MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Advanced Foot Care/Licensed Practical Nurse – Job #539

FINAL

Report Due Date: June 16, 2026
New Request
Report Distribution Date: August 4, 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 submitted in the request for consideration of a market supplement for the Advanced Foot Care Licensed Practical Nurse (Job #539) classification. This is a new request 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.

LPN's are members of the Saskatchewan Government and General Employees Union (SGEU), the Canadian Union of Public Employees (CUPE) and the Service Employees International Union – West (SEIU-West). The last market supplement review was undertaken in 2023.

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 the Advanced Foot Care Licensed Practical Nurse:

Promotes health and healing, and provides education as a member of the health care team to achieve optimum care for clients/patients/residents in all phases of health care including Advanced Foot Care.

Qualifications:

- *Practical Nursing diploma plus Advanced Foot Care Nursing course*
    - *Licensed with the College of Licensed Practical Nurses of Saskatchewan*

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: Advanced Foot Care Licensed Practical Nurse – 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
3	1	0	0	0%	%

The Advanced Foot Care Licensed Practical Nurse classification exists in Regina and Rural and there are no permanent vacancies to report.

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.)*

Regina rated service delivery as minor in that when there is a permanent vacancy there is some impact to timing or quality of service but service problems are only temporary or only for a short period. Rural reported no impact to service delivery as they have had no vacancies.

Service has not been impacted due to permanent vacancies and therefore no strategies were identified.

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 - 0
Number of employees who left the organization for reasons not wage related - 0
Number of employees who left the organization for increased salary – 0
Number of employees who left the organization for other or undisclosed reasons - 0

The above indicates that over the past 12 months two employees have left the organization due to retirement and that the employer was successful in recruiting for those two vacancies.

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).*

Overall there are no recruitment challenges and there has been no extra effort to recruit and retain employees needed.

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	No Match	April 1, 2022	$ -
Alberta	No Match	April 1, 2022	$ -
Saskatchewan	Advanced Foot Care Licensed Practical Nurse	April 1, 2022	$ 38.72
Manitoba	No Match	April 1, 2022	$ -
Western Canadian Average (2022)			**$ 38.72**

Saskatchewan Rate (2022)	$ 38.72
Western Canadian Average (2022)	$ 38.72
Sask compared to Average ($)	$ 0
Sask compared to Average (%)	100%

Notes: Saskatchewan rates are the western Canadian average as no other matches could be found.

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 currently no vacancies, and when vacancies do occur, recruitment has not presented any challenges.
- As there are no recruitment or retention challenges, no additional efforts or incentives are required to recruit or retain employees.
- Turnover data indicates that two employees retired from this classification.

- There were no comparable job title matches identified in Western Canada. As a result, the Western Canadian average rate of pay is equivalent to the Saskatchewan rate of pay.

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 Advanced Foot Care Licensed Practical Nurse classification**.**