

HSAS Western Canada Wage Comparisons

SAHO's objective in bargaining health care contracts is to provide market competitive wages – that is wage rates for Saskatchewan health care workers that are competitive with similar jobs in western Canadian provinces.

The proposed general wage increases to the HSAS union place wage rates for Saskatchewan as competitive, (not equal, greater or lesser), to the western Canadian average. Where there are classifications that employers may have difficulty recruiting and retaining, and wages are not as competitive, market adjusted wage rates have been proposed.

The proposed rates for Saskatchewan shown below (effective April 1, 2010 and effective date of signing for market adjusted rates) puts Saskatchewan wage rates as equal to, or higher than the western Canadian average.

Over 85% of the HSAS FTEs (full time equivalents) will receive market adjustments in addition to the general wage increases.

Note: The western Canadian average is perceived as artificially high, due to the rates of pay in Alberta, which could be considered outliers.

HSAS JOB TITLE	2010 Wage Rate Comparison					2011	
	SK	BC	AB	MB	Average	SK Market Adjusted Rates	SK Market Adjusted Rates *
Addictions Counsellor - Degree	\$ 34.475	\$ 33.880	\$ 39.164	\$31.958	\$ 34.869	\$ 34.869	\$ 35.559
Assessor/Coordinator - Degree	\$ 34.475	\$ 38.640	No Match	\$ 39.600	\$ 37.572	\$ 37.572	\$ 38.262
Audiologist - Master's	\$ 40.213	\$ 37.760	\$ 48.480	\$ 37.328	\$ 40.945	\$ 40.945	\$ 41.749
Dental Therapist - Diploma	\$ 30.638	\$ 32.670	No Match	\$ 26.752	\$ 30.020		
Dietitian - Degree	\$ 34.475	\$ 35.100	\$ 44.160	\$ 33.863	\$ 36.900	\$ 36.900	\$ 37.590
EMTP	\$ 33.355	\$ 37.554	\$ 39.260	\$ 35.180	\$ 36.337	\$ 36.337	\$ 36.975
Exercise/Conditioning Therapist - Degree	\$ 34.475	\$ 33.880	\$ 45.940	\$ 32.755	\$ 36.763	\$ 36.763	\$ 37.453
Health Educator - Staff	\$ 34.475	\$ 33.880	\$ 47.080	\$ 33.863	\$ 37.325	\$ 37.325	\$ 38.015
Infection Control Practitioner	\$ 44.340	\$ 33.880	\$ 48.480	\$ 41.723	\$ 42.106		
Mental Health Therapist - Staff	\$ 34.475	\$ 33.880	\$ 36.590	\$ 39.600	\$ 36.136	\$ 36.136	\$ 36.826
Music Therapist- Degree	\$ 34.475	\$ 33.880	\$ 41.830	\$ 25.066	\$ 33.813		
Nutritionist - Degree	\$ 34.475	\$ 35.100	\$ 44.160	\$ 33.863	\$ 36.900	\$ 36.900	\$ 37.590
Occupational Therapist - Degree	\$ 35.412	\$ 37.290	\$ 43.550	\$ 32.755	\$ 37.252	\$ 37.252	\$ 37.942
Orthoptist - Clinician	\$ 34.475	\$ 32.670	\$ 43.130	\$ 32.711	\$ 35.747	\$ 35.747	\$ 36.437
Orthotist - Certified	\$ 43.320	\$ 33.880	\$ 47.780	\$ 37.792	\$ 40.693		
Perfusionist - Certified	\$ 44.330	\$ 43.050	\$ 51.030	\$ 40.090	\$ 44.625	\$ 44.625	\$ 45.315
Pharmacist - Degree	\$ 46.656	\$ 47.360	\$ 52.900	\$ 48.378	\$ 48.824	\$ 48.824	\$ 49.514
Physical Therapist - Degree	\$ 36.268	\$ 37.290	\$ 43.550	\$ 32.755	\$ 37.466	\$ 37.466	\$ 38.156
Prosthetist - Certified	\$ 43.320	\$ 33.880	\$ 47.780	Not Available	\$ 41.660		
Psychologist - Masters	\$ 40.213	\$ 45.480	\$ 48.480	\$ 43.613	\$ 44.447	\$ 44.447	\$ 45.251
Psychometrician - Degree	\$ 34.475	\$ 37.760	\$ 39.380	No Match	\$ 37.205	\$ 37.205	\$ 37.895
Public Health Inspector - Degree	\$ 37.938	\$ 33.880	\$ 43.550	\$ 34.500	\$ 37.467		
Recreation Therapist - Diploma	\$ 29.558	\$ 31.440	\$ 41.830	\$ 26.460	\$ 32.322	\$ 32.322	\$ 32.913
Respiratory Therapist - Diploma	\$ 33.864	\$ 32.670	\$ 41.500	\$ 32.237	\$ 35.068	\$ 35.068	\$ 35.659
Social Worker - Degree	\$ 34.475	\$ 33.880	\$ 43.130	\$ 31.057	\$ 35.636	\$ 35.636	\$ 36.326
Speech Language Pathologist - Masters	\$ 40.213	\$ 37.760	\$ 48.480	\$ 37.328	\$ 40.945	\$ 40.945	\$ 41.749

Notes:

The 2010 rates for Saskatchewan include proposed economic increases of 2% (2009) and 1.5% (2010). Saskatchewan rates include market supplements implemented in previous years. In most cases, MB rates are based on 2009 as they are currently in negotiations.

* Market adjusted rates proposed June 8, 2011 effective date of signing, based on 2011 general wage increases of 2% (2009), 1.5% (2010) and 2% (2011).