

MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Audiologist Masters

Final

**Report Due Date: November 8, 2024
(New Request)
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OBJECTIVE

The objective of the Market Supplement Program is to ensure that the Saskatchewan Health Care 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.

A market supplement will be an acceptable option only if:

- workplace initiatives have not addressed the skill shortage;
- labour market data supports a supplement; and,
- recruitment/retention is a problem, is affecting service delivery, and is well documented.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process regarding a market supplement for the Audiologist classification. Currently, this classification does not receive a market supplement.

Audiologists 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.

This market supplement review was requested by the Employer.

Only Regina and Saskatoon currently employ individuals in this classification and both locations contributed data for the analysis.

Role of an Audiologist:

Audiologists conduct audiological evaluations; provide counseling; select and fit hearing aids; conduct minor hearing aid repairs; take impressions for earmolds/earplugs; interact with third party agencies; and provide information as required to the public and allied agencies/professionals.

Qualifications:

Requires a Master's Degree in Audiology, and knowledge of all audiology procedures and hearing disorders.

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

Table I: Audiologist – Masters:

Number of Positions (As of September 2024)		Number of Vacant Positions (As of September 2024)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
7	0	2	0	28.57%	0%

Audiologist – Masters – Senior

Number of Positions (As of September 2024)		Number of Vacant Positions (As of September 2024)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
4	0	0	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.)*

Regina noted minor service delivery impact indicating that there is some impact to timing or quality or quantity of service that may be an inconvenience to patients. Saskatoon noted moderate service deliver impact indicating that the department provides a level of service, some routine duties are not being performed, quality of service is maintained but some service problems may linger.

Strategies to address service delivery included the following:

- Use of overtime
- Waitlist management. Prioritization of urgent assessments and cochlear implants.
- Use of a private contract that joins the cochlear implant team once a week.
- Referred to the private sector.
- Created different methods of assessment.

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.)*

There were no noted turnover trends. One individual left Saskatoon but no rationale was noted by the respondent as to the reason.

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 in both Saskatoon and Regina is noted as significant meaning that qualified professionals and new graduates are in great demand by employers who are willing to pay significant recruiting bonuses, or to contract the service if required.

Graduates of the program do not have a connection with Saskatchewan so it is very difficult to recruit.

In addition, the follow recruitment initiatives were noted:

- Attendance at career fairs and conferences.
- The use of recruitment incentives.
- The use of relocation support.
- Mentoring support, however there has not been students for a number of years to provide the mentorship support to.

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.)*

Audiologist - Masters			
Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Audiologist - Grade I	April 1, 2023	\$49.26
Alberta	Audiologist	April 1, 2023	\$57.63
Saskatchewan	Audiologist - Masters	April 1, 2023	\$49.493
Manitoba	Audiologist - Masters	April 1, 2023	\$53.146
Western Canadian Average (2023)			\$52.382

Saskatchewan Rate (2023)	\$ 49.493
Western Canadian Average (2023)	\$ 52.382
Sask compared to Average (\$)	\$ (2.89)
Sask compared to Average (%)	94.48%

Notes:

- Saskatchewan rates are below the Western Canadian Average.

CONCLUSIONS AND RECOMMENDATIONS

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

- Respondents noted minor to moderate service impacts noted with waitlists in Regina around 1 year and Saskatoon around 3 years.
- There are 2 full time vacancies equating to a 28.57% vacancy rate.
- Recruitment is noted as significant.
- The salary is below the Western Canadian average by \$2.89.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee recommends to **implement** a market supplement for the Audiologist - Masters classification at this time.