wait times, and the need to deploy staff to priority areas.

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 – 16 (including 1 family/domestic reasons; 1 other; 9 other employment; 4 other employment wage related; 2 retirements.)
- Previous 12 months – (including 1 family/domestic; 1 other employment wage related; 2 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.)*

Recruitment of professionals varied across the province. The typical recruitment time is anywhere from 6 months – one year depending on the area of the province. 1 area categorized their recruitment efforts as being minor where in most cases, qualified professionals can be readily found. 2 areas indicated that their recruitment efforts were moderate meaning that new graduates and qualified professionals are difficult to recruit and that educational institutions are not likely graduating sufficient new grads to meet demand. Eight areas indicated that their recruitment efforts were significant in that qualified professionals and new graduates are in great demand and difficult to recruit and that educational institutions may even have to increase seats to meet demand.

In addition to the use of internal postings the following activities are undertaken to support the recruitment strategies utilized.

- Online advertising and the use of social media and advertising on the CIPHI website.
- Participating at Career Fairs.
- Rural recruitment incentive and relocation incentives are utilized.
- Where feasible practicum students are supported.
- Conditionally hiring uncertified PHI's while they are waiting to write their exams.

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):

Table 3 – Public Health Inspector-Degree – Salary Market Conditions

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Public Health Inspector/Environmental Health Officer - Staff	April 1, 2023	\$44.23
Alberta	Public Health Inspector	April 1, 2023	\$54.61
Saskatchewan	Public Health Inspector - Degree	April 1, 2023	\$46.554
Manitoba	Environmental Off 2 (Field Inspector)	April 1, 2023	\$38.580
Western Canadian Average (2023)			\$45.994

Saskatchewan Rate (2023)	\$ 46.554
Western Canadian Average (2023)	\$ 45.994
Sask compared to Average (\$)	\$ 0.56
Sask compared to Average (%)	101.22%

Note: Saskatchewan rates are above the Western Canadian Average.

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:

- There were 10 full-time and zero part-time vacancies identified at the time of the report in the degree classification and of the vacancies identified, they were characterized as difficult to fill.
- There was one full time vacancy at the senior level of the eight full time positions.
- Service disruptions vary across the province, but the majority of the province is experiencing moderate service disruption in this classification.
- A number of recruitment initiatives are used for this classification.
- The Saskatchewan salary continues to be above the western Canadian average.

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.