

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 second highest in western Canada in 17 of the 26 classifications and third in the other 9 classifications, but still competitive with the western Canadian market.

Almost half of the HSAS workers would receive market adjusted rates of up to 11% in addition to the general wage increase of 7-1/2% over 4 years.

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

2010 Wage Rate Comparison						
HSAS JOB TITLE	SK	BC	AB	MB	Average	SK Market Adjusted Rates *
Addictions Counsellor - Degree	\$ 34.475	\$ 33.880	\$ 39.164	\$ 31.958	\$ 34.869	
Assessor/Coordinator - Degree	\$ 34.475	\$ 38.640	No Match	\$ 39.600	\$ 37.572	\$ 35.318
Audiologist - Master's	\$ 40.213	\$ 37.760	\$ 48.480	\$ 37.328	\$ 40.945	
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	\$ 34.686
EMTP	\$ 33.355	\$ 37.554	\$ 39.260	\$ 35.180	\$ 36.337	\$ 36.337
Exercise/Conditioning Therapist - Degree	\$ 34.475	\$ 33.880	\$ 45.940	\$ 32.755	\$ 36.763	
Health Educator - Staff	\$ 34.475	\$ 33.880	\$ 47.080	\$ 33.863	\$ 37.325	
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	
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	\$ 34.686
Occupational Therapist - Degree	\$ 35.412	\$ 37.290	\$ 43.550	\$ 32.755	\$ 37.252	\$ 37.252
Orthoptist - Clinician	\$ 34.475	\$ 32.670	\$ 43.130	\$ 32.711	\$ 35.747	
Orthotist - Certified	\$ 41.248	\$ 33.880	\$ 47.780	\$ 37.792	\$ 40.175	
Perfusionist - Certified	\$ 44.330	\$ 43.050	\$ 51.030	\$ 40.090	\$ 44.625	
Pharmacist - Degree	\$ 46.656	\$ 47.360	\$ 52.900	\$ 48.378	\$ 48.824	\$ 48.824
Physical Therapist - Degree	\$ 36.268	\$ 37.290	\$ 43.550	\$ 32.755	\$ 37.466	\$ 37.466
Prosthetist - Certified	\$ 41.248	\$ 33.880	\$ 47.780	Not Available	\$ 40.969	
Psychologist - Masters	\$ 40.213	\$ 45.480	\$ 48.480	\$ 43.613	\$ 44.447	\$ 44.447
Psychometrician - Degree	\$ 34.475	\$ 37.760	\$ 39.380	No Match	\$ 37.205	\$ 37.205
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	\$ 30.383
Respiratory Therapist - Diploma	\$ 33.864	\$ 32.670	\$ 41.500	\$ 32.237	\$ 35.068	
Social Worker - Degree	\$ 34.475	\$ 33.880	\$ 43.130	\$ 31.057	\$ 35.636	
Speech Language Pathologist - Masters	\$ 40.213	\$ 37.760	\$ 48.480	\$ 37.328	\$ 40.945	

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 March 11 and May 10, 2011 effective date of signing, based on 2010 general wage increases. Saskatchewan base rates are proposed 2% higher effective April 1, 2011, which would increase the market adjusted rate shown, and exemplified in the May 10, 2011 proposal package.