MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Cardiovascular Technologist (Job #89)
Cardiovascular Technologist – Supervisor (Job #216)

FINAL

Report Due Date: September 1, 2025
(Annual Review)
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OBJECTIVE

The objective of the Saskatchewan Market Supplement Program is to ensure that the Saskatchewan healthcare employers can attract and retain the employees required to provide appropriate health care services to the people of Saskatchewan.

This Program is designed to address specific skill shortages by use of a temporary market supplement to attract and/or retain qualified employees. The Program is also designed to ensure that temporary market supplements respond to valid labour market criteria, to address recruitment and/or retention pressures.

A market supplement will be an acceptable option only if:

a) workplace initiatives have not addressed the skill shortage;
b) labour market data supports a supplement; and,
c) recruitment/retention is a problem, is affecting service delivery and is well documented.

OVERVIEW

The Market Supplement Review Committee reviewed documentation provided as part of the annual review process for the Cardiovascular Technologists (Job #89) and the Cardiovascular Technologist Supervisor (Job #216).

Cardiovascular Technologists and Cardiovascular Technologist Supervisors are employed in Regina and Saskatoon within the Saskatchewan Health Authority. They are members of the Canadian Union of Public Employees (CUPE) and the Service Employees' International Union (SEIU-West). A market supplement for this classification was implemented in 2009.

Role of Cardiovascular Technologists:

> *The Cardiovascular Technologist assists the cardiologist/cardiovascular surgeon in diagnostic and interventional procedures, which may be performed on neonates, children and adults. This classification may also be responsible for performing pacemaker duties.*

Qualifications:

- *Required to possess a Three-year Allied Health diploma recognized by the Canadian Association of Cardiopulmonary Technologists (CACPT).*
- *Registration with Canadian Association of Cardiopulmonary Technologists (CACPT).*

Role of Cardiovascular Technologist Supervisors:

> *The Cardiovascular Technologist Supervisor is responsible for supervision and administration of the Cardiac Catheterization Laboratory, and other supporting services as assigned.*

Qualifications:

- *Required to possess a Three-year Allied Health diploma recognized by the Canadian Association of Cardiopulmonary Technologists (CACPT).*
- *Registration with Canadian Association of Cardiopulmonary Technologists (CACPT).*

ANALYSIS

The Committee discussed the Labour Market Criteria as required by the Market Supplement Program.

VACANCY RATE ANALYSIS: *(Respondents were requested to provide information about the frequency and timing of vacancy occurrences {i.e. seasonal vacancies; do the vacancies always follow an event; etc.}; and to identify trends that may affect recruitment/retention efforts.)*

Information regarding positions and vacancies is provided in the following table:

Table 1 – Cardiovascular Technologist Position Overview

Position	Number of Positions (As of July 2025)		Number of Vacant Positions (As of July 2025)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Cardiovascular Technologist (#89) Regina	8	0	1	0	12.5%	0%
Cardiovascular Technologist (#89) Saskatoon	12	0	0	0	0%	0%
Cardiovascular Technologist Supervisor (#216)	2	0	0	0	0%	0%

** Note – there are currently 3 TFT vacancies in job #89, Cardiovascular Technologist in Regina. These are not reflected in the data above as they are not permanent vacancies.

Vacancy rates were characterized as being moderate in Regina meaning that vacancies may be difficult to fill and may require a greater than a standard amount of time to recruit to i.e. 3 to 6 months. Saskatoon did not have any vacancies, and they were successful in filling their temporary positions that they had.

SERVICE DELIVERY IMPACTS*: (Respondents were asked to provide information that addresses current service delivery impacts resulting from staff shortages; potential staff short-term service delivery impacts; potential long-term service delivery impacts; and options for alternative service delivery models.)*

Cardiovascular Technologist (#89)

Service delivery impacts for the Cardiovascular Technologist in Regina were characterized as being significant meaning that the department can only provide a basic level of service; there may be significant gaps in service; service problems persist. Saskatoons service delivery impact is characterized as being moderate, meaning that the department provides a level of service, some routine duties are not being performed but service is maintained.

To address service impacts, other strategies are also used such as:

- General use of overtime.
- Use of other classifications where possible.
- Offering paid shadow days in the lab.
- Running the lab on bank days where possible using overtime.

Cardiovascular Technologist Supervisor (#216)

No service delivery issues were identified for the Cardiovascular Technologist Supervisor position as both of those positions are currently filled.

TURNOVER RATES: *(Respondents were asked to provide local analysis of reasons for leaving and trends that may be emerging. They were also asked to provide annual turnover ratio {loss of employees to other competitor employers} to the existing staff complement {budgeted positions} in the given occupation.)*

Cardiovascular Technologist (#89)

Trends identified in Regina were that individuals pursue positions in other Unions in other classifications with higher salaries.

Trends noted in the Cardiovascular Technologist classification included the following:

- Number of your employees who retired from this classification - 3
- Number of your employees who failed their probation/trial period - none
- Number of employees who left due to family/domestic reasons - none
- Number of employees who left the organization for reasons not wage related - none
- Number of employees who left the organization for increased salary – 3

Cardiovascular Technologist Supervisor

- Number of your employees who retired from this classification - none
- Number of your employees who failed their probation/trial period - none
- Number of employees who left due to family/domestic reasons - none
- Number of employees who left the organization for reasons not wage related - none
- Number of employees who left the organization for increased salary – none

RECRUITMENT ISSUE ANALYSIS: (*Respondents were asked to provide information such as length of recruitment times; training investments; licensing issues; supply and demand issues, etc.; as well as information that would identify trends that may affect recruitment and/or retention efforts.)*

There is one Cardiovascular training program in western Canada at BCIT in Burnaby, British Columbia. This is a distance education program. The prerequisite to this program includes a health care designated qualification.

Cardiovascular Technologist (#89)

Regina noted their recruitment efforts to be significant for this classification indicating that qualified professionals and new graduates are in great demand by employers who are willing to pay significant recruiting bonuses or, to contract the service if required. Educational institutions have/are trying to increase the number of educational seats each year for the past 2 to 3 years in attempt to provide the workforce sufficient supply.

Saskatoon characterized their recruitment as being moderate in that new graduates and qualified professionals are difficult to recruit. Educational institutions are not graduating sufficient new grads to meet the demand or purchasing seats at educational institutions on behalf of employers.

Recruitment initiatives include the following:

- Posting on external Canadian RT website.
- Promote and advertise to existing SHA employees.
- Offer of paid shadow shifts.
- Attend Career Fairs/Conferences.
- Advertise on Health Careers Website and on several college sites as well as the Canadian Society of Cardiovascular Technologists website.
- Meeting with graduating classes at the colleges.
- Hire previously retired employees.
- Offer relocation incentives.
- Offer Educational Assistance.
- Offering of practicum or internship placements.

Cardiovascular Technologist Supervisor (#216)

- Both locations reported no recruitment issues with the supervisor classification. This is due in large part to the Cardiovascular Technologist position being a feeder position for the supervisory role.

SALARY MARKET CONDITIONS*: (Respondents were asked to identify situations where their salary levels are lower than other employers that they would expect to recruit employees from, or other employers that recruit their employees. This may be local, provincial, regional, national or international, depending on the occupation group and traditional recruitment relationships. Cost of living considerations may or may not be appropriate to factor into market salary comparisons.)*

Cardiovascular Technologist (#89)
Wage Comparison - April 1, 2022

Province	Job Title	Effective Date	Maximum Rate of Pay
British Columbia	Pacemaker Technologist - Staff	April 1, 2022	$ 41.43
Alberta	Physiological Laboratory Technologist II	April 1, 2022	$ 53.26
Saskatchewan	Cardiovascular Technologist	April 1, 2022	$ 43.17
Manitoba	Cardiovascular/EKG Technologist	April 1, 2022	$ 37.601
Western Canadian Average (2022)			**$ 43.87**

Saskatchewan Rate	$ 43.17
Western Canadian Average	$ 43.87
Sask from Average ($)	$ (0.70)
Sask from Average (%)	98.42%

Note: Saskatchewan rates are below the Western Canadian Average.

Cardiovascular Technologist Supervisor (#216)
Wage Comparison - April 1, 2022

Province	Job Title	Effective Date	Maximum Rate of Pay
British Columbia	Cardiology Technologist - Supervisor II (Grid 9)	April 1, 2022	$ 42.92
British Columbia	Cardiology Technologist - Supervisor I (Grid 8)	April 1, 2022	$ 41.43
Alberta	Cardiology Technologist II	April 1, 2022	$ 45.20
Saskatchewan	Cardiovascular Technologist Supervisor	April 1, 2022	$ 53.76
Manitoba	Senior Cardiovascular Technologist	April 1, 2022	$ 42.440
Western Canadian Average (2022)			**$ 46.08**

Saskatchewan Rate	$ 53.76
Western Canadian Average	$ 46.08
Sask from Average ($)	$ 7.68
Sask from Average (%)	116.67%

Note: Saskatchewan rates are above the Western Canadian Average.

CONCLUSIONS AND RECOMMENDATIONS

Considering the labour market criteria defined by the Market Supplement Program, the Market Supplement Review Committee makes the following conclusions:

- Service delivery impacts were identified as significant in Regina and moderate in Saskatoon. There are 3 temporary positions vacant in Regina contributing to their service delivery impacts.
- There was one permanent vacancy identified in Regina for the Cardiovascular Technologist classification for a vacancy rate of 12.50%. There were no permanent vacancies in Saskatoon.
- There were no vacancies for the Cardiovascular Technologist Supervisor positions.
- Turnover noted for the Cardiovascular Technologist classification was predominantly for employees leaving the classification for higher wages and retirements.
- The Cardiovascular Technologist position is below the Western Canadian Average.
- The Cardiovascular Technologist Supervisor is significantly above the Western Canadian average.

Having reviewed the respondents' information and considering all the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends **maintaining** the existing market supplement for the Cardiovascular Technologist and Cardiovascular Technologist Supervisor classifications.