

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Infection Control Practitioner

December 22, 2008

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 also 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 Infection Control Practitioner classification. The first market supplement report was released by the Market Supplement Review Committee December 19, 2002. This is the sixth annual review for the Infection Control Practitioner classification. The MSRC recommended in each review to maintain the existing market supplement and continue to follow the SUN level B rates of pay until the next 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.

There were seven health regions that reported to this analysis on Infection Control Practitioners. Infection Control Practitioners are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of an Infection Control Practitioner:

Infection Control Practitioners are responsible for effective coordination of the Infection Control program to ensure a high quality of patient care. Specifics of the job include; developing and maintaining a system of identifying and reporting infections, investigating outbreaks of infections, and, developing and maintaining infection control policies and procedures by consulting with various disciplines and departments on infection control matters.

Qualifications:

An Infection Control Practitioner must either be a Registered Nurse possessing a BScN degree, or have possession of another Bachelor's Degree in a related health discipline. Employees must have training and certification in hospital infection control.

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

Table 1- Infection Control Practitioner - Budgeted and Vacant Positions

Health Regions	Number of Budgeted Positions (As of Nov, 2008)		Number of Vacant Positions (As of Nov, 2008)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Five Hills	1	1	0	0	0	0
Heartland	1	0	0	0	0	0
Prairie North	0	2	0	0	0	0
Prince Albert Parkland	1	0	0	0	0	0
Regina Qu'Appelle	5	1	2	0	40%	0
Saskatoon	8	0	1	0	12.5%	0
TOTAL:	16	4	3	0	18.7%	0%

Note: Mamawetin Churchill River Health Region also reported to this review. They reported one temporary position that is filled.

ANALYSIS

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

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).*

Seven health regions reported to this review. Four regions reported no service issues related to recruitment and retention, and (similar to last years report) two reported moderate issues such as increased workload on existing staff due to orientation of new employees. One region recently hired an Infection Control Practitioner for the first time and therefore did not comment on service delivery issues.

Some regions report that alternate service delivery in the infection control area can not be provided by other health care providers. Some regions have increased the number of budgeted full time equivalents for this classification to assist with the delivery 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 three full time vacancies reported by health regions.

The following table provides comparative information from 2002 to the current information of 2007.

Infection Control Practitioner Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
TOTALS: 2002	6	5	0	1	0%	20%
TOTALS: 2003	8	4	1	0	12.5%	0%
TOTALS: 2004	7	4	0	0	0%	0 %
TOTALS: 2005	11	3	1	0	9%	0%
TOTALS: 2006	11	4	1	1	9%	25%
TOTALS: 2007	13	4	1	0	7.6%	0%
TOTALS: 2008	16	4	3	0	18.7%	0%

*Disclaimer: Data reported in Table 1 and above may be as a result of different employers reporting year to year.

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 is reported:

- 2008 (year to date) – 3
- 2007 – 4
- 2006 – 2
- 2005 – 5

Turnover data reported includes Infection Control Practitioners who transferred to other nursing positions within the region. Discrepancies in data may be as a result of different employers reporting year to year.

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).*

Similar to previous reviews, employers again reported that there is a limited supply of qualified professionals in this profession. There is one school in Canada i.e. Centennial College in Toronto that provides the required training and certification examination. Candidates must work in the field for at least six months to one year before attending the two-week course. At the end of the two-week course, the candidate must write and pass the exam. After successful completion of the course and two years on the job, the Infection Control Practitioner must write and pass a certification exam in order to be certified. The Infection Control Practitioners must write and pass this exam every five years to remain certified.

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).

Health regions have reported that nurses belonging to the Saskatchewan Union of Nurses have historically been the main source of competition. Therefore ensuring equity with other nursing positions within each region is important in retaining these professionals.

The MSRC made recommendation to follow SUN level B rates in its past reports. Infection Control Practitioners are currently paid \$40.22/hour (maximum rate) – effective April 1, 2008.

CONCLUSIONS & RECOMMENDATIONS:

Considering the labour market criteria under the framework, the Market Supplement Review Committee makes the following conclusions:

- Some service delivery issues due to recruitment and retention pressures were reported by Saskatchewan health regions for this classification.
- Some Saskatchewan health regions reported concerns about turnover due to the difficulty in recruiting Infection Control Practitioners.
- Saskatchewan health regions reported three full time vacancies of Infection Control Practitioners.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends:

- To maintain the current market supplement for the Infection Control Practitioner classification and to follow the SUN level B rates of pay, until the next annual review.

APPENDIX A

Market Supplement Consideration Request – Infection Control Practitioner

Respondents

1. Five Hills Health Region
2. Heartland Health Region
3. Prairie North Health Region
4. Prince Albert Parkland Health Region
5. Regina Qu'Appelle Health Region
6. Saskatoon Health Region
7. Mamawetin Churchill River Health Region