

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Perfusionist

July 5, 2010

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 Perfusionist classification. Perfusionists received a market supplement as part of the SAHO/HSAS bargaining process in the fall of 2002. The Perfusionist classification has had annual reviews from 2003 to 2009. The decision each time was to maintain the existing market supplement. This latest review was requested by the Saskatoon Health Region due to recent recruitment and retention issues.

There are two health regions that employ Perfusionists. Perfusionists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Perfusionist:

Perfusionists work under the direction of the Cardiovascular Surgeon, and typically set up, operate and maintain the heart lung machine and related equipment. Perfusionists are essential members of the operating team. Perfusionists also participate in research projects as initiated by the Cardiovascular Department.

Qualifications:

Perfusionists must be certified by the Canadian Society of Cardiovascular Perfusionists. There are two clinical perfusion training programs in Canada i.e. British Columbia Institute of Technology (BCIT) in Burnaby, British Columbia, and the Michener Institute in Toronto, Ontario. Candidates to the program must have a two year medical diploma, plus an additional two years of clinical experience.

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

Table 1 – Perfusionists (including Senior level) – Budgeted and Vacant Positions (June 2010)

Health Regions	Number of Budgeted Positions (As of June, 2010)		Number of Vacant Budgeted Positions (As of June, 2010)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Regina Qu'Appelle	4	0	0	0	0	0
Saskatoon	5	0	1	0	0	0
TOTAL	9	0	1	0	11.1%	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)*

The Saskatoon Health Region has been experiencing significant service delivery impacts due to recent vacancies. The region has made arrangements in recent month to hire locums from other parts of Canada to assist with the delivery of services.

At the time of this review the Regina Qu'Appelle Health Region reported moderate service delivery issues.

As reported in previous reviews, Perfusionists must be available on an "on-call" basis for cardiac and pediatric surgeries. This is a standard requirement for this position due to the nature of the work. Perfusionists must be available in order for these surgeries to be completed and unless they are present, surgery cannot occur. Vacancies can affect the availability of staff for on call and overtime.

Both health regions rely heavily on this classification to perform key functions as members of the operating room team.

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 health regions in this review.

Table 2 – Perfusionists – Budgeted and Vacant Position Comparison (2003 – 2010)

Perfusionists	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2003 Totals	8	0	0	0	0%	0%
2004 Totals	8	0	0	0	0%	0%
2005 Totals	8	0	0	0	0%	0%
2006 Totals	8	0	0	0	0%	0%
2007 Totals	8	0	0	0	0%	0%
2008 Totals	8	0	0	0	0%	0%
2009 Totals	8	1	0	1	0%	100%
2010 Totals	9	0	1	0	11.1%	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:

- 2010 (year to date) – 1 (Employee left for higher wages in another province)
- 2009 – 0
- 2008 – 0

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).*

One health region has reported significant recruitment activity for this classification in an attempt to fill a full time position including international recruitment. These significant efforts have been in place since the fall of 2009 when the region was attempting to fill other Perfusionist vacancies.

The other region reports minimal recruitment and retention activity.

There is a minimal supply of Perfusionists across North America. It was reported that there are no new grads available in Canada until the end of 2010.

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 Perfusionists:

- Saskatchewan health regions – Minimum \$31.116/hour, maximum \$37.941/hour, 5 steps. Effective April 1, 2008.
- Alberta health regions – Minimum \$39.57/hour, maximum \$51.03/hour, 9 steps. Effective April 1, 2010.
- British Columbia health regions – Minimum \$40.780/hour, maximum \$43.050/hour, Effective April 1, 2009.
- Manitoba health regions – Minimum \$34.751/hour, maximum \$40.090/hour, 5 steps. Effective April 1, 2009.

The SAHO/HSAS collective agreement expired April 1, 2009.

CONCLUSIONS & RECOMMENDATIONS:

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

- There were significant service delivery issues reported by one health region and moderate issues reported by the other health region due to recruitment and retention issues.
- There was one reported full time Perfusionist vacancy.
- One region reported significant recruitment initiatives in their attempt to fill a full time position.
- Other health regions in western Canada pay more for the Perfusionist classification.
- The SAHO/HSAS collective agreement expired April 1, 2009.

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

- To re-negotiate the market supplement for the Perfusionist classification.

APPENDIX A

Market Supplement Consideration Request – Perfusionist

Respondents

1. Regina Qu'Appelle Health Region
2. Saskatoon Health Region