

Shift Differential and Weekend Premium

SAHO's final offer proposed to maximize wages through general wage increases rather than providing compensation through items such as shift differential and weekend premium.

SAHO has indicated to the unions that it believes this is the most appropriate way to compensate staff as increases are most equitably distributed throughout the entire group of workers. In addition, increases provided through wages increase pension benefits payable upon retirement.

SAHO has also indicated to the unions that, if the unions believe that it better meets the wishes of employees, SAHO would be willing to consider a proposal by the unions to reallocate a portion of the final offer's wage increase to shift differential, weekend premium and/or professional fees.

Saskatchewan provider group rates are competitive when compared with other western Canadian health care providers.

	Shift Differential	Proposed by Unions	Weekend Premium	Proposed by Unions
Saskatchewan	\$ 1.50	\$ 3.75	\$ 1.25	\$ 3.10
Manitoba (blended)	\$ 1.38*		\$ 1.35	
British Columbia	\$ 1.75		\$ 1.00	
Average	\$ 1.54		\$ 1.20	
Alberta (blended)	\$ 2.63**		\$ 2.25**	
Average including Alberta	\$ 1.81		\$ 1.46	

* Manitoba has an evening differential rate of \$1.00 and a night differential rate of \$1.75

** Alberta organizes their "provider group" bargaining unit in a way that is different than the other three provinces. This creates different rates across what would be the equivalent of Saskatchewan's provider bargaining unit. If looking at the single collective agreement which best represents a similar grouping of health care workers, the rates indicated in the chart would apply. Alberta has an evening differential rate of \$2.25 and a night differential rate of \$3.00.

Most western Canadian provinces do not provide the same shift differentials and weekend premiums to all health care employees.