

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Assessor Coordinator
(Degree and Senior levels)**

August 14, 2014

OBJECTIVE

The objective of the Saskatchewan 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 included in the request for consideration of a market supplement for Assessor Coordinators.

The Assessor Coordinators currently does not have a market supplement.

A total of nine regions reported that they employ Assessor Coordinators. Assessor Coordinators employed by Saskatchewan Health Regions are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS requested this market supplement review.

Role of an Assessor Coordinator:

Assessor Coordinators are responsible for the case management services in a variety of disciplines including home care, long term care and related community programs. Assessor Coordinators provide holistic, responsive and effective human services that contribute to the well being of people with complex needs.

Assessor Coordinators provide in-depth assessments that include the client's perceptions of health functioning, identifies and evaluates individual and supporter needs, capabilities, risks, and potentials in the following areas: physical, mental, emotional/psychological, social, spiritual, and behavioral. The Coordinator develops a care plan that recognizes and responds to the client's needs. The Coordinator is required to plan with the client and anticipate needs in order to avoid gaps and duplication to address the multi needs of the client in a timely fashion.

Qualifications:

A degree in Health Sciences or Humanities and must be eligible for registration with a professional body.

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

Table 1 – Assessor Coordinator – Degree and Senior Levels (Budgeted and Vacant Positions)

Health Regions	Number of Budgeted Positions (As of August, 2014)		Number of Vacant Budgeted Positions (As of August, 2014)		% Vacancy	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Cypress	5	3	0	0	0	0
Five Hills	14	6	0	0	0	0
Heartland	3	14	0	0	0	0
Kelsey Trail	1	0	0	0	0	0
Prairie North	8	2	1	0	12.5%	0
Prince Albert Parkland	25	3	0	0	0	0
Regina Qu'Appelle	117	16	0	0	0	0
Saskatoon	49	28	0	0	0	0
Sun Country	9	7	0	0	0	0
TOTAL	231	79	1	0	0.4%	0

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).*

No service delivery issues were reported by Saskatchewan health regions related to recruitment and retention.

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).*

One full time vacancy was reported by a health region. Health regions typically post and fill vacancies that come up from time to time.

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.).*

Of the regions that track and report turnover, the following data is reported:

- Last 12 months – 15 as follows: 6 – Occupational Change; 3 – Domestic; 2 – Retirement; 3 – Unknown; 1 – Other Employment
- Previous 12 months – 8 as follows: 3 – Unknown; 2 – Domestic; 1 – Occupational Change; 1 – Other Employment; 1 – Retirement.

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).*

Health regions do not report issues filling vacancies. Minimal recruitment and/or retention initiatives were reported from this review.

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 Assessor Coordinator (Degree):

- Saskatchewan health regions – Minimum \$31.868/hour, maximum \$38.965/hour, 5 steps. Effective April 1, 2012.
- Alberta health regions– Minimum \$34.31/hour, maximum \$45.03/hour, 9 steps. Effective April 1, 2012.
- Manitoba health regions – Minimum \$30.31/hour, maximum \$42.64/hour, 7 steps. Effective April 1, 2013.
- British Columbia health regions – Minimum \$28.99/hour, maximum \$36.16/hour, 6 steps. Effective April 1, 2013.

The current SAHO/HSAS collective agreement expired March 31, 2013.

CONCLUSIONS & RECOMMENDATIONS:

Considering the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions:

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 Assessor Coordinator classification.

APPENDIX A

Market Supplement Consideration Request – Assessor Coordinator

Employer Respondents:

Cypress
Five Hills
Heartland
Kelsey Trail
Prairie North
Prince Albert Parkland
Regina Qu'Appelle
Saskatoon
Sunrise