

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**EMT/Primary Care Paramedic(PCP) &
EMTA/Intermediate Care Paramedic(ICP)**

FINAL

**Report Due Date: December 1, 2023
(Annual Review)**

Please note, this report was completed as a result of the delay in discussions regarding the 2022 report.

Report Distribution Date: September 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 review process regarding the market supplement for the EMT/Primary Care Paramedic(PCP) & EMTA/Intermediate Care Paramedic(ICP).

Employees in these classifications 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 an EMT/Primary Care Paramedic (PCP) and EMT-A/Intermediate Care Paramedic (ICP):

- The role of this classification is to provide pre-hospital services in emergency medical situations, including emergency centres and community settings.

Qualifications:

- Primary Care Paramedic Certificate
- Licensed as an EMT/PCP with the Saskatchewan College of Paramedics.
- Current certification in Basic Life Support – Cardiopulmonary Resuscitation (BLS-CPR) and International Trauma Life Support (ITLS)

In Saskatchewan, Primary Care Paramedics can obtain their training at Saskatchewan Polytechnic.

Note: The EMTA/ICP classification is no longer being trained for and any new graduates will be trained as Primary Care Paramedics

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
EMTA/ICP – Position Information

Number of Positions (As of April 1, 2024)		Number of Vacant Positions (As of April 1, 2024)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
10	5	0	2	0%	40%

EMT/PCP - Position Information

Number of Positions (As of April 1, 2024)		Number of Vacant Positions (As of April 1, 2024)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-time
93	124	6	55	6.45%	44.35%

ANALYSIS

There were eight (8) former Regional Health Authorities who reported to this survey . A number of locations in Saskatchewan utilize private ambulance services. This report does not include information pertaining to those service providers.

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.)*

Of the eight areas participating in this review, one area up north reported minor service delivery issues indicating some impact to timing or quality, Saskatoon reported no service delivery concerns, Regina indicated moderate service delivery impacts, indicating some routine duties are not being performed and the balance reported experiencing significant concerns indicating the the department can only provide a basic level of service.

Measures to address service delivery impacts include:

- Reallocating resources within the geographic area if possible.
- Utilization of other practitioners to support workload.
- Utilization of overtime.
- Expanding part time hours where possible based on availability.
- Utilized contract workers.

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 their annual turnover ratio {loss of employees to other competitor employers} to the existing staff complement {budgeted positions} in the given occupation.)*

Of the areas that tracked and reported turnover, the following data was provided:

- Last 12 months
 - 9 left as a result of family/domestic reasons
 - 9 left as a result of non wage related reasons
 - 10 left as a result of wage related reasons.

Trends that Managers noted related to turnover included employees leaving for other professions with better work life balance. Employees leaving for other career choices that may pay higher salaries with less responsibility which would result in less burnout which is noted as another reason for leaving. Lastly, employees were looking for more desirable work hours.

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.)*

It was identified that there was a provincial shortage of Primary Care Paramedics in the Province by numerous Managers. In addition, lack of accommodation in rural Saskatchewan is proving to be a significant barrier to recruitment/retention. There are also noticeable trends where individuals are seeking part time positions in some areas whereas in other areas, full time positions are more desirable to part time positions. Depending on the area of the province, there are diverse situations. In addition, casual staff often have other employment and are not available. There is also on call considerations that individuals experience fatigue from as they may have to support a significant amount of on-call in the health sector.

Typical recruiting and retention efforts were reported, including:

- Attending career fairs at colleges and also speaking directly with practicum students.
- Bursaries for EMR's to take their PCP training.
- Advertising internally and externally online.
- Offering recruitment and retention allowances and relocation support.
- Accepting a group of practicum students every year.
- Providing housing where feasible.
- Actively pursuing word of mouth recruitment.

It was identified by a number of former regions that fewer applicants are entering the PCP programs. Recently seats have been increased for this program but the outcome of that increase will not be seen for a while yet. In addition, many graduates seek alternate employment in other jurisdictions such as mining, fire etc.

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.)*

Primary Care paramedic EMT/PCP

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Primary Care Paramedic	April 1, 2023	\$ 42.21
Alberta	Primary Care Paramedic	April 1, 2023	\$ 35.87
Saskatchewan	EMT/PCP	April 1, 2023	\$ 36.572
Manitoba	Emergency Paramedic 2	April 1, 2023	\$ 41.83
Manitoba	Primary Care Paramedic	April 1, 2023	\$ 41.168
Western Canadian Average (2023)			\$ 39.038

Saskatchewan Rate (2023)	\$ 36.572
Western Canadian Average (2023)	\$ 39.038
Sask compared to Average (\$)	\$ (2.47)
Sask compared to Average (%)	93.68%

CONCLUSIONS AND RECOMMENDATIONS:

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

- There is a combined vacancy rate of 6.45% for full time PCP/ICP positions and a combined vacancy rate of 44.18% for part time positions.
- It was identified that there is a provincial shortage of Primary Paramedics in the Province to recruit from. There are a number of recruit efforts underway.
- Trends noted for turnover included:
 - Better work live balance; employees leaving for other career choices that may pay higher and more desirable work hours.
- Two respondents reported no turnover, one reported that turnover rates were minor, one reported that turnover rates were moderate, and two reported that turnover rates were critical.
- The salary noted is below the Western Canadian Average.

Having reviewed the employer information, and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends **maintaining** the current market supplement at this time.