MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Senior Medical Laboratory Assistant
Job #145

FINAL

Report Due Date: June 16, 2026
(New Request)
Report Distribution Date: June 18, 2026

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 and/or retention pressures.

A market supplement will be an acceptable option only if:

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

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation provided in the new review request for consideration for the Senior Medical Laboratory Assistant (Job 145). This new review request was advanced by CUPE on behalf of the Provider Unions as per their letter of April 1, 2026. The Unions did not provide any data related to their request.

Senior Medical Laboratory Assistants (145) 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

The market supplement annual review process is outlined in each of the Letters of Understanding pertaining to the Market Supplement Program for the Canadian Union of Public Employees Union (CUPE), Saskatchewan Government Employees Union (SGEU) and the Service Employees International Union (SEIU-West).

Role of the Senior Medical Laboratory Assistant:

Collects and processes blood specimens. Coordinates department workflow.

Qualifications:

- *Medical Laboratory Assistant certificate*

ANALYSIS

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

Table 1: Senior Medical Laboratory Assistant (145) – Vacant Permanent Positions (June 2026)

Number of Permanent Budgeted Positions		Number of Vacant Permanent Positions		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
11	0	0	0	0%	0%

There are currently no vacancies in this classification and no recruitment efforts beyond the standard posting and hiring processes have been required. Historically, vacancies have been successfully filled through existing standard recruitment practices, with positions often being filled by internal Medical Laboratory Assistants.

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.)*

All areas of the province reported no impact to service delivery as there are no vacancies in this classification.

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.)*

Where it was known over the past 12 months, the following turnover was reported:

Number of employees who retired from this classification – 2
Number of employees who failed their probation/trial period – 0
Number of employees who left due to family/domestic reasons - 1
Number of employees who left the organization for reasons not wage related - 1
Number of employees who left the organization for increased salary – 0
Number of employees who left the organization for other or undisclosed reasons - 1

The above indicates that employees are leaving the organization for a mix of reasons, none of which are related to wages.

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).*

It was reported from Saskatoon, Regina, Rural and North that they were not experiencing recruitment issues. The primary source of candidates for this classification continues to be the natural career progression of internal employees.

Recruitment initiatives included the following for this classification:

- Attendance at career events
- Targeted external advertising i.e. post-secondary school job boards
- Promoting opportunities through social media outlets
- Reviewing global talent pools

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.)*

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1,2022)
British Columbia	Lab Assistant Supervisor, Central Lab Services	April 1, 2022	$ 27.70
Alberta	Medical Laboratory Assistant II	April 1, 2022	$ -
Saskatchewan	Senior Medical Laboratory Assistant	April 1, 2022	$ 30.00
Manitoba	No match	April 1, 2022	$ -
Western Canadian Average (2022)			**$ 28.85**

Saskatchewan Rate (2022)	$ 30.00
Western Canadian Average (2022)	$ 28.85
Sask compared to Average ($)	$ 1.15
Sask compared to Average (%)	103.99%

Notes: Saskatchewan rates are above the western Canadian average

ADDITIONAL INFORMATION:

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

CONCLUSIONS AND RECOMMENDATIONS

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

- There are no full-time permanent or part-time permanent vacancies for this classification.
- No service delivery challenges were reported for this classification.
- Turnover during the past 12 months has remained low and was driven by a range of factors unrelated to wages.
- It was reported that there are no recruitment challenges, as the primary source of candidates comes from the natural progression of internal employees.
- The current salary is above the western Canadian average.

Having reviewed the information provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee recommends to **not implement** a market supplement for the Senior Medical Laboratory Assistant classification.