

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Genetics Counsellor**

**May 23, 2016**

## OBJECTIVE

The objective of the Market Supplement Program is to ensure that Saskatchewan health care 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.

## OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process regarding the market supplement for the Genetics Counsellor classification. Currently this classification does not have a market supplement. Genetics Counsellors are members of the Health Sciences Association of Saskatchewan (HSAS). This market supplement review was requested by HSAS. The terms and conditions of the Market Supplement Program are provided in Letters of Understanding between the Saskatchewan Association of Health Organizations (SAHO) and HSAS.

There was one health region that participated in this review.

### *Role of an Genetics Counsellor:*

*Genetics Counsellors participate in the coordination of a genetics program involving screening and accepting patient referrals, preparation and follow-up of families for genetic assessment, assisting in genetic counseling in all genetic clinics, teaching and liaison with other related fields and professionals.*

### *Qualifications:*

*Genetics Counsellors require a Masters degree in Genetics Counseling/Genetics or; two years of recent genetics counseling experience and an equivalent education level.*

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

**Table 1 – Genetics Counsellor – Budgeted and Vacant Positions (April, 2016)**

Health Regions	Number of Budgeted Positions (As of April, 2016)		Number of Vacant Budgeted Positions (As of April, 2016)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Saskatoon	5	0	0	0	0	0
<b>TOTAL</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0%</b>

Note: Saskatoon Health Regions reports 2 temporary vacancies due to personal leave of absences.

## ANALYSIS

The MSRC discussed the Labour Market Criteria as guided by the Market Supplement Program framework.

**SERVICE DELIVERY IMPACTS:** *(Employers 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 Saskatoon Health Region is currently experiencing service delivery issues relating to Genetics Counsellors. The service issues are partly related to the regions inability to recruit to temporary positions and partly due to the increasing demand for genetics counseling service.

**VACANCY RATE ANALYSIS:** *(Employers 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).*

The Saskatoon Health Region reports two temporary vacancies. These vacancies are due to temporary personal leaves of absence.

**TURNOVER RATES:** *(Employers 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.).*

The Saskatoon Health Regions reports no turnover of permanent staff over the past two years. The region reports that they have not lost any staff because of wage competition.

**RECRUITMENT ISSUE ANALYSIS:** *(Employers 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 Health Region reports that recruiting to temporary positions is a barrier. The recruitment challenge is to attract individuals to move to Saskatchewan for a short term basis with no guarantee of on-going employment. The region has reported that there is one qualified candidate living and working in Saskatoon who is willing to accept a permanent position but not a temporary position.

The region reports that the demand for this occupation is increasing. Recruitment efforts may include national or international advertising in the future.

**SALARY MARKET CONDITIONS:** *(Employers 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 Genetics Counsellor :

- Saskatchewan health regions – minimum \$36.484/hour, maximum \$44.624/hour; 5 steps. Effective April 1, 2016.
- Alberta health regions – minimum \$40.92/hour, maximum \$54.46/hour; 9 steps. Effective April 1, 2016.
- British Columbia health regions – minimum \$32.10/hour, maximum \$40.01/hour; 6 steps. Effective April 1, 2015.

- Manitoba health regions – minimum \$33.903/hour, maximum \$41.961/hour; 6 steps. Effective April 1, 2013.

The SAHO/HSAS collective agreement will expire on March 31, 2018.

## **CONCLUSIONS & RECOMMENDATIONS:**

Considering all the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions for the Genetics Counsellor classification:

- The Saskatoon Health Region reports service delivery issues pertaining to temporary vacancies.
- No permanent vacancies were reported.
- No turnover has been reported over the past two years.
- The Saskatoon Health Region has reported that recruiting to temporary vacancies is difficult due to lack of on-going employment commitment.
- Saskatchewan rates of pay for the classification are significantly higher than British Columbia and Manitoba but lower than Alberta.

Having reviewed the information as provided by employers, and considering the labour market criteria, the Market Supplement Review Committee recommends not to implement a market supplement at this time for the Genetics Counsellor classification.

## **APPENDIX A**

### **Market Supplement Consideration Request – Genetics Counsellor**

#### **Employer Respondents**

1. Saskatoon