



SASKATCHEWAN WAGE SURVEY 2013: HEALTH CARE AND SOCIAL ASSISTANCE INDUSTRY SUMMARY

BACKGROUND AND METHODOLOGY

The Ministry of the Economy contracted Inshtrix Research Inc. to undertake the 2013 Saskatchewan Wage Survey to determine detailed wage information and job vacancy rates for common occupations in Saskatchewan. What follows is a summary report and detailed information provided by employers in the Health Care and Social Assistance Industry. Data collection began on September 25, 2013, and ended December 31, 2013. Of the 1,544 employers who completed the 2013 Saskatchewan Wage Survey 2013, 484 operate in the Health Care and Social Assistance Industry representing 43,258 employees.

This report provides summary wage and job vacancy rate details for 49 occupations, based on data from *only* those employees who work within the Health Care and Social Assistance Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Health Care and Social Assistance Industry report.

The Health Care and Social Assistance Industry contains the following industry sectors and subsectors (and related industry codes) based on the North American Industry Classification System (NAICS 2007):

- 62 Health Care and Social Assistance
 - 621 Ambulatory Health Care Services
 - 622 Hospitals
 - 623 Nursing and Residential Care Facilities
 - 624 Social Assistance

Details regarding the methodology and overall results for all occupations across all industries are contained in the *Saskatchewan Wage Survey Report 2013: Methodology* and the *Saskatchewan Wage Survey Report 2013: Provincial Wage Results*.

HOW TO INTERPRET THE WAGE DATA

The following term definitions are used to report on the occupational wage data contained in the 2013 Wage Survey report:

Label	Interpretation
Mean	Equally weighted mean (average) reported hourly wage for that occupation. The mean is calculated as the average of all employees reported on, regardless of the relative size of employers reporting within the category.
Median	Midpoint of observed values; 50% of reported hourly wages are below this value and 50% are above.

The table below illustrates the data grades for the wage and vacancy results.

Classification	Rating	Margin of Error Percentage
Excellent	A	0.0% – 4.9%
Good	B	5.0% - 9.9%
Fair	C	10.0% - 14.9%
Less Reliable	D	15.0% - 31.0%
Insufficient Data to Report	-	Greater than 31%

Wages reported in the 2013 Saskatchewan Wage Survey are a reflection of the reported wages from participating employers at the time of the survey in September 2013 to December 2013. Other sources of wage information including the National Job Bank may list different wages for the same occupations. Employers applying for a Labour Market Impact Assessment (LMIA) in order to hire a Temporary Foreign Worker should use the National Job Bank median wage rate in any application (<http://www.jobbank.gc.ca/home-eng.do?lang=eng>), and not the wages reported in the 2013 Saskatchewan Wage Survey.

HOW TO INTERPRET THE JOB VACANCY DATA

Job vacancies include an absolute count (not full-time equivalents) of employees needed in positions that meet all three of the following conditions:

- i. A specific position exists;
- ii. Work may commence within 30 days; and
- iii. The employer is seeking employees from outside of this organization to fill the position.

The specific wording of the question was as follows:

- How many vacant positions do you currently have in this occupation, including both full and part-time positions?

If respondents did not hire any individuals in an occupation within the past two years, they were asked to indicate so. The vacancy rate for each occupation, R , is calculated using the formula $= \frac{V}{V+F}$, where V is the number of vacancies and F is the number of currently filled positions among all employers who completed the job vacancy section of the survey.

Data may be suppressed within certain cells of the tables included in this report due to an insufficient data being provided by employers within this industry sector. In these cases, a "-" is inserted in the cell to indicate that the data has been suppressed.

SUMMARY OF OCCUPATIONS

The following table illustrates the wage and job vacancy rate results for occupations within the Health Care and Social Assistance Industry that met the minimum reporting requirements. Data are sorted by four-digit National Occupation Classification (NOC) 2011 code.

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
0014	Senior managers – health, education, social and community services and membership organizations	32	73	C	\$32.86	\$31.31	C	3.0%
0111	Financial managers	2	4	D	-	-	-	-
0114	Other administrative services managers	10	24	D	\$26.99	\$22.38	D	9.1%
0311	Managers in health care	17	28	D	\$35.05	\$33.87	D	0.0%
0423	Managers in social, community and correctional services	15	62	C	\$28.39	\$26.21	C	0.0%
1111	Financial auditors and accountants	7	8	D	\$25.15	\$28.86	-	-
1221	Administrative officers	17	100	B	\$24.07	\$25.72	D	0.0%
1241	Administrative assistants	29	968	A	\$19.96	\$20.21	C	1.3%
1243	Medical administrative assistants	10	394	A	\$19.86	\$20.21	C	0.0%
1252	Health information management occupations	3	207	B	\$26.68	\$26.34	-	-
1311	Accounting technicians and bookkeepers	9	31	D	\$26.01	\$25.72	D	0.0%
1411	General office support workers	14	1,031	A	\$18.68	\$18.49	D	2.7%
1414	Receptionists	25	439	A	\$18.93	\$19.64	B	4.1%
1431	Accounting and related clerks	8	171	B	\$20.05	\$20.21	D	0.0%
1432	Payroll clerks	10	62	C	\$20.67	\$21.29	D	0.0%

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
1452	Correspondence, publication and regulatory clerks	3	187	B	\$19.56	\$19.64	-	-
3011	Nursing co-ordinators and supervisors	4	8	D	\$34.27	\$32.14	-	-
3012	Registered nurses and registered psychiatric nurses	17	10,553	A	\$43.48	\$45.35	B	2.5%
3111	Specialist physicians	2	7	D	\$79.55	\$41.84	-	-
3113	Dentists	3	7	D	\$125.43	\$96.15	D	37.5%
3124	Allied primary health practitioners	3	139	B	\$53.73	\$56.97	D	27.3%
3131	Pharmacists	5	208	B	\$49.95	\$50.22	D	11.1%
3142	Physiotherapists	3	352	B	\$39.17	\$38.86	-	-
3144	Other professional occupations in therapy and assessment	6	107	B	\$33.39	\$38.16	D	0.0%
3215	Medical radiation technologists	4	499	A	\$35.35	\$33.71	D	0.0%
3219	Other medical technologists and technicians (except dental health)	3	240	B	\$25.79	\$25.72	D	0.0%
3222	Dental hygienists and dental therapists	8	54	C	\$39.79	\$37.50	C	4.4%
3231	Opticians	3	14	D	\$17.51	\$17.50	D	0.0%
3233	Licensed practical nurses	11	3,112	A	\$32.87	\$33.21	C	4.5%
3234	Paramedical occupations	6	658	A	\$28.15	\$27.77	C	7.0%
3237	Other technical occupations in therapy and assessment	3	231	B	\$24.55	\$25.72	-	-
3411	Dental assistants	9	87	C	\$23.21	\$22.00	C	11.1%
3413	Nurse aides, orderlies and patient service associates	8	10,307	A	\$21.28	\$21.29	B	2.7%
3414	Other assisting occupations in support of health services	11	987	A	\$19.93	\$19.64	C	3.6%

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
4151	Psychologists	4	100	B	\$54.20	\$58.04	-	-
4152	Social workers	15	613	A	\$31.42	\$37.03	B	4.8%
4153	Family, marriage and other related counsellors	5	464	A	\$32.00	\$31.09	C	8.9%
4164	Social policy researchers, consultants and program officers	3	4	D	-	-	-	-
4165	Health policy researchers, consultants and program officers	4	144	B	\$36.68	\$38.72	-	-
4212	Social and community service workers	26	692	A	\$18.02	\$17.12	A	4.2%
4214	Early childhood educators and assistants	7	73	C	\$16.65	\$13.39	C	10.2%
4411	Home child care providers	3	46	C	\$13.52	\$13.82	D	3.4%
4412	Home support workers, housekeepers and related occupations	19	462	A	\$15.85	\$16.21	A	5.0%
5254	Program leaders and instructors in recreation, sport and fitness	6	101	B	\$15.82	\$12.75	B	0.0%
6322	Cooks	17	1,568	A	\$20.77	\$21.29	C	9.2%
6711	Food counter attendants, kitchen helpers and related support occupations	12	2,775	A	\$17.55	\$17.92	C	10.3%
6731	Light duty cleaners	10	3,090	A	\$17.07	\$17.35	D	6.5%
6733	Janitors, caretakers and building superintendents	28	561	A	\$20.20	\$20.75	C	8.8%
6741	Dry cleaning, laundry and related occupations	5	1,206	A	\$17.12	\$17.35	D	0.0%