

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

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

FINAL

**Report Due Date: January 29, 2025
(Annual Review)
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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.

A market supplement will be an acceptable option only if:

- a) Workplace initiatives have not addressed the skill shortage;
- b) Labour market data supports a supplement; and,
- c) Recruitment/retention is a problem, is affecting service delivery, and is well documented.

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 effective March 26, 2022 in negotiations that occurred in January of 2024. In addition, the annual review date for this classification was amended to occur in January 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.)*

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

Table 1 – EMTP/ACP – Vacant Positions (As of December 11, 2024)

Classification	Number of Positions Dec 11, 2024		Number of Vacant Positions Dec 11, 2024		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
EMTP/ACP	72	18	18	11	25%	61%
EMTP/ACP Coordinator	19	2	3	0	15.79%	n/a

Vacancy experience across the province is varied. Some areas in rural Saskatchewan identify no concerns whereas the southeastern part of the province and Saskatoon indicate a critical situation meaning that vacancies are either unlikely to be filled or may be vacant for an extended period of time likely more than 12 months. Regina characterizes their vacancies as significant in that they too are having difficulty filling vacancies for an extended period of time likely around the six month mark. There are also significant challenges recruiting to casual positions and in some locations, lack of accommodations is a barrier to recruitment and retention. Managers also indicate that most individuals working in this classification may not live in the community they work in and when an opportunity presents itself, they will relocate to a position closer to home.

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.)*

While some of the rural areas identified no vacancy issues, they did still characterize their service impacts at times to be significant depending on the ability to backfill for leaves etc. The two south eastern areas have characterized their issues as moderate meaning that the department provides a level of service, but some routine duties may not be performed. Regina has indicated that their service issues are significant in that the department can only provide a basic level of service and that there may be gaps in service and that service problems persist.

In order to augment service, the following strategies are used:

- Use of overtime.
- Using alternate classifications.
- Not scheduling on call to a shift.
- Covering with additional EMS services.
- Offering bursaries to PCP's to enhance their education to the ACP level.

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 trends noted included individuals leaving for the fire department which has higher pay in addition to a desire for more work/life balance which includes more desirable work hours.

Of the locations that track and report turnover, the following data was reported for the past 12 months.

- Number of employees who retired from this classification – 3
- Number of employees who failed their probation/trial period – 0
- Number of employees who left due to family/domestic reasons – 4
- Number of employees who left for reasons not wage related – 7
- Number of employees who left for increased salary – 5

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 across the province is characterized between moderate to significant. New graduates and qualified professionals are in great demand by employers and are difficult to recruit. Educational institutions are not graduating sufficient new grads to meet the demand and individuals are not entering the programs.

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

- Advertising in multiple areas and creating community descriptions to provide additional information to potential recruits.
- Bursaries are provided for the PCP's to take the ACP training.
- Attending career fairs and using word of mouth strategies.
- 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.
- Not scheduling on call with a shift.
- Supplement accommodations.
- Changing master rosters where they may be more desirable.

ADDITIONAL INFORMATION:

- SAHO and HSAS are currently negotiating a new collective agreement as their previous agreement expired on March 31, 2024.

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	\$48.469
Western Canadian Average (2023)			\$49.058

Saskatchewan Rate	\$ 48.451
Western Canadian Average	\$ 49.058
Sask compared to Average (\$)	\$ (0.61)
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 continues to have a competitive salary compared to our two adjoining provinces but when BC is factored in, we are below the western Canadian average.
- Private services are noted as our competitors, particularly Fire Departments.
- There are varying degrees of issues across the province, but the vacancy rates for both classifications taking into account the entire province is 25% for full time and 61% for part time for the EMTP/ACP and 15.79% for the full time Coordinator position as they do not have any part time positions.
- Significant recruitment efforts are being undertaken and this classification is listed by the SHA as a hard to recruit position for rural and northern areas.

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 **to maintain** the current market supplement for the EMTP/ACP and the EMTP/ACP – Coordinator.