

HSAS Market Analysis



The total number of full-time equivalents (FTEs) represented by HSAS has increased by almost 20% since 2006-2007.

The proposed wage increases will make Saskatchewan wage rates the 2nd highest in Western Canada, or third highest but competitive with the western Canadian market.

SAHO has defined "competitive" as between 90% and 100% of the western Canadian average wage rate. A number of factors are considered when determining what is necessary to be competitive within this range.

Additional market adjusted rates proposed in Final Offer, June 8, 2011. For complete list view the *Proposed HSAS Market Adjustments* or the *Final Offer*.

	FTEs 2006/07 Fiscal Year	FTEs 2010/11 Fiscal Year	Level (if applicable)	2010 Western Canadian Average Wage Rate (Hourly)	2010 Sask Proposed Wage Rate (Hourly)	Sask Proposed Annual Salary (1 FTE @ maximum rate)	Market Analysis
Addictions Counsellor	173.79	249.27	Degree	\$ 34.87	\$ 34.87*	\$ 67,954.65	Saskatchewan rate 2nd highest in Western Canada.
Assessor/Coordinator	196.64	222.95	Degree	\$ 37.57	\$ 37.57*	\$ 73,216.42	Saskatchewan rate the same as the Western Canadian average.
Audiologist	11.48	9.70	Master's	\$ 40.95	\$ 40.95*	\$ 79,803.36	Saskatchewan rate 2nd highest in Western Canada.
Dental Therapist	8.16	9.16	Diploma	\$ 30.02	\$ 30.64	\$ 59,711.23	Saskatchewan rate 2nd highest in Western Canada.
Dietitian	75.31	96.00	Degree	\$ 36.90	\$ 36.90*	\$ 71,910.72	Saskatchewan rate 2nd highest in Western Canada.
Emergency Medical Services	187.63	235.15	Paramedic	\$ 36.34	\$ 36.34*	\$ 70,819.39	Saskatchewan rate the same as the Western Canadian average.
Exercise/Conditioning Therapist	21.74	30.91	Degree	\$ 36.76	\$ 36.76*	\$ 71,637.89	Saskatchewan rate 2nd highest in Western Canada.
Health Educator	77.98	99.67	Staff	\$ 37.33	\$ 37.33*	\$ 72,748.70	Saskatchewan rate 2nd highest in Western Canada.
Infection Control Practitioner	14.06	22.61	Degree	\$ 42.11	\$ 44.34	\$ 86,409.79	Saskatchewan rate 2nd highest in Western Canada.
Mental Health Therapist	58.78	61.96	Staff	\$ 36.14	\$ 36.14*	\$ 70,429.63	Saskatchewan rate the same as the Western Canadian average.
Music Therapist	4.36	4.80	Degree	\$ 33.81	\$ 34.48	\$ 67,194.62	Saskatchewan rate 2nd highest in Western Canada.
Nutritionist	17.21	16.99	Degree	\$ 36.90	\$ 36.90*	\$ 71,910.72	Saskatchewan rate 2nd highest in Western Canada.
Occupational Therapist	140.82	154.24	Degree	\$ 37.25	\$ 37.25*	\$ 72,592.80	Saskatchewan rate is the same as Western Canadian average.
Orthopist	4.65	5.48	Clinician	\$ 35.75	\$ 35.75*	\$ 69,669.60	Saskatchewan rate 2nd highest in Western Canada.
Orthotist	2.50	2.30	Certified	\$ 40.18	\$ 43.32	\$ 84,422.02	Saskatchewan rate 2nd highest in Western Canada.
Perfusionist	8.40	8.68	Certified	\$ 44.63	\$ 44.63*	\$ 86,974.94	Saskatchewan rate 2nd highest in Western Canada.
Pharmacist	127.01	133.81	Degree	\$ 48.82	\$ 48.82*	\$ 95,140.42	Saskatchewan rate 2nd highest in Western Canada.
Physical Therapist	188.76	226.01	Degree	\$ 37.47	\$ 37.47*	\$ 73,021.54	Saskatchewan rate 2nd highest in Western Canada.
Prosthetist	4.27	4.02	Certified	\$ 40.97	\$ 43.32	\$ 84,422.02	Saskatchewan rate 2nd highest in Western Canada.
Psychologist	86.68	99.07	Master's	\$ 44.45	\$ 44.45*	\$ 86,624.16	Saskatchewan rate the same as the Western Canadian average.
Psychometrician	11.05	10.11	Degree	\$ 37.21	\$ 37.21*	\$ 72,514.85	Saskatchewan rate the same as the Western Canadian average.
Public Health Inspector	71.15	71.57	Degree	\$ 37.47	\$ 37.94	\$ 73,937.47	Saskatchewan rate 2nd highest in Western Canada.
Recreation Therapist	36.77	49.44	Diploma	\$ 32.32	\$ 32.32*	\$ 62,985.22	Saskatchewan rate 2nd highest in Western Canada.
Respiratory Therapist	78.62	107.67	Diploma	\$ 35.07	\$ 35.07*	\$ 68,344.42	Saskatchewan rate 2nd highest in Western Canada.
Social Worker	270.92	311.90	Degree	\$ 35.64	\$ 34.64*	\$ 67,506.43	Saskatchewan rate 2nd highest in Western Canada.
Speech Language Pathologist	59.62	83.34	Master's	\$ 40.95	\$ 40.95*	\$ 79,803.36	Saskatchewan rate 2nd highest in Western Canada.
Other	41.67	41.66					
	<u>1980.03</u>	<u>2368.47</u>					

Notes: Hourly wage rates rounded to two decimal points.
 Annual salary calculated at full-time hours of 1948.8/year.
 Saskatchewan proposed wage rates include economic increase of 2% (2009), 1.5% (2010) and market adjusted rate based on 2010 base and/or market supplemented rates for stated levels.
 * Includes market adjustment rate based on 2010 base rate.