

# **MARKET SUPPLEMENT PROGRAM**

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## **Report of the Market Supplement Review Committee**

**Public Health Inspector**

**Final**

**Report Due Date: November 19, 2024  
(Annual Review)**

**Report Distribution Date: December 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.

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 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 10 geographic areas which is consolidated to reflect the Saskatchewan Health Authority.

**Table 1 - Public Health Inspector – Degree & Degree Senior.**

| Number of Positions<br>(As of October 2024) |           | Number of Vacant Positions<br>(As of October 2024) |           | % Vacancy |           |
|---------------------------------------------|-----------|----------------------------------------------------|-----------|-----------|-----------|
| Full-Time                                   | Part-Time | Full-Time                                          | Part-Time | Full-Time | Part-Time |
| 73                                          | 0         | 7                                                  | 0         | 9.59%     | -         |

Vacancy rates for 6 geographic areas indicated there were no issues, 1 indicated moderate issues indicating that vacancies may be difficult to fill and may require a greater than a standard amount of time to recruit. One area indicated significant difficulty indicating that vacancies may take several months to fill and two areas indicated that filling vacancies was critical meaning that vacancies are unlikely to be filled or may take over 12 months to fill.

**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 ten geographical areas reporting to this review. Of those, two areas experienced no service deliver issues, 5 reporter minor service delivery impacts meaning there was some impact to timing or quality or quantity of service. Two characterized the service delivery impact as being moderate, meaning the quality of service is maintained however some duties

need to be prioritized; one rural area experienced significant impacts meaning that the department can only provide a basic level of service.

Other strategies to address service delivery challenges included the following:

- Prioritization of service based on available resources.
- Creation of casual positions to support workload.
- Utilization of overtime.
- Utilization of different classifications.

**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 the movement of families to larger urban centres as opposed to working in rural Saskatchewan. In addition, a trend noted was that Inspectors are leaving the field for lower stress positions as a result of COVID burnout.

The following turnover is reported where known for the past twelve months:

- Number of employees who retired from this classification – 2
- Number of employees who failed their probation/trial period – 0
- Number of employees who left due to family/domestic reasons – 3
- Number of employees who left the organization for reasons not wage related – 1
- Number of employees who left the organization for increased salary – 2

**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 was reported as mostly moderate, meaning that new grads and qualified professionals are difficult to recruit and that educational institutions are not graduating sufficient new grads to meet the demand. Two rural areas indicated the challenge to be significant meaning that qualified professionals and new graduates are in great demand and that educational institutions have/are trying to increase the number of educational seats to provide the workforce sufficient supply.

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

- Jobs are posted on the SHA website and on the Health Careers website.
- Advertise in national professional association sites.
- Attendance at Career Fairs and conferences.
- Offering of recruitment incentives.
- Offer of relocation assistance.

- Tuition/Educational allowances.
- Online advertising and the use of social media and advertising on the CIPHI website.
- Conditionally hiring uncertified PHI's while they are waiting to write their exams.
- Offering of practicum support and mentorship support if full staffed.

**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                            |
| <b>Western Canadian Average (2023)</b> |                                                              |                | <b>\$45.994</b>                     |

|                                 |           |
|---------------------------------|-----------|
| 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:

- Service disruptions vary across the province, but the majority of the province is experiencing moderate to no service disruption in this classification.
- A number of recruitment initiatives are in place to support this classification.
- The Saskatchewan salary is above the western Canadian average.
- There are no significant trends related to individuals leaving that are wage related.

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.