MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Electrician – Job #001

FINAL

Report Due Date: March 10, 2024
(Annual Review)
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OBJECTIVE

The objective of the Market Supplement Program is to ensure that the 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 also designed to ensure that temporary market supplements respond to valid labour market criteria, to address recruitment/retention pressures.

A market supplement will be an acceptable option only if:

a) workplace initiatives have not addressed the skill shortage;
b) labour market data supports a supplement; and,
c) recruitment/retention is a problem, is affecting service delivery, and is well documented.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process for consideration of a continued market supplement for the classification of Electrician. This annual report is to be considered as part of the ongoing review of the market supplement process for this classification as it currently has a market supplement.

Electricians are members of the Canadian Union of Public Employees (CUPE), Saskatchewan Government and General Employees' Union (SGEU), and Service Employees International Union (SEIU-West).

The Provider Unions (CUPE, SEIU-West and SGEU) are parties to a collective bargaining agreement (CBA) with a term of April 1, 2022 to March 31, 2023. Market supplement CBA language can be found in the following letters of understanding within the respective agreements.

i. CUPE – LOU #19 – section #5 page #178
ii. SEIU-West – LOU #25 – page #205
iii. SGEU LOU#12 – page #226

Role of an Electrician**:**

- *An Electrician installs, repairs, tests and maintains wiring, controls, motors, and other electrical devices and electrical systems. This classification participates in and maintains preventative maintenance programs. The classification will provide estimates for work orders/projects, and orders materials and supplies. Working with contractors, vendors and consultants may also be necessary. The classification will read, interpret and update blueprints and schematics.*

Qualifications:

- *Journeyperson Construction Electrician certification.*
- *Electrical Journeyperson License issued pursuant to the Electrical Licensing Act.*
- *Nine (9) months post-ticket experience in an industrial/commercial maintenance environment.*

ANALYSIS

The MSRC discussed the Labour Market Criteria as guided by the Market Supplement Program.

VACANCY RATE ANALYSIS: ***(****Respondents 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.)*

Information was received from nine (9) former Regions for this review.

Information regarding positions and vacancies is provided in the following table.

Table 1 – Electrician FTE Information

Number of Positions (As of February 2024)		**Number of Vacant Positions (As of February 2024)**		**% Vacancy**	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
43	1	1	0	2.33%	0%

SERVICE DELIVERY IMPACTS: ***(****Respondents 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 former Regions who responded to the survey 5 reported that they had no service delivery impacts for their areas, 1 reported minor concerns indicating that there was some impact to timing or quality of service, but the problems were only temporary, and three areas reported moderate service impacts in that some routine duties were not being performed. At times demand exceeds their capacity even with a full staff complement.

TURNOVER RATES: *(Respondents 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.)*

The following turnover is reported where information was available to provide. Overall turnover is identified as minor which is a rate of less than 10%.

- Past 12 Months –2 retirements and 2 other employment for increased salary

The only trends identified by Managers were individuals accessing retirement and individuals leaving for higher salaries. Ability to hire, however, remains consistent.

RECRUITMENT ISSUE ANALYSIS: ***(****Respondents 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.)*

Three former Regions indicated no concerns with recruitment in that the current supply of qualified candidates is sufficient to meet demand. Four former regions indicated minor recruitment efforts meaning in most cases, qualified professionals can be readily found. Employers may experience shortages from time to time and 2 former regions, indicated moderate concerns meaning qualified professionals may be difficult to recruit.

The main concern shared is often times the level of experience required is harder to recruit for.

No recruitment incentives are being used for this classification however human resources continues to profile this classification through career fairs and Sask Polytechnic. For the most part, they are able to fill vacancies which is reflected in the vacancy rate of 2.33%.

ADDITIONAL INFORMATION:

- SAHO and the Provider Unions are currently negotiating a new collective agreement as their previous agreements expired on March 31, 2023.

SALARY MARKET CONDITIONS: ***(****Respondents 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 Electricians in the Western Canada public health care employers.

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2022)
British Columbia	Electrician	April 1, 2022	$36.51
Alberta	Electrician	April 1, 2022	$44.90
Saskatchewan	Electrician	April 1, 2022	$38.33
Manitoba	Electrician	April 1, 2022	$37.360
Western Canadian Average (2022)			**$39.28**

Saskatchewan Rate	$	38.33
Western Canadian Average	$	39.28
Sask compared to Average ($)	$	(0.95)
Sask compared to Average (%)		97.58%

Notes: Saskatchewan rates are below the Western Canadian Average

CONCLUSIONS AND RECOMMENDATIONS

Considering all the labour market criteria defined by the Market Supplement Program, the Market Supplement Review Committee makes the following conclusions:

- Only one position out of the total of 45 positions is currently vacant.
- The competitive market for Electricians in Saskatchewan continues to be good however Managers indicate the continued market supplement is required to ensure competitiveness.
- The currently salary is slightly below the western Canadian average however Saskatchewan remains higher than Manitoba and British Columbia.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee determined that the current market supplement for the Electrician classification should be **maintained**.