

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Physical Therapist

Final Report

March 26, 2007

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 and/or retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Physical 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 when the MSRC recommended to maintain the existing market supplement. The market supplement rate of pay for Physical Therapists was increased in February 2006 through the adjudication process as outlined in the agreed to Market Supplement Letters of Understanding between SAHO and Health Sciences Association of Saskatchewan (HSAS). This latest report is to be considered as part of the on-going review of the market supplement process for this classification.

There were ten health regions that reported to this analysis on Physical Therapists. Physical Therapists are members of HSAS.

Role of a Physical Therapist:

Physical Therapists (PT's) work collaboratively to enhance clients/patients abilities within environments and communities in which they live and work. They provide preventative, diagnostic and therapeutic services aimed at maximizing function and helping people achieve their highest quality of life through physical movement. Also, individualized treatment of an injury or disability based on scientific knowledge, a thorough assessment of the condition, environmental factors and lifestyle is provided. The major areas of client/patient programs that are supported by physical therapists may include neurological, musculo-skeletal and cardio-respiratory. Physical Therapists assess and treat patients in a number of inpatient and outpatient settings. There are both generalist skills required as well as highly specialized skills dependent upon the setting and the patient group.

Qualifications:

Physical Therapists require five years of study for a university degree in Bachelor of Science in Physical Therapy (B.Sc.P.T.): two pre-Physical Therapy years followed by three years in the School of Physical Therapy (University of Saskatchewan). The University of Saskatchewan graduates thirty Physical Therapists per year and has each year since 1986. However, the demand still exceeds the supply. The University has considered expanding the program. Other Physical Therapy programs in western

Canada are located at the University of Manitoba, the University of Alberta, and the University of British Columbia.

Saskatchewan Health has included Physical Therapy students as eligible for its bursary program.

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

Table 1- Physical Therapist – Budgeted and Vacant Positions (February, 2007)

| Health Regions | Number of Budgeted Positions (As of February, 2007) | | Number of Vacant Positions (As of February, 2007) | | % Vacancy | |
|------------------------|--|-----------|--|-----------|-------------|-------------|
| | Full-Time | Part-Time | Full-Time | Part-Time | Full-Time | Part-Time |
| Cypress | 4 | 4 | 0 | 0 | 0 | 0 |
| Five Hills | 7 | 1 | 0 | 0 | 0 | 0 |
| Heartland | 3 | 1 | 0 | 0 | 0 | 0 |
| Kelsey Trail | 9 | 3 | 1 | 1 | 11% | 33% |
| Prairie North | 7 | 1 | 1 | 0 | 14% | 0 |
| Prince Albert Parkland | 10 | 1 | 1 | 0 | 10% | 0 |
| Regina Qu'Appelle | 43 | 30 | 0 | 0 | 0 | 0 |
| Saskatoon | 54 | 28 | 1 | 3 | 2% | 10% |
| *Sun Country | 8 | 2 | 4 | 0 | 50% | 0 |
| Sunrise | 7 | 3 | 0 | 1 | 0 | 33% |
| TOTAL: | 152 | 74 | 8 | 5 | 5.2% | 6.7% |

*Sun Country has 1 part time position that is temporarily vacancy.

ANALYSIS

The MSRC discussed the Labour Market Criteria as required 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).*

Ten health regions provided information to this review. Three regions reported no service issues while six regions reported minor service delivery issues such as temporary service disruptions. One region reported significant service delivery issues such as on going service gaps and long wait lists.

Health regions continue to utilize a number of service delivery initiatives in an attempt to improve the overall service and to minimize wait lists. Reported initiatives include using different classifications to help alleviate the workload i.e. Physical Therapist Assistants, transfer of patients to another facility or region, referrals to private clinics and/or contract out.

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).

Table 2 – Physical Therapist - Budgeted and Vacant Position Comparisons (2002/2003/2004/2007)

| Physical Therapist Classification | Number of Reported Budgeted Positions | | Number of Reported Vacant Budgeted Positions | | % Vacancy | |
|-----------------------------------|---------------------------------------|-----------|--|-----------|-----------|-----------|
| | Full Time | Part Time | Full Time | Part Time | Full Time | Part Time |
| 2002 Totals | 164 | 80 | 39 | 9 | 24% | 11% |
| 2003 Totals | 158 | 72 | 18 | 2 | 11.3% | 2.7% |
| 2004 Totals | 145 | 78 | 11 | 7 | 7.5% | 8.9% |
| 2007 Totals | 152 | 74 | 8 | 5 | 5.2% | 6.7% |

*Disclaimer: Data reported in Table 1 and/or Table 2 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 data is reported:

- 2007 (year to date) – 11
- 2006 – 18
- 2005 – 15
- 2004 – 18

Turnover reported above includes reasons such as moving to other provinces, employed by private clinics, retirements, and others. 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).

Recruitment and retention initiatives that were reported include:

- Offering a higher initial rate of pay than the first step (five regions),
- Changing job responsibilities (four regions),
- Utilizing other classifications (four regions),
- Advertising (five regions),
- Career fairs (six regions),
- Using recruitment allowance (five regions),
- Relocation expenses (seven regions),
- Offering mentorships, practicums or internships (four regions), and,
- Providing training/professional allowances (five regions)

Health regions report that the recruitment and retention for the Physical Therapist classification is subject to a seasonal hiring cycle. Health regions typically hire to vacancies early in the summer when new graduates are available each year.

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 Physical Therapists:

- Saskatchewan health regions – Minimum \$24.960/hour, maximum \$30.974/hour, 6 steps. Effective April 1, 2006.
- Alberta health regions – Minimum \$27.580/hour, step 6 \$33.020, maximum \$36.700/hour, 9 steps. Effective April 1, 2006.
- British Columbia health regions – Minimum \$27.500/hour, maximum \$34.290/hour, 6 steps. Effective April 1, 2006.
- Manitoba health regions – Minimum \$25.500/hour, maximum \$29.560/hour. Effective March 31, 2006 (negotiations are currently ongoing).

CONCLUSIONS & RECOMMENDATIONS:

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

- Health regions continue to report a variety of means to effectively deal with service delivery issues and challenges.
- Provincial vacancies have declined to eight full time positions and five part time positions.

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

- To maintain the current temporary market supplement for the Physical Therapist classification.

APPENDIX A

Market Supplement Consideration Request – Physical Therapists

Employer Respondents

1. Cypress Health Region
2. Five Hills Health Region
3. Heartland Health Region
4. Kelsey Trail Health Region
5. Prairie North Health Region
6. Prince Albert Parkland Health Region
7. Regina Qu'Appelle Health Region
8. Saskatoon Health Region
9. Sun Country Health Region
10. Sunrise Health Region