

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Speech Language Pathologist
(Masters and Senior levels)**

December 10, 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/retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation included in the request for consideration of a market supplement for Speech Language Pathologists.

This classification was initially reviewed by the MSRC in August 2002, and through the adjudication process it was determined that the Speech Language Pathologists would not receive a market supplement. Market supplement reviews were completed in October 2003, April 2005, November 2006, July 2007 and February 2008 when it was recommended by the MSRC each time not to implement a market supplement.

A total of ten regions reported that they employ Speech Language Pathologists (SLPs) for the purpose of this report. Speech Language Pathologists employed by Saskatchewan Health Regions are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS requested this market supplement review.

Role of a Speech Language Pathologist:

Speech Language Pathologists provide their service to either pediatric and/or adult clients from acute care to the community.

Speech Language Pathologists diagnose communication disorders (comprehension and expression) and swallowing disorders. They plan and implement treatment in language, speech, voice and/or swallowing disorders. Speech Language Pathologists design and employ augmentative and alternative communication, and, consult regarding language stimulation, inclusion strategies and teaching adaptation for students with language impairments.

Speech Language Pathologists place special emphasis on pediatric and preschool clients in order to identify and correct impairments at early stages of development.

Qualifications:

There are six Canadian training programs. These are located at the University of British Columbia, University of Alberta, University of Western Ontario, University of Toronto, McGill University and Dalhousie University. There is no training program in Saskatchewan. Typically, students complete their internships and practicums within the province they attend university. Currently, Saskatchewan does not purchase seats in any

of these training programs. There is another school at Minot State University in North Dakota where a small number of Canadians graduate.

Timing of hiring is crucial. The Canadian programs graduate students from May to August while, Minot State University graduate students in December. Saskatchewan employers may experience vacancies if they do not hire these grads at these times.

In order to increase the pool of available candidates to hire from, some regions have offered to offset the cost of maintaining American certification to their SLP's. This also allows the regions to offer externships to Canadian citizens who are completing their schooling in the U.S.A. and may return to Saskatchewan to work.

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

Table 1 – Speech Language Pathologist – Masters and Senior Levels (Budgeted and Vacant Positions)

Health Regions	Number of Budgeted Positions (As of November 2009)		Number of Vacant Budgeted Positions (As of November 2009)		% Vacancy	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Cypress	2	1	1	0	50%	0
Five Hills	1	4	0	0	0	0
Heartland	1	0	0	0	0	0
Kelsey Trail	2	1	0	0	0	0
Prairie North	4	2	1	0	25%	0
Prince Albert Parkland	5	0	1	0	20%	0
*Regina Qu'Appelle	15	9	0	0	0	0
Saskatoon	27	5	0	0	0	0
*Sun Country	3	0	1	0	33%	0
Sunrise	5	0	0	0	0	0
TOTAL	65	22	4	0	6.1%	0%

*These regions currently have temporary vacancies due to maternity and other leaves.

Table 2 – Speech Language Pathologist – Masters and Senior Levels (Budgeted and Vacant Positions) Comparisons (2002/2003/2005/2006/2007/2008/2009)

Speech Language Pathologist 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	50	13	14	1	28%	7.7%
2003 Totals	53	11	7	1	13.2%	9.0%
2005 Totals	51	12	3	1	5.8%	8.3%
2006 Totals	58	21	4	3	6.8%	14.2%
2007 Totals	60	19	4	1	6.6%	5.2%
2008 Totals	62	18	2	1	3.2%	5.5%
2009 Totals	65	22	4	0	6.1%	0%

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

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).*

Of the ten health regions that participated in this review, five reported no service delivery issues, two reported minor issues, two reported moderate service delivery issues and one reported significant issues pertaining to recruitment and retention. Those regions that report moderate service delivery issues state that they provide basic services such as assessments and treatment while wait lists for some services are reported.

Regions have reported that service delivery is impacted by insufficient budgeted positions to meet the demand. They also report that vacant positions effects 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).*

Health regions reported a total of four full time vacancies and no part time vacancies. In addition two health regions reported a total of two temporary vacancies.

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) – 4 (Reasons include: 3 other employment; 1 domestic).
- 2008 – 3 (Reasons include: 2 other employment; 1 domestic).
- 2007 – 8 (Reasons include: 1 moved to Ontario; 1 teaching; 1 moved back to home community; 1 moved to New Brunswick; 1 spouse transferred; 3 unknown).

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 reported in previous reviews regions have utilized several recruitment and retention initiatives including: increase the amount of full time equivalents for Speech Language Pathologists, advertising, relocation expenses, attending career fairs, recruitment incentives, training/professional allowances, practicums/internships, and hiring Speech Language Pathologist Assistants. Some regions have added this classification to their hard to recruit list through the Ministry of Health.

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 Speech Language Pathologists:

- Saskatchewan health regions – Minimum \$31.756/hour, maximum \$38.842/hour, 5 steps. Effective April 1, 2008 (Masters level).
- Alberta health regions (Level II) – Minimum \$33.250/hour, maximum \$44.180/hour, 9 steps. Effective April 1, 2008.
- Manitoba health regions – Minimum \$28.813/hour, maximum \$36.276/hour, 7 steps. Effective April 1, 2008 (Masters level).
- British Columbia health regions – Minimum \$29.390/hour, maximum \$36.660/hour, 6 steps. Effective April 1, 2008 (Masters level).
- Some health regions reported that various school boards in Saskatchewan pay more for this classification.

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

CONCLUSIONS & RECOMMENDATIONS:

Considering the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions:

- Seven of ten health regions reported either no service delivery issues or minor service issues related to recruitment and retention.
- Health regions reported four full time vacancies and no part time vacancies.
- Health regions report a number of on-going recruitment activities for this classification.
- The SAHO/HSAS collective agreement expired on April 1, 2009.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends not to implement a market supplement at this time.

APPENDIX A

Market Supplement Consideration Request – Speech Language Pathologist

Employer Respondents

Cypress
 Five Hills
 Heartland
 Kelsey Trail
 Prairie North
 Prince Albert Parkland
 Regina Qu'Appelle
 Saskatoon
 Sun Country
 Sunrise