MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Medical Radiation Technologist – Specialty Job #34

FINAL

Report Due Date: February 28, 2026
(Annual Review)
Report Distribution Date: April 16, 2026

OBJECTIVE

The objective of the Saskatchewan Market Supplement Program is to ensure that Saskatchewan Healthcare 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 submitted in the annual review process regarding the market supplement for the Medical Radiation Technologist – Specialty classification. 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 that came into effect on February 29, 2024.

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 Medical Radiation Technologist – Specialty:

Performs a variety of specialized diagnostic technical procedures utilizing radiation equipment for the diagnosis and tracking of disease and pathology. Specialty disciplines are:

- *Mammography*
- *Angiography (IR)*
- *Computerized Tomography*

In addition to the certifications indicated for a Medical Radiation Technologist (MRT), a training/certification in mammography or angiography or computerized tomography is required.

Qualifications:

- *Medical Radiologic Technology Advanced diploma*
    - *Certified by Canadian Association of Medical Radiation Technologists*
    - *Registered with Canadian Association of Medical Radiation Technologists*
    - *Registered with College of Medical Radiation and Imaging Professionals of Saskatchewan*
    - *Mammography or Angiography or Computerized Tomography training/certificate, as required.*

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.)*

Table 1 – Medical Radiation Technologist - Specialty – Vacant Permanent Positions (February 2026)

Number of Permanent Budgeted Positions		Number of Vacant Permanent Positions		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
98	36	10	3	10.20%	8.33%

Across the province, the full-time vacancy rate is moderate, with vacancies exceeding 10% of permanent budgeted positions. The highest concentration of vacancies continues to be in northern locations.

Part-time vacancies are 8.33% and rated as minor, meaning fewer than 10% of permanent budgeted positions are vacant. Currently, the only region experiencing part-time vacancies is Regina, where these vacancies continue to present recruitment challenges.

Overall vacancies across all permanent budgeted positions are 9.7%, representing a notable improvement from 2025, where the total vacancy rate was 19.7%. This decrease indicates successful recruitment efforts over the past 12 months

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.)*

Service delivery impacts were varying across the province, with Saskatoon experiencing minor impacts and rural locations reporting that their service has not been impacted. Service delivery impacts were reported as significant in both northern locations and Regina, indicating the department can only provide a basic level of service; there may be significant gaps in service; service problems persist; wait lists are prevalent and growing; quality and quantity of service has declined; may impact other services; impacts direct patient care.

Strategies identified to address service delivery pressures include:

- Utilization of overtime.
- Utilization of contract workers.
- Reduction in client bookings.
- Adjustment of master rotations to allow more flexibility of standby only hours.
- Booking in relief staff.
- Moving staff between sites.
- Transferring patients between sites to access service.

- Supervisor position was created to assist with staff support, pulling supervisor and other classifications who are qualified to work in this area.
- Engaging with MRT staff to expand their interest to specialty areas.

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 is 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 period – 1
- Number of employees who left due to family/domestic reasons – 4
- Number of employees who left the organization for reasons not wage related – 3
- Number of employees who left the organization for increased salary – 2

The above indicates that employees are leaving primarily due to family/domestic reasons and for reasons not wage related.

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.*)

Both Regina and northern locations noted recruitment issues for this classification as being significant meaning qualified professionals and new graduates are in great demand by employers. Saskatoon and rural areas noted their recruitment issues were moderate meaning new graduates and qualified professionals are difficult to recruit and educational institutions are not graduating sufficient new grads to meet the demand.

Recruitment incentives of $12,000 are currently in place for rural and northern locations, while Regina is offering a $10,000 recruitment incentive. In response to ongoing educational capacity challenges, Saskatchewan Polytechnic has increased the number of seats available in this program, with 27 students graduating in 2025 and projected increases to 40 graduates in 2026 and 50 graduates in 2027.

In addition to the initiatives noted above, the following initiatives were identified for this classification:

- Attendance at career fairs in Alberta and Saskatchewan.
- Additional recruitment incentives offered by the Ministry of Health.
- Reimbursement of educational expenses.
- Offering practicums and on-site training.
- Supporting and encouraging MRT staff to pursue opportunities in MRT-Specialty positions.
- Modification of rotations.
- Use of social media.
- External advertising through national organization and educational institutes.
- Recruitment booth and attendance at national CAMRT conference.

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	Radiological Technologist (Grade III)	April 1, 2022	$ 43.10
Alberta	Medical Radiation Technologist II	April 1, 2022	$ 47.77
Saskatchewan	Medical Radiation Technologist - Specialty	April 1, 2022	$ 43.51
Manitoba	Senior X-Ray Technologist	April 1, 2022	$ 41.322
Western Canadian Average (2022)			**$ 43.93**

Saskatchewan Rate (2022)	$ 43.51
Western Canadian Average (2022)	$ 43.93
Sask compared to Average ($)	$ (0.42)
Sask compared to Average (%)	99.04%

*Notes:

- Saskatchewan rates are below the western Canadian average.
- The 2025 report utilized an incorrect effective date for the Manitoba rate. This has been corrected, resulting in a change to the western Canadian average from the 2025 report.

ADDITIONAL INFORMATION:

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

CONCLUSIONS & RECOMMENDATIONS:

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

- The overall vacancy rate for this classification is 9.7%, representing a significant improvement from the previous year.
- A number of initiatives are currently underway to support recruitment efforts.
- Saskatchewan Polytechnic has increased the number of seats offered to help meet continued demand, with higher numbers of graduates expected in 2026 and 2027.
- Salary market conditions indicate this classification is slightly below the western Canadian average.

Having reviewed the information as provided by the respondents and considering the labour market criteria, the Market Supplement Review Committee recommends that the current market supplement for the Medical Radiation Technologist – Specialty (Job #34) classification should be **maintained.**