

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

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

September 26, 2011

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 and again in September 2010. 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. The University of Saskatchewan graduate approximately 40 Physical Therapists per year. Other Physical Therapy programs in western Canada are located at the University of Manitoba, the University of Alberta, and the University of British Columbia.

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

Table 1- Physical Therapist – Budgeted and Vacant Positions (September, 2011)

Health Regions	Number of Budgeted Positions (As of Sept, 2011)		Number of Vacant Positions (As of Sept, 2011)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Cypress	6	1	0	0	0	0
Five Hills	8	2	1	0	12.5%	0
Heartland	2	1	1	0	50%	0
Kelsey Trail	8	5	2	0	25%	0
Prairie North	15	2	2	0	13.3%	0
Prince Albert Parkland	13	3	1	1	7.6%	33.3%
Regina Qu'Appelle	52	26	0	0	0	0
Saskatoon	67	51	2	4	2.9%	7.8%
Sun Country	8	2	2	1	25%	50%
Sunrise	13	2	4	0	30%	0
TOTAL:	192	95	15	6	7.8%	6.3%

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. Two regions reported minor service issues, four reported moderate service issues (such as long wait lists) and four reported significant service impacts such as providing only basic service levels.

Many health regions report insufficient budgeted resources to meet the growing demand for physical therapy services. Also, as reported in past market supplement annual reviews, 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).

A total of 15 permanent full time vacancies were reported by health regions.

Many regions historically have recruited new graduates from the University of Saskatchewan, School of Physical Therapy. This program changed to a Masters Degree level program in 2009 at the University of Saskatchewan, whereas previously it was a Bachelor Degree program.

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

Table 2 – Physical Therapist - Budgeted and Vacant Position Comparisons (2002/2003/2004/2007/2008/2009/2011)

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	73	8	5	5.2%	6.8%
2008 Totals	152	68	13	3	8.5%	4.4%
2009 Totals	159	91	15	10	9.4%	10.9%
2011 Totals	192	95	15	6	7.8%	6.3%

*Disclaimer: Data reported in Table 1 and/or Table 2 may be as a result of different employers reporting year to year.

There was no MSRC report in 2010 as the MSRC recommendation in 2009 was referred to adjudication in late 2009 and subsequently again in 2010 before a final award with a new market supplement rate of pay was ultimately determined in September 2010.

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:

- 2011 – (Year to date) – 21
- 2010 – 17
- 2009 – 22

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).*

As previously reported in previous annual reviews, health regions maintain their 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.

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

For many employers the greatest challenge is to recruit to ongoing temporary vacancies. Some regions have recruited Occupational Therapists instead of Physical Therapists since they were more available at the time of hiring.

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 \$31.121/hour, maximum \$38.156/hour, 5 steps. Effective August 11, 2011.
- Alberta health regions – Maximum \$43.99/hour, 9 steps. Effective April 1, 2011.
- British Columbia health regions –Maximum \$38.04/hour, 6 steps. Effective April 1, 2011.
- Manitoba health regions – Maximum \$33.414/hour. Effective April 1, 2011.

A new SAHO/HSAS collective agreement was signed on August 11, 2011. The new collective agreement is from April 1, 2009 to March 31, 2013.

CONCLUSIONS & RECOMMENDATIONS:

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

- Health regions report service delivery issues mainly due to insufficient resources and on-going temporary vacancies.
- A total of 15 permanent full time vacancies were reported.
- Health regions report on-going significant recruitment and retention initiatives.
- A new collective agreement was signed between SAHO and HSAS that covers the period of April 1, 2009 to March 31, 2013.

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