

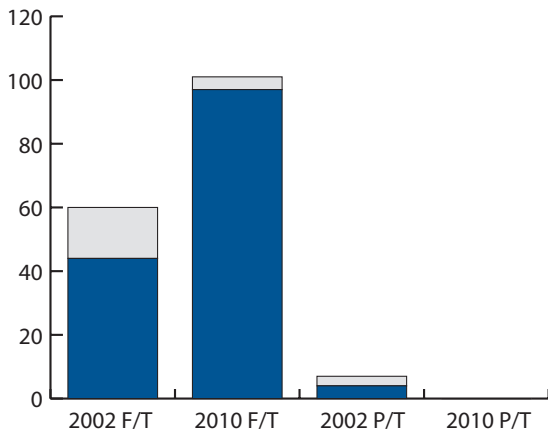
Market Supplement Program Results

The implementation of the market supplement program in 2002 has resulted in addressing most recruitment and retention challenges where wage rates were identified as a concern. The results demonstrate a reasonable option for addressing specific deficiencies in a market competitive environment.

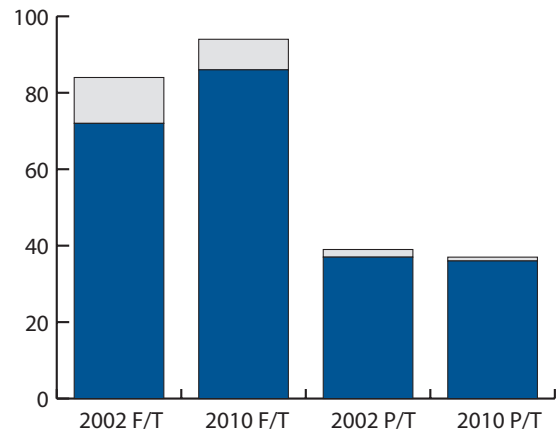
The program is not designed to lead the market (offer the highest wages), but rather to lessen the gap in wages compared to the market from which employers recruit or the market to which employers lose workers.

Vacancy rates are one way to measure the success of market supplements. Currently there are 12 classifications in HSAS that receive a market supplement. In most cases there are more positions, with fewer vacancies, in 2010 compared to 2002/2003. Each graph shows the number of full time (F/T) and part time (P/T) positions in Saskatchewan in 2002 or 2003 compared to 2010. The grey part of the bar graph represents vacant positions.

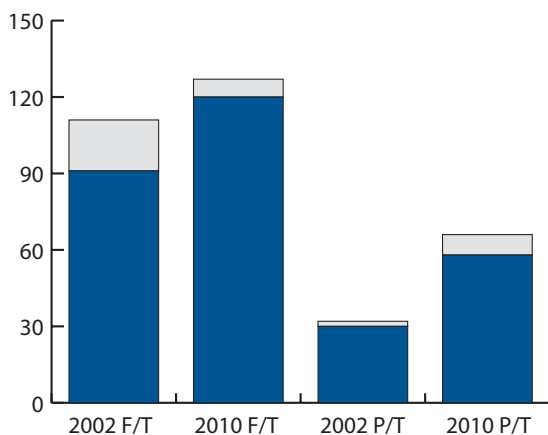
Respiratory Therapist



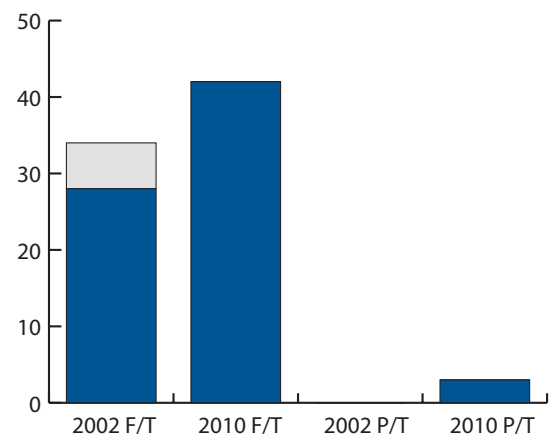
Pharmacist



Occupational Therapist



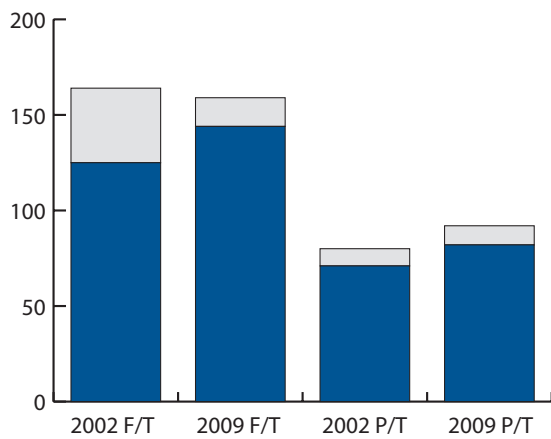
Paramedic



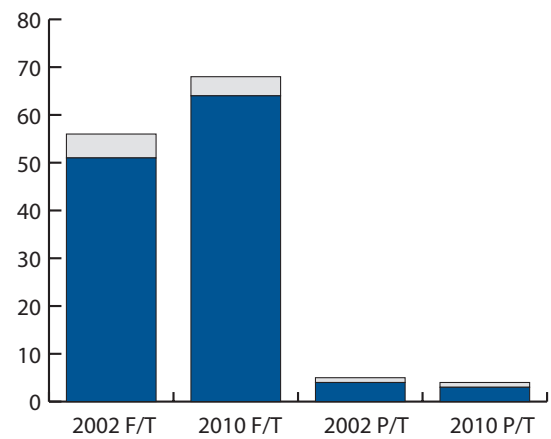


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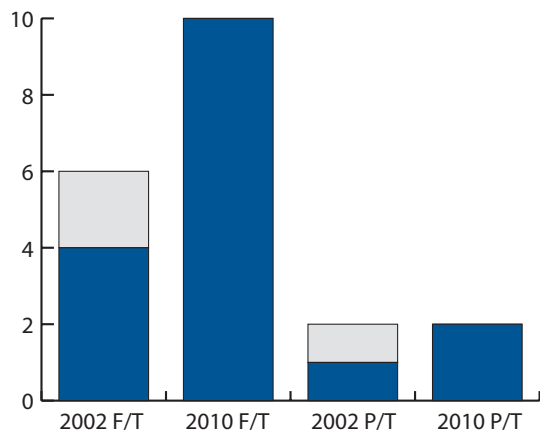
Physical Therapist



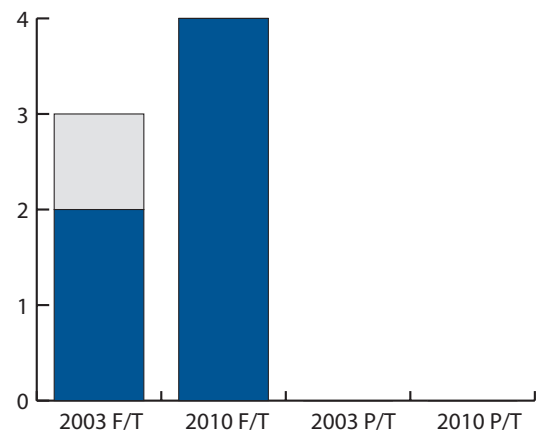
Public Health Inspector



Dental Therapist

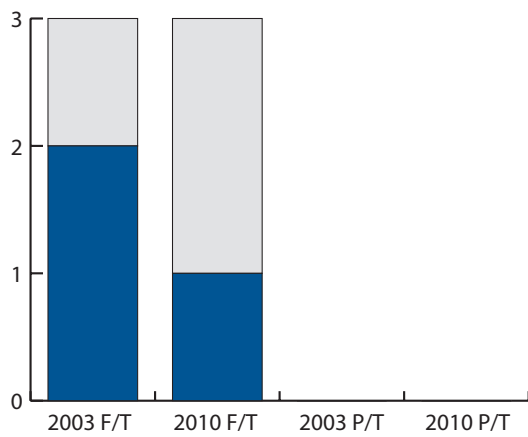


Prosthetist

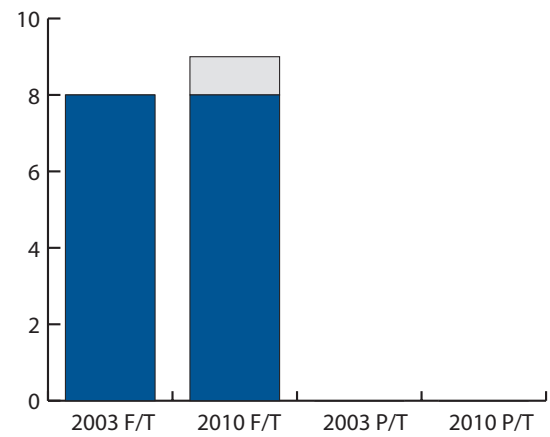


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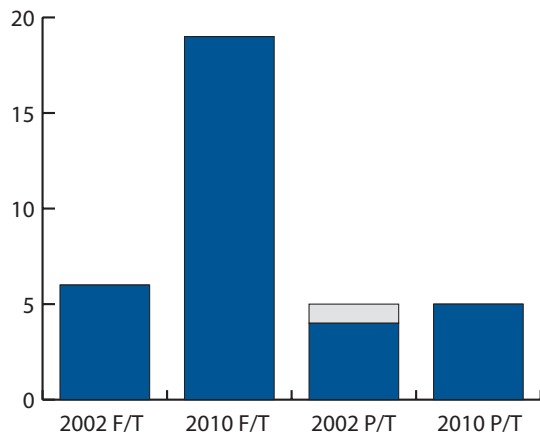
Orthotist



Perfusionist



Infection Control Practitioner



Ph. D. Psychologist

