

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Magnetic Resonance Imaging Technologist –  
Job #189**

**FINAL**

**Report Due Date: April 3, 2026**

**Annual Review**

**Report Distribution Date: April 29, 2026**

## **OBJECTIVE**

The objective of the Market Supplement Program is to ensure that the Saskatchewan health care 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:

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

## **OVERVIEW**

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Magnetic Resonance Imaging Technologist classification. This was the first annual review for this classification as a market supplement was negotiated on April 3, 2025 which was retroactive to September 18, 2024.

Magnetic Resonance Imaging Technologists are members of the Canadian Union of Public Employees (CUPE), Saskatchewan Government and General Employees' Union (SGEU), and Service Employees International Union (SEIU-West).

The Provider Unions (CUPE, SEIU-West and SGEU) are parties to a collective bargaining agreement (CBA) with a term of April 1, 2022, to March 31, 2023. Market supplement CBA language can be found in the following letters of understanding within the respective agreements.

- i. CUPE – LOU #19 – section #5 page #178
- ii. SEIU-West – LOU #25 – page #205
- iii. SGEU – LOU #12 – page #226

The market supplement annual review process is outlined in each of the Letters of Understanding pertaining to the Market Supplement Program for the Canadian Union of Public Employees Union (CUPE), Saskatchewan Government Employees Union (SGEU) and the Service Employees International Union (SEIU-West).

Role of the Magnetic Resonance Imaging Technologist:

*Performs diagnostic Magnetic Resonance Imaging scans for the diagnosis and tracking of disease and pathology.*

Qualifications:

- *Magnetic Resonance diploma*
  - *Certified by Canadian Association of Medical Radiation Technologists*
  - *Registered with Canadian Association of Medical Radiation Technologists*
  - *Registered with College of Medical Radiation and Imaging Professionals of Saskatchewan*

## ANALYSIS

The MSRC 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.)*

**Table 1: Magnetic Resonance Imaging Technologist – Vacant Permanent Positions (March 2026)**

Number of Permanent Budgeted Positions		Number of Vacant Permanent Positions		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
29	14	4	1	13.79%	7.14%

Full-time vacancies are 13.79%, which represents a moderate rating, as vacancies account for fewer than 20% of existing staff. Part-time vacancies are 7.14%, which is considered minor, meaning fewer than 10% of permanent part-time positions are vacant.

This reflects a significant improvement from the 2025 report. Full-time vacancies decreased to 13.79%, down from 21.43% the previous year, while part-time vacancies decreased to 7.14%, down from 28.57% the previous year. Overall, permanent vacancy levels have improved notably year over year revealing there has been success in recruitment.

**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.)*

Service delivery impacts were assessed as minor in Saskatoon and rural indicating some impact to timing or quality or quantity of service. These impacts may result in patient inconvenience but are temporary in nature. Regina reported significant service delivery impacts meaning they can only provide a basic level of service; there may be significant gaps in service; service problems persist; wait lists are prevalent and growing; quality and quantity of service has declined; may impact other services; impacts direct patient care. This classification is not found in the northern part of the province.

Strategies identified to address service delivery pressures include:

- Use of overtime.
- Temporary change to master rotation to maximize staff coverage.
- Decreased client bookings.
- Reduction in service.

**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 {loss of employees to other competitor employers} ratio to the existing staff complement {budgeted positions} in the given occupation.)*

Where it was known over the past 12 months, the following turnover was reported:

Number of employees who retired from this classification – 0  
Number of employees who failed their probation/trial period – 0  
Number of employees who left due to family/domestic reasons - 1  
Number of employees who left the organization for reasons not wage related - 0  
Number of employees who left the organization for increased salary - 5

The above indicates that employees are primarily leaving the organization in pursuit of higher salary opportunities.

**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).*

All areas indicated that recruitment for this classification would be characterized as significant meaning 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.

A \$7,000 recruitment incentive is currently offered to individuals accepting positions in Regina and Saskatoon, while a \$10,000 recruitment incentive is available for positions in rural locations.

The primary source of candidates for this classification continues to be internal employees who advance their education to qualify for these roles. To support this pathway, a \$400 annual bursary is available for employees pursuing advanced education in a specialty course.

Recruitment initiatives included the following for this classification:

- Attendance at career events locally, provincially and nationally.
- Ongoing external advertising on websites and at educational institutions across Canada.
- Job shadowing for people considering an MRI career.
- Offering practicums for first discipline and second discipline, where possible.
- Return for service agreements.
- Evergreen postings.
- Recruitment incentives.
- Relocation incentives.

**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.)

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1,2022)
British Columbia	Magnetic Resonance Imaging Technologist (Grade II)	April 1, 2022	\$ 44.16
Alberta	Magnetic Resonance Imaging Technologist I	April 1, 2022	\$ 48.23
<b>Saskatchewan</b>	Magnetic Resonance Imaging Technologist	April 1, 2022	\$ 44.97
Manitoba	General Duty MRI Technologist	April 1, 2022	\$ 46.413
<b>Western Canadian Average (2022)</b>			<b>\$ 45.94</b>

Saskatchewan Rate (2022)	\$ 44.97
Western Canadian Average (2022)	\$ 45.94
Sask compared to Average (\$)	\$ (0.97)
Sask compared to Average (%)	97.89%

Notes: Saskatchewan rates are below the western Canadian average

#### **ADDITIONAL INFORMATION:**

- SAHO and the Provider Unions are currently negotiating a new collective agreement as their previous agreements expired on March 31, 2023.
- A Memorandum of Agreement to implement a market supplement was signed on April 3, 2025, retroactive to September 18, 2024. This resulted in a market supplement of \$1.35 at the maximum rate of pay, bringing the maximum hourly rate to \$46.32 and positioning Saskatchewan rates above the Western Canadian average.
- The market supplement has been in place since April 3, 2025, and may be a contributing factor to the significant improvement in vacancy rates.

#### **CONCLUSIONS AND RECOMMENDATIONS**

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

- Full-time vacancies decreased to 13.79%, down from 21.43% the previous year, while part-time vacancies decreased to 7.14%, down from 28.57% the previous year. Overall, permanent vacancy levels have improved notably year over year revealing there has been success in recruitment.
- Overall vacancy improvements could be attributed to the introduction of a market supplement in April of 2025.
- Recruitment to this classification is identified as being significant as qualified professionals are in great demand and are not readily available as the educational program is not offered in

Saskatchewan. The primary source of candidates for this classification continues to be internal employees who advance their education to qualify for these roles.

- Turnover data indicates that employees are primarily leaving the organization in pursuit of higher salary opportunities.
- A Market Supplement was negotiated in April 2025, which brings the current salary to 100.09% of the market which is above the western Canadian average. Rates in British Columbia and Manitoba remain below Saskatchewan, while Alberta's rate is higher.

Having reviewed the information provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee recommends that the current market supplement for the Magnetic Resonance Imaging Technician classification should be **maintained**.