

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Dental Therapist**

**October 16, 2005**

## **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 updated documentation submitted in the annual review process regarding the market supplement for the Dental Therapist classification. The initial market supplement report was released by the Market Supplement Review Committee August 6, 2002 and implemented on October 16, 2002. The first annual review was conducted by the MSRC in October 2003. In October 2004, the MSRC recommended to maintain the existing market supplement as part of its annual review. This latest report is to be considered as part of the on-going review of the market supplement process for this classification as described in the SAHO/HSAS Letters of Understanding pertaining to the Market Supplement Program. This is the third annual review for the Dental Therapist classification.

There were three health regions that reported to this review on Dental Therapists. Dental Therapists are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS was invited to submit any relevant information to this review.

Role of a Dental Therapist:

*Dental Therapists serve children in Saskatchewan as part of the Children's Dental Program, which mandates routine dental care for children up to sixteen years of age. Most of the provinces Dental Therapists work in northern Saskatchewan.*

Qualifications:

*Dental Therapists are trained at the National School of Dental Therapy in Prince Albert, Saskatchewan. This is a two-year program that trains students to provide basic oral health care services including fillings, extractions, and preventative care and health promotion. Dental Therapists work with dentists to provide community-based preventive dental health programs to meet identified community needs.*

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

**Table 1 – Dental Therapist – Budgeted and vacant positions (August 2005)**

Health Regions	Number of Budgeted Positions (As of August, 2005)		Number of Vacant Budgeted Positions (As of August, 2005)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Keewatin Yatthe	4	0	0	0	0	0
*Mamawetin Churchill River	3	0	0	0	0	0
**Saskatoon	0	1	0	0	0	0
<b>TOTAL</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0%</b>

\*Mamawetin Churchill River also has one temporary part time position.

\*\*Saskatoon has 1 part time position shared by 2 employees.

## 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)*

Health regions have reported no service delivery issues related to the recruitment and retention of Dental Therapists. One region reported an insufficient number of budgeted positions in order to deliver the required level of 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).*

There were no Dental Therapist vacancies reported by health regions in 2005.

**Table 2 – Dental Therapist – Budgeted and vacant position comparison (2002 – 2005)**

Dental Therapist Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
<b>2002 Totals</b>	6	2	2	1	33%	50%
<b>2003 Totals</b>	8	1	0	0	0%	0%
<b>2004 Totals</b>	8	1	2	0	25%	0%
<b>2005 Totals</b>	7	1	0	0	0%	0%

**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 report and track turnover, the following data is reported:

- 2005 (year to date) – 0
- 2004 – 0
- 2003 – 1 (left for similar position in prince Albert)

**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).*

Of the regions that reported vacancies in the past, the following recruitment and retention initiatives were utilized:

- offering a higher initial rate of pay,
- altering job responsibility,
- utilizing other classifications (i.e. Dental Assistants) to enable the Dental Assistant to perform their full scope of practice.
- relocation assistance, and
- educational assistance.

One region continues to be actively involved with the National School of Dental Therapy in Prince Albert, Saskatchewan, in regards to career days and also providing students with practicum opportunities.

**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 Dental Therapists:

- Saskatchewan health regions – Minimum \$20.425/hour, maximum \$24.85/hour (current market supplement rate), 6 steps.
- British Columbia health regions – Minimum \$26.44/hour, maximum \$32.97/hour, 6 steps. Effective 1, 2004 – March 31, 2006 (no wage increase during the course of this agreement).
- No data was collected for Manitoba nor British Columbia since a reasonable job match could not be made with those jurisdictions.

SAHO and HSAS have tentatively agreed to a new collective agreement that stipulates an economic increase on top of the current market supplement pay rate. This economic increase would place the Dental Therapist pay rate at \$21.215/hour (minimum) and \$25.811/hour (maximum) effective April, 2005.

Health regions have reported that aboriginal employers in northern Saskatchewan and private clinics pay more than the HSAS/SAHO collective agreement for Dental Therapists.

## **CONCLUSIONS & RECOMMENDATIONS:**

Considering the labour market criteria under the provincial framework, the Market Supplement Review Committee concludes:

- There are currently no vacancies reported by health regions.

Having reviewed the employer information and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends:

- To maintain the current temporary market supplement for the Dental Therapist classification. SAHO and HSAS have tentatively agreed to a new collective agreement that stipulates an economic increase to the current market supplement pay rates.

## **APPENDIX A**

### **Market Supplement Consideration Request – Dental Therapist**

#### Respondents

1. Keewatin Yatthe Health Region
2. Mamawetin Churchill River Health Region
3. Saskatoon Health Region