

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Physical Therapist  
(Degree and Senior Levels)**

**March 26, 2009**

## **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 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:

*The Physical Therapist Program at the University of Saskatchewan has changed to a Masters level program with the first graduating class scheduled for the fall of 2009. The University of Saskatchewan will be graduating approximately 40 Physical Therapists in 2009. However, the demand still exceeds the supply. 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, 2009)**

Health Regions	Number of Budgeted Positions (As of February, 2009)		Number of Vacant Positions (As of February, 2009)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Cypress	6	2	0	0	0	0
Five Hills	8	1	2	0	25%	0
Heartland	3	1	0	0	0	0
Kelsey Trail	11	2	3	1	27.2%	50%
Prairie North	9	2	2	0	22.2%	0
Prince Albert Parkland	9	3	0	1	0	33.3%
Regina Qu'Appelle	41	31	2	0	4.8%	0
Saskatoon	53	46	4	7	7.5%	15.2%
Sun Country	8	2	1	1	12.5%	50%
Sunrise	11	2	1	0	9.0%	0
<b>TOTAL:</b>	<b>159</b>	<b>91</b>	<b>15</b>	<b>10</b>	<b>9.4%</b>	<b>10.9%</b>

\*Note: Mamawetin Churchill River Health Region reported a temporary Physical Therapist position at the time of this review.

## 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. Four regions reported minor service issues, four reported moderate service issues (such as long wait lists) and two reported significant service impacts such as providing only basis service levels.

Some health regions report insufficient budgeted resources to meet the growing demand for physical therapy services. Also, as reported in past market supplement annual review some regions report that ongoing temporary vacancies negatively impact service delivery.

**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).*

Many regions historically have recruited new graduates from the University of Saskatchewan, School of Physical Therapy. This program has now changed to a Masters level program whereas previously it was a Degree program. As a result, there will not be a graduating class in the

spring of 2009 as normally is the case. The first graduating class of Masters prepared Physical Therapists will be available for hiring in the fall of 2009.

Temporary vacancies can be difficult to fill, especially for rural employers. Regions report that some temporary vacancies are not filled.

**Summary of Temporary Vacancies:**

- Cypress – One temporary vacancy was reported.
- Five Hills – Three temporary vacancies were reported.
- Heartland – No temporary vacancies.
- Kelsey Trail – No temporary vacancies.
- Prairie North – One temporary vacancy was reported.
- Prince Albert Parkland – No temporary vacancies.
- Regina Qu’Appelle – No temporary vacancies.
- Saskatoon – No temporary vacancies.
- Sun Country – No temporary vacancies.
- Sunrise – No temporary vacancies.

**Table 2 – Physical Therapist - Budgeted and Vacant Position Comparisons (2002/2003/2004/2007/2008/2009)**

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
<b>2002 Totals</b>	164	80	39	9	24%	11%
<b>2003 Totals</b>	158	72	18	2	11.3%	2.7%
<b>2004 Totals</b>	145	78	11	7	7.5%	8.9%
<b>2007 Totals</b>	152	73	8	5	5.2%	6.8%
<b>2008 Totals</b>	152	68	13	3	8.5%	4.4%
<b>2009 Totals</b>	159	91	15	10	9.4%	10.9%

\*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:

- 2009 (Year to date) – 0
- 2008 – 13 (10 other employment, 3 unknown)
- 2007 – 15 (as per 2008 Physical Therapist Market Supplement review)
- 2006 – 18 (as per 2007 Physical Therapist Market Supplement annual review)

**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).*

Health regions again report on-going recruitment efforts for the Physical Therapist classification whether they have vacancies or not. Most regions report significant recruiting efforts for this classification. Some of the typical recruiting and retention efforts include; advertising, attending career fairs, relocation allowances, offering practicums and bursaries to students, and training and educational opportunities for existing employees.

Some regions have reported that the budgeted number of positions does not adequately meet the service needs.

Regions report that recruiting to temporary positions can be challenging. Some regions have recruited Occupational Therapists instead of Physical Therapists since they were more available at the time of hiring.

The lack of a graduating class in the spring of 2009 at the University of Saskatchewan Physical Therapy Program may limit the expected supply of Physical Therapists until the fall of 2009 when the first class of Masters prepared graduates will be available to hire.

**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 (Degree):

- Saskatchewan health regions – Minimum \$28.013/hour, maximum \$34.237/hour, 5 steps. Effective April 1, 2008.
- Alberta health regions – Minimum \$29.830/hour, maximum \$39.690/hour, 9 steps. Effective April 1, 2008.
- British Columbia health regions – Minimum \$29.040/hour, maximum \$36.200/hour, 6 steps. Effective April 1, 2008.
- Manitoba health regions – Minimum \$27.461/hour, maximum \$31.832/hour. Effective April 1, 2008.

## **CONCLUSIONS & RECOMMENDATIONS:**

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

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends maintaining the current market supplement.

## 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