

MARKET SUPPLEMENT PROGRAM

Report of the Market Supplement Review Committee

Medical Radiation Technologist - Job #25

FINAL

Report Due Date: February 28, 2026
Annual Review
Report Distribution Date: April 16, 2026

OBJECTIVE

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

- 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 Medical Radiation Technologist classification. This annual report is to be considered as part of the ongoing review of the market supplement process for this classification as it currently has a market supplement which came into effect on February 29, 2024.

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 a Medical Radiation Technologist:

Medical Radiation Technologists perform diagnostic technical procedures utilizing radiation equipment for the diagnosis and tracking of disease and pathology. They must be certified and registered by the Canadian Association of Medical Radiation Technologists and registered with the Saskatchewan Association of Medical Radiation Technologists.

Qualifications:

- *Medical Radiologic Technology Advanced 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 guided 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 – Medical Radiation Technologist (Job #25) – Vacant Permanent Positions (February 2026)

Number of Permanent Budgeted Positions		Number of Vacant Permanent Positions		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
105	67	10	7	9.52%	10.45%

Overall, full-time vacancies were determined as minor for the province, meaning vacancies represent less than 10% of existing staff and are filled usually within a reasonable amount of time i.e. less than 3 months.

Rural and North reported part-time vacancies as none, Saskatoon was minor, as vacancies represent less than 10% of existing staff. Vacancies are filled usually within a reasonable time i.e. less than 3 months. Regina reported part-time vacancies to be critical, as vacancies represent over 30% of existing staff for extended periods. Vacancies are either unlikely to be filled or may be vacant for extended periods i.e. more than 12 months.

Overall, both full-time and part-time vacancy rates have improved over the last 12 months.

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 across the province were generally assessed as moderate. Moderate impacts indicate that the department continues to provide services, although some routine duties may not be completed. Overall service quality is maintained; however, service challenges may persist due to extended timelines for recruitment or securing alternative arrangements.

In Regina, service delivery impacts were assessed as significant mostly due to the part-time vacancies occurring in that area.

Initiatives undertaken to address service delivery included the following:

- Utilization of overtime
- Reduction in service – i.e. decreased bookings, decreased operational hours
- Realignment of staff where possible
- Use of other classifications to fill gaps if possible

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 – 1
- Number of employees who failed their probation period – 0
- Number of employees who left due to family/domestic reasons – 5
- Number of employees who left the organization for reasons not wage related – 4
- Number of employees who left the organization for increased salary – 4

The data indicates that employees are leaving for a mix of family or domestic reasons, non-wage-related factors, and opportunities offering higher salaries.

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.)*

Recruitment experience for this classification was consistent across the province and indicates significant challenges. Qualified professionals and new graduates remain in high demand, with employers offering substantial recruitment incentives or contracting services where necessary. This includes the respondents who are currently offering recruitment incentives of \$12,000 in rural and northern locations and \$10,000 in Regina.

The supply of this classification is expected to improve over the next several years, as Saskatchewan Polytechnic has increased the number of educational seats in this program. A total of 27 students graduated in 2025, with projected increases to 40 graduates in 2026 and 50 graduates expected in 2027.

Initiatives undertaken to address recruitment included the following:

- Attending career fairs at educational institutions (SaskPoly, SAIT, NAIT, Red River, Suncrest).
- Representatives sent to the National Conference of the CAMRT.
- Word of mouth.
- Providing tours to high school groups to create interest in the profession.
- Continual advertising in Health Careers and internally.
- Use of relocation reimbursement.
- In some locations, where possible, supporting practicums for students.
- Provide mentorship where staff capacity is able to support.

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	Radiological Technologist (Grade I)	April 1, 2022	\$ 40.560
Alberta	Medical Radiation Technologist I	April 1, 2022	\$ 45.200
Saskatchewan	Medical Radiation Technologist	April 1, 2022	\$ 40.770
Manitoba	General Duty X-Ray Technologist	April 1, 2022	\$ 38.567
Western Canadian Average (2022)			\$ 41.270

Saskatchewan Rate (2022)	\$ 40.770
Western Canadian Average (2022)	\$ 41.270
Sask compared to Average (\$)	\$ (0.500)
Sask compared to Average (%)	98.79%

*Note: 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.

CONCLUSIONS & RECOMMENDATIONS:

Having reviewed the information submitted by respondents, and considering the labour market criteria defined by the Market Supplement Framework, the Market Supplement Review Committee makes the following conclusions:

- Overall, the vacancy rating for full-time and part-time positions in this classification is rated as minor at 9.88%.
- There are a number of recruitment initiatives being undertaken including recruitment incentives.
- Saskatchewan Polytechnic has increased the number of seats offered in 2026 and 2027; this increase is expected to have a positive impact on the supply of this classification within the province.
- The Saskatchewan rates for this classification are below the western Canadian average.

Having reviewed the information as provided by respondents, and considering all of the labour market criteria, the Market Supplement Review Committee recommends that the current market supplement for the Medical Radiation Technologist (Job #25) should be **maintained**.