MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Electroneurophysiology Technologist

and

Cardiology and Electroneurophysiology Technologist

FINAL

October 31, 2021

OBJECTIVE

The objective of the Market Supplement Program is to ensure that the Saskatchewan Health Authority (SHA) 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 reviewed updated documentation submitted in the annual review process regarding the market supplement for the classification of Electroneurophysiology Technologists (including the Working Supervisor), and Cardiology and Electroneurophysiology Technologists. Employees in this classification are located in Regina and Saskatoon, and are members of the Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU-West). A market supplement for this classification group was implemented on April 16, 2012.

Role of an Electroneurophysiology Technologist**:**

> *The Electroneurophysiology Technologist performs technical procedures utilizing electroneurophysiology equipment for diagnosis and tracking of disease and pathology.*

Qualifications:

> *Qualifications include an Electroneurophysiology Technology Diploma; and certification with the Canadian Association of Electroneurophysiology Technologists (EEG), and the Association of Electromyography Technologists of Canada (EMG).*

Role of a Cardiology and Electroneurophysiology Technologist**:**

> *The Cardiology and Electroneurophysiology Technologist performs non-invasive technical procedures to assist physicians in the diagnostic/pathology of electroneurophysiological and mechanical functions of the heart.*

Qualifications:

> *Qualifications include a Cardiology Technology Diploma and an Electroneurophysiology Technology Diploma; and certification with the Canadian Association of Electroneurophysiology Technologists (EEG), the Association of Electromyography Technologists of Canada (EMG), and registration with the Saskatchewan Cardiology Technologists Association.*

Information regarding budgeted positions and vacancies is provided in the following table:

Table 1 – Electroneurophysiology Technologist (all levels), and Cardiology and Electroneurophysiology Technologist (Budgeted and Vacant Positions)

Number of Budgeted Positions (As of October 2021)		**Number of Vacant Positions (As of October 2021)**		**% Vacancy**	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
17	0	2	0	11.76%	0

ANALYSIS

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

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.)*

One of the two respondents was showing a moderate level of service delivery impact. The other reported no impact.

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.)*

There were two vacancies reported in this annual review. The overall provincial vacancy rate was 11.76% which is considered moderate.

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 ratio {loss of employees to other competitor employers} to the existing staff complement {budgeted positions} in the given occupation.)*

The following turnover data for both Electroneurophysiology Technologists and Cardiology and Electroneurophysiology Technologists is reported:

- Over the last 12 months = 1 (other employment)
- Over the previous 12 months = 2 (other reason)

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.)*

A number of initiatives, including recruitment, relocation and tuition/educational allowances (with return for service agreements), are utilized to successfully recruit to this classification.

In conjunction with two seats purchased by the Province of Saskatchewan, the Saskatchewan Health Authority has supported and recruited students from the Electroneurophysiology Diploma Program at the British Columbia Institute of Technology (BCIT).

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 Electroneurophysiology Technologists compared to other public health care employers across Western Canada. There is more than one level of this occupation. The rates below are comparisons with the Single certification of Electroneurophysiology Technologist.

The Western Canada average for this classification is $40.11/hour at the maximum rate. The SHA currently pays $2.34/hour more. At the start the SHA pays the highest rate of the Western Canada comparators.

- Saskatchewan Health Authority –minimum - $39.64/ hour; maximum - $42.45/hour, 3 steps. Effective April 1, 2021.
- Alberta Health Services – minimum - $33.98/hour; maximum $44.75/hour, 9 steps. Effective April 1, 2019.
- British Columbia Regional Health Authorities - minimum - $30.90/hour; maximum $38.53/hour, 6 steps. Effective April 1, 2021.
- Manitoba Regional Health Authorities – minimum $33.98/hour; maximum $34.72/hour, 6 steps. Effective April 1, 2021.

CONCLUSIONS AND RECOMMENDATIONS:

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

- One location reported moderate service delivery issues.
- Two of seventeen positions (11.76%) were vacant.
- Small turnover which does not appear to relate to difficulty in recruitment.
- A number of initiatives are successfully used to recruit to this classification.

Having reviewed the respondents' information, and considering all the labour market criteria defined by the market supplement letters of understanding, the Market Supplement Review Committee determined that the market supplement should be **maintained**.