MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Cardiology Technologist Working Supervisor Job #154

FINAL

Report Due Date: July 10, 2026
(New Review)
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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 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 the Cardiology Technologist Working Supervisor (Job #154). This was a new request advanced by the Provider Unions on May 6, 2026. The Unions did not provide any data related to their request.

Cardiology Technologist Working Supervisors 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) each have an individual Collective Bargaining Agreement (CBA) with the Saskatchewan Association of Health Organizations Inc. (SAHO) covering the term from April 1, 2022, to March 31, 2023. The market supplement provisions are set out in the applicable Letters of Understanding contained within each respective CBA.

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

Role of the Cardiology Technologist Working Supervisor:

Supervises technical staff and work processes of the department. Performs diagnostic procedures to assist physicians in the diagnosis of electrophysiological and mechanical functions of the heart.

Qualifications:

- *Cardiology Technology diploma.*
    - *Certification with Canadian Society of Cardiology Technologists*
    - *Registration with Saskatchewan Cardiology Technologists Association*

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. season vacancies, do the vacancies always follow an event; etc.); and to identify trends that may affect recruitment/retention efforts.)*

Table 1 – Cardiology Technologist Working Supervisor (Job #154) – 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
4	0	0	0	0%	0%

This classification is in Saskatoon and Regina. There are no vacant permanent positions.

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.)*

There are no service delivery impacts due to permanent vacancies.

TURNOVER RATES: *(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.)*

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

Number of employees who retired from this classification – 0
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

Over the past 12 months, the data indicates that there has been no employee turnover.

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.)*

The current supply of qualified candidates has been sufficient to meet operational needs, and demand for professionals in this classification does not exceed the available supply. Recruitment and retention have not presented significant challenges, as vacancies are typically filled by internal candidates.

There are no recruitment initiatives for this classification.

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	Cardiology Technologist – Supervisor I	April 1, 2022	$ 41.43
Alberta	Cardiology Technologist II	April 1, 2022	$ 45.20
Saskatchewan	Cardiology Technologist Working Supervisor	April 1, 2022	$ 48.29
Manitoba	Charge Cardiology Technologist	April 1, 2022	$ 40.745
Western Canadian Average			$ 43.92

Saskatchewan Rate (2022)	$ 48.29
Western Canadian Average (2022)	$ 43.92
Sask compared to Average ($)	$ 4.37
Sask compared to Average (%)	109.95%

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 & 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 permanent vacancies in this classification.
- Turnover data indicates that there has been no turnover over the past twelve months.
- No service delivery impacts were noted as there have been no vacancies.
- Both Saskatoon and Regina reported that they have no recruitment challenges and there are no targeted recruitment strategies for this classification.

- Saskatchewan wage rates are 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 Cardiology Technologist Working Supervisor classification**.**