

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**EMTP/ACP
(Advanced Care Paramedic)**

FINAL

**Report Due Date: January 29, 2024
(Annual Review)**

Report Distribution Date: April 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 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 EMTP/ACP (Advanced Care Paramedic) classification. Advanced Care Paramedics are members of the Health Sciences Association of Saskatchewan (HSAS). The initial market supplement report was released by the Market Supplement Review Committee on August 6, 2002 and implemented on October 16, 2002. The market supplement rate of pay for this classification was increased in February 2006 through the adjudication process, as outlined in the Market Supplement Letters of Understanding between SAHO and Health Sciences Association of Saskatchewan (HSAS). The market supplement for this classification was increased through negotiations in January of 2023 which resulted in a changed annual review date to January 29th of subsequent years.

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 the EMTP/ACP (Advanced Care Paramedic):

The Advanced Care Paramedic has advanced training in recognizing and managing medical and trauma emergencies and performing life-saving interventions.

Qualifications:

- *Advanced Care paramedic Diploma*
- *Licensed as an EMTP/ACP with the Saskatchewan College of Paramedics*
- *Current certification in Basic Life Support – Cardio Pulmonary Resuscitation, International trauma Life Support, Pediatric Education for prehospital Providers or Pediatric Advanced Life Support, and Advanced Cardiac Life Support*
- *Valid Saskatchewan Class 4 Driver's License.*

ANALYSIS

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

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 were seven geographical areas of the province that responded to the market supplement survey.

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

Table 1 – EMTP/ACP – Budgeted and Vacant Positions (As of January 2024)

Number of Budgeted Positions 2024		Number of Vacant Budgeted Positions 2024		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
89	28	28	6	31.46%	26.09%

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.)*

Service delivery impacts are varied across the province. One rural area had indicated they do not have any service issues. Three have characterized their issues as moderate meaning that the department provides a level of service, but some routine duties may not be performed. The last two areas indicate they are experiencing significant impact in that the department can only provide a basic level of service and that there may be gaps in that service such as delayed response times. The majority of the vacancies are reported in the Regina area of the province.

Overtime is utilized to augment service and where possible, the use of alternate classifications has occurred in addition to the use of PCPs which may result in a lower level of care being provided. Short notice call in and vacation requests are very hard to manage with few to no casuals in the system. Contract services are also used to augment service.

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.)*

Of the locations that track and report turnover, the following data was reported:

- Last 12 months – 2 other reason; 1 change of occupation; 3 other employment not wage related; 2 other employment wage related; 2 retirement; 5 family/domestic
- Previous 12 months – 1 other reason; 1 retirement; 3 other employment-wage related

Overall turnover is characterized as moderate meaning it is between 10%-20%.

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 all but the one area is characterized as significant meaning that qualified professionals and new graduates are in great demand by employers who are willing to pay significant recruiting bonuses.

Significant efforts continue to be taken in order to recruit these professionals. The following information provides further details:

- Relocation assistance and return for service agreements are used.
- Recruitment incentives are offered with return for service agreements.
- Advertising continuously through the normal posting process in addition to through the College of Paramedics, provincial licensing bodies and Sask. Polytechnic.
- Attending career fairs.
- Where possible, staff complement has been increased and schedules have been modified which assists with retention.

In addition, Saskatchewan is also offering large training bursaries to support future paramedics. This information can be accessed through the following link:

<https://www.saskatchewan.ca/government/news-and-media/2023/july/25/saskatchewan-now-offering-large-training-bursaries-to-support-future-paramedics>

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.)*

Table 2 - EMTP/ACP Salary Market Conditions

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Advanced Care Paramedic	April 1, 2023	\$52.62
Alberta	Advanced Care Paramedic	April 1, 2023	\$46.69
Saskatchewan	EMTP/ACP	April 1, 2023	\$48.451
Manitoba	Emergency Paramedic II - ACP	April 1, 2023	\$48.34
Western Canadian Average (2023)			\$49.025

Saskatchewan Rate	\$	48.451
Western Canadian Average	\$	49.025
Sask compared to Average (\$)	\$	(0.57)
Sask compared to Average (%)		98.83%

Notes: Saskatchewan rates are below the Western Canadian Average

CONCLUSIONS AND RECOMMENDATIONS

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

- Saskatchewan has a competitive salary compared to our two adjoining provinces but when BC is factored in, we are below the western Canadian average.
- There are varying degrees of issues across the province, but Regina is experiencing the most vacancies with 22 out of their complement of 70 both for full and part time combined.
- Significant recruitment efforts are being undertaken and as the wage appears to be competitive, perhaps a localized focus may need to be considered for the Regina area.

Having reviewed the information as provided by respondents 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 Paramedic classification.