

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

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

FINAL

**Report Due Date: January 29, 2026
(Annual Review)
Report Distribution Date: March 19, 2026**

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:

- 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 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/Advanced Care Paramedic (ACP):

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*

ANALYSIS

The MSRC discussed the Labour Market Criteria as required 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 permanent positions and vacancies is provided in the following table:

Table 1: EMTP/ACP – Vacant Permanent Positions including Coordinator (December 2025)

Number of Permanent Positions		Number of Vacant Permanent Positions		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
88	18	21	6	23.86%	33.33%

Full-time vacancies are considered significant, with vacancy rates representing less than 30% of the existing workforce. These positions are often difficult to fill and may remain vacant for extended periods, typically ranging from six months to one year.

Part-time vacancies are considered critical, with vacancy rates exceeding 30% of the existing workforce over extended periods. These roles are unlikely to be filled in the short term and may remain vacant for more than 12 months.

Full-time vacancies remain unchanged from the 2025 report, while part-time vacancies have shown slight improvement over the past 12 months.

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 Saskatoon area reports no service concerns, all other areas of the province identify their service delivery impact as significant. In these regions, departments are able to provide only a basic level of service, with ongoing gaps and persistent service challenges.

To support service delivery, the following strategies have been implemented:

- Utilization of overtime.
- Use of alternate classifications (e.g., temporarily assigning PCPs and EMRs to ACP positions).
- Accessing support from neighbouring EMS services.
- Redeployment of staff between locations to address coverage gaps.
- Increasing guaranteed hours for certain positions.
- Reliance on casual staff.

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.)*

Where it was known over the past 12 months, the following turnover was reported:

- Number of employees who retired from this classification – 6
- Number of employees who failed their probation/trial period – 0
- Number of employees who left due to family/domestic reasons – 0
- Number of employees who left for reasons not wage related – 1
- Number of employees who left for increased salary – 2

Turnover trends noted were retirement and employees looking for areas with better pay or better working environments.

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.)*

The Saskatoon area is not currently experiencing recruitment challenges. The supply of qualified candidates is sufficient and does not exceed demand.

In contrast, recruitment across the remainder of the province is considered significant. There is strong demand for both qualified professionals and new graduates, with employers offering substantial recruitment incentives or contracting services where necessary. Educational institutions are not producing enough graduates to meet demand, and enrolment in relevant programs remains low.

Training bursaries are available through the Government of Saskatchewan for students and new graduates of paramedic programs who commit to joining Emergency Medical Services within the province, including those enrolled in the Advanced Care Paramedic program. Bursary amounts range from \$5,000 for positions in Regina and Saskatoon to \$10,000 for positions in all other areas of Saskatchewan.

While both fire and healthcare roles may require ACP training, they are fundamentally different professions with distinct risk profiles, responsibilities, and career paths. As such, equating pay based solely on the shared credential is not appropriate given the differing work contexts and job demands. However, the existence of two potential career streams within this classification further reduces the available supply of ACP trained individuals for healthcare.

The following recruitment and retention initiatives were reported by respondents:

- Advertising across multiple platforms, including Health Careers.
- Use of social media for recruitment (e.g., Facebook).
- Ongoing advertising through standard posting processes, as well as through the College of Paramedics, provincial licensing bodies, and Saskatchewan Polytechnic.
- Provision of bursaries to support completing ACP training programs.
- Expansion of practicum sites to attract and retain students.
- Presentations at Saskatchewan Polytechnic (3–4 times per year).
- Participation in local and national career fairs.
- Community engagement initiatives to promote interest in the profession.

- Offering relocation assistance and recruitment incentives.
- Support for practicum students.
- Offering housing when on standby in many communities.

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	\$52.620
Alberta	Advanced Care Paramedic	April 1, 2023	\$46.690
Saskatchewan	EMTP/ACP	April 1, 2023	\$48.451
Manitoba	Emergency Paramedic II - ACP	April 1, 2023	\$48.944
Western Canadian Average (2023)			\$49.176

Saskatchewan Rate	\$ 48.451
Western Canadian Average	\$ 49.176
Sask compared to Average (\$)	\$ (0.73)
Sask compared to Average (%)	98.53%

*Notes:

- Saskatchewan rates are below the Western Canadian Average.
- Since the last report, the Western Canadian Average has shifted slightly following updated BC rates resulting from a negotiated increase.

ADDITIONAL INFORMATION:

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

CONCLUSIONS AND RECOMMENDATIONS

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

- Vacancy rates are 23.86% for full-time positions and 33.33% for part-time positions.
- Service delivery issues are considered significant across all regions, with the exception of the Saskatoon area.
- Turnover is primarily due to retirements and employees seeking higher pay or better work environments.
- Significant recruitment efforts are underway for this classification.
- Salary conditions remain slightly below the western Canadian average.

Based on the information provided by employers and an assessment of the labour market criteria, the Committee recommends **maintaining** the current market supplement.