MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Industrial Mechanic

August 24, 2022

OBJECTIVE

The objective of the 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 designed to ensure that temporary market supplements respond to valid labour market criteria to address recruitment/retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process for consideration of a market supplement for the Industrial Mechanice classification. This request for a market supplement review was made by the Service Employees International Union (SEIU-West).

Industrial Mechanics are members of the Canadian Union of Public Employees (CUPE), Saskatchewan Government and General Employees' Union (SGEU), and Service Employees Union International (SEIU).

Information was received from two former health regions for this review. This classification does not currently receive a market supplement.

Role of an Industrial Mechanic:

> *Maintains and repairs a variety of mechanical and hospital equipment (pumps, motors, fans, conveyors, overhead doors and compressors, as well as food service, housekeeping and medical equipment/apparatus). Reads and interprets blueprints and schematics, and follows specific codes when maintaining/repairing pneumatic, hydraulic and steam systems. Participates in preventative maintenance by providing input and troubleshooting complex building/medical systems/equipment as specified by work orders. Orders parts, shop supplies and tools, and maintains maintenance/repair records. Leads projects with other trades and contractors, and provides technical advice and assistance to other trades if necessary. Ensures all work complies with CSA Infection Control Standards.*

Qualifications:

> *Journeyman Industrial Mechanic certificate.*

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

Table 1 – Industrial Mechanic – Budgeted and Vacant Positions

Number of Budgeted Positions (August 2022)		**Number of Vacant Positions (August 2022)**		**% Vacancy**	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
11	0	0	0	0%	0%

ANALYSIS

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

SERVICE DELIVERY IMPACTS: ***(****Employers 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).*

Two health regions participated in this review. One region reported moderate service delivery issues in not being able to perform some routine duties. The other reported significant service delivery issues in being able to only provide basic level of service.

VACANCY RATE ANALYSIS: ***(****Employers 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 no full-time vacancies reported by either health region for this classification.

TURNOVER RATES: *(Employers 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.).*

The following turnover data is reported as of August 2022:

- Last 12 months – 1 (retirement)
- Previous 12 months – 0

RECRUITMENT ISSUE ANALYSIS: ***(****Employers 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).*

One region reported an average recruiting time of two to three months for this classification, and another reported recruiting times as being six months.

SALARY MARKET CONDITIONS: ***(****Employers 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 rates for Western Canada public health care employers. Saskatchewan leads both British Columbia (by 2.39%) and Manitoba (by 3.21%) and pays less than Alberta Health Services (by 29.06%).

- Saskatchewan Health Authority – maximum of $35.83 per hour with three steps as of April 1, 2022.
- Alberta Health Services – Millwright – maximum of $43.57 per hour with three steps as of April 1, 2019.
- British Columbia Regional Health Authorities – Millwright (Industrial Mechanic) – maximum of $34.29 with 1 step. Effective April 1, 2021.
- Manitoba Regional Health Authorities – Millwright (Mechanic)– maximum of $34.343. Effective April 1, 2022.

CONCLUSIONS & RECOMMENDATIONS:

Considering all the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions:

- The two regions participating in this review reported no service delivery issues, and there were no vacancies.
- Both regions indicated it had difficulty hiring qualified staff.
- Both regions reported moderating recruiting/retention efforts.

Having reviewed the employer information, and considering all the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends not to implement a provincial market supplement for the Industrial Mechanic classification at this time.