

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Orthotist (HSAS)

FINAL

**Report Due Date: December 13, 2025
(Annual Review)**

Report Distribution Date: February 18, 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 temporary 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 Orthotist classification. The first market supplement report was released by the Market Supplement Review Committee in the fall of 2002.

Orthotists 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 Orthotist:

Orthotists provide services by way of assessing, manufacturing and fitting orthotic appliances as prescribed by a physician.

Orthotists work closely with doctors, physiotherapists, occupational therapists and others in rehabilitation medicine. After assessing the needs of a patient, the Orthotist may fabricate the support personally, or may develop specifications for its construction by a technician. The device is then fitted and adjusted to the patient. From time to time, repairs and maintenance work must also be done.

Qualifications:

Graduate of an accredited orthotics prosthetics program recognized by Orthotics, Prosthetics Canada (OPC)

Eligibility or current registration with Orthotics, Prosthetics Canada (OPC)

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 positions and vacancies is provided in the following table:

Table 1: Orthotist Positions including Senior – Vacant Permanent Positions (December 2025)

Number of Permanent Positions		Number of Vacant Permanent Positions		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
5	0	3	0	60%	0%

Regina is the only location with employees in this classification. The current vacancy rate is characterized critical meaning that vacancies represent over 30% of existing staff for extended periods. Vacancies are either unlikely to be filled or may be vacant for extended periods i.e. more than 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.)*

The service delivery impact is characterized as significant meaning that the department can only provide a basic level of service, there may be significant gaps in service; service problems persist; waiting lists are prevalent and growing; quality and quantity of service has declined; may impact other services; impacts direct patient care.

Strategies to address service delivery impacts include:

- Use of overtime.
- New referrals are reviewed and prioritized with those with the highest need being seen first.
- Referrals for fee for service items are re-directed to other local vendors.
- Clients are referred to other vendors such as SaskAbilities in Saskatoon, SK.
- Work to improve efficiencies within the current staffing complement through process improvement and digital solutions.
- Acquisition and training of new technology to decrease clinician time.

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

There were no turnover trends noted. The vacancies for this classification have been long standing.

RECRUITMENT ISSUE ANALYSIS: *(Respondents were asked to provide information such as length of recruitment times; training investments; licensing issue; supply and demand issues, etc.; as well as information that would identify trends that may affect recruitment and/or retention efforts.)*

Recruitment for this classification is considered significant, as qualified professionals and new graduates are in high demand. Employers, including the respondents, are often prepared to offer substantial recruitment incentives. There are currently no educational programs for this profession in Saskatchewan, and nationally the demand for these professionals far exceeds the number of graduates from the two Canadian institutions that offer relevant training.

Recruitment initiatives to support this classification include the following:

- Advertising in the classified section of the Orthotics Prosthetics Canada website.
- Working with Directors of BCIT and George Brown to have them display job opportunities.
- Presentations to students in the current program.
- Attendance at career fairs.
- Exploring internationally trained individuals.
- Offering of recruitment financial incentives.
- Offering of relocation incentives.
- Financial support for costs associated with writing the licensing exams.
- Offering new technology to work with.

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 comparison.)*

Table 2: Orthotist - Salary Market Conditions

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Orthotist - Grade I	April 1, 2023	\$45.27
Alberta	Certified Orthotist	April 1, 2023	\$56.80
Saskatchewan	Orthotist - Certified	April 1, 2023	\$52.774
Manitoba	Certified Orthotist	April 1, 2023	\$46.917
Western Canadian Average (2023)			\$50.440

Saskatchewan Rate	\$ 52.774
Western Canadian Average	\$ 50.440
Sask compared to Average (\$)	\$ 2.33
Sask compared to Average (%)	104.63%

*Notes:

- Saskatchewan rates are above 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:

- There is a 60% full time vacancy rate which is categorized as critical.
- The service impact is characterized as significant.
- Recruiting to vacancies is considered significant. There have been ongoing vacancies since 2019. There is a very limited supply of these professionals in Canada, which is resulting in recruitment challenges. There are two training programs in Canada, one in Ontario and one in BC with very small numbers of graduates.
- Recruitment financial incentives are currently being offered.
- There has been no turnover for wage related reasons.
- Saskatchewan's wage rates are higher than 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 has determined that the current market supplement for the Orthotist classification should be **maintained**.