

Competitive Wages

To arrive at a western Canadian average, data was collected from the four western Canadian provinces, where there was a matched comparison, for 2009 rates. Saskatchewan's rates were assumed for 2009 based on proposed general wage increases for 2008 and 2009.

The wage comparison chart used to illustrate a comparison of Saskatchewan wages to the western Canadian average reflects the 25 classifications representing about 80% of the full time equivalents in the provider group of health care workers. It was not feasible to include comparisons for all 250 classifications within the provider group so only the most populated groups are shown. SAHO would define market competitiveness as a wage rate that is 90-100% of the Western Canadian average where that is the appropriate market when all four provinces have well matched positions.

Market adjusted rates were proposed for specific classifications where two criteria were met:

- positions that the employers identified as having difficulty recruiting
AND
- wages, as perceived by the employer, were not comparable to appropriate comparator markets in western Canada.

Competitive means comparable, it does not mean equal, lesser or greater.

Examples of a job family, where only some classifications met both of the criteria above, and market adjusted rates were proposed:

Classification	2009 Wage Rates				Proposed Market Adjusted Rate (SK)	Western Canadian Average
	BC	AB	MB	SK		
Medical Lab Tech I	\$ 32.73	\$ 37.57	\$ 31.000	\$ 32.08*	\$ 32.58	\$ 33.35
Medical Lab Tech II	\$ 33.98	\$ 39.71	\$ 33.285	\$ 37.25		\$ 36.06
Medical Lab Tech & X-Ray Technician	\$ 32.73	No match	No match	\$ 32.08*	\$ 32.58	\$ 32.40
Medical Lab Tech Supervisor	\$ 35.25	\$ 42.53	\$ 35.895	\$ 40.01		\$ 38.42
Medical Radiation Tech	\$ 32.73	\$ 37.57	\$ 31.000	\$ 32.08*	\$ 32.58	\$ 33.35
Medical Radiation Tech – Specialty	\$ 35.25	\$ 39.71	No match	\$ 34.50		\$ 36.49
Medical Radiation Tech – Working Supervisor	\$ 35.25	\$ 42.53	\$ 38.547	\$ 40.01		\$ 39.08
Magnetic Resonance Imaging Tech	\$ 35.25	\$ 40.10	\$ 35.598	\$ 37.25		\$ 37.05
Magnetic Resonance Imaging Tech Working Supervisor	\$ 37.82	\$ 42.92	\$ 38.547	\$ 40.01		\$ 39.82

* Proposed market adjusted rate effective date of signing if signed prior to April 1, 2010;
Base rate includes current proposed wage rate increases of 4% in 2008 and 2% in 2009.
Western Canadian average uses SK base rate