

**MARKET SUPPLEMENT PROGRAM**

---

**Report of the Market Supplement Review  
Committee**

**Dietician**

**May 16, 2014**

## **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 Dietician classification. Currently this classification does not have a market supplement. Dieticians 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 were nine health regions that participated in this review.

### *Role of a Dietician:*

*The function of a Dietician is provide nutrition care services and education for clients. The Dietician develops care plans including healthy eating, special diets and modified diets as well as education plans for identified client group(s). Also, the Dietician will consult with physicians, family members and other team members as required to provide an integrated approach to nutrition care.*

### *Qualifications:*

*In order to practice as a Dietician in Saskatchewan candidates are required to be a member of Saskatchewan Dieticians Association and be a graduate from an accredited degree program and practical training program. Also, must have successfully completed the Canadian Dietician Registration Examination.*

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

**Table 1 – Dietician (Including Senior Level) – Budgeted and Vacant Positions (April, 2014)**

Health Regions	Number of Budgeted Positions (As of April, 2014)		Number of Vacant Budgeted Positions (As of April, 2014)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Cypress	3	0	0	0	0	0
Heartland	3	1	0	0	0	0
Kelsey Trail	3	0	0	0	0	0
Prairie North	6	1	0	0	0	0
Prince Albert Parkland	3	1	1	0	33%	0
Regina Qu'Appelle	26	9	0	0	0	0
Saskatoon	26	18	1	2	3.8%	11.1%
Sun Country	3	0	0	0	0	0
Sunrise	3	1	0	0	0	0
<b>TOTAL</b>	<b>76</b>	<b>31</b>	<b>2</b>	<b>2</b>	<b>2.6%</b>	<b>6.4%</b>

## 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 pertaining to recruitment and retention were reported by any participating employers. One employer reported some challenges pertaining to filling temporary vacancies as a result of maternity leaves.

**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).*

Health regions report low vacancy numbers for both classifications. A total of two full time vacancies were identified during this review.

**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 for the Dietician classification, the following data is reported:

- Last 12 months – 7 (2 – other employment, 1 – domestic, 3 – unknown, 1 – retirement)

- Previous 12 months – 6 (3 – other employment, 3 unknown)

**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).*

Most health regions report little if any external recruitment efforts for either classification. The normal posting process is used to fill most vacancies. One large employer reported that they have 11 practicum students who are wanting positions however there are no vacancies. Employers report that because of the lack of recruiting efforts a market supplement is not required.

**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 Dieticians :

- Saskatchewan health regions – Minimum \$31.318/hour, maximum \$38.293/hour. Effective April 1, 2012. The Dietician currently receives a market adjustment of \$2.425/hour (top step) which is included in the above rate of pay. This market adjustment was negotiated during the last round of negotiations between SAHO and HSAS.
- Alberta health regions – Minimum \$36.29/hour, maximum \$48.25/hour effective April 1, 2013.
- British Columbia health regions – Minimum \$28.99/hour, maximum \$36.16/hour effective April 1, 2013.
- Manitoba health regions – Minimum \$26.696/hour, maximum \$35.751/hour effective April 1, 2013.

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

## **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 Dietician:

- No service delivery issues were reported by the health regions that participated in this review.
- Two full time vacancies were reported for this classification.

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 Dietician classification.

**APPENDIX A**

**Market Supplement Consideration Request – Dieticians**

**Employer Respondents**

Cypress  
Heartland  
Kelsey Trail  
Prairie North  
Prince Albert Parkland  
Regina Qu'Appelle  
Saskatoon  
Sun Country  
Sunrise