

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Master's Psychologist**

**FINAL**

**November 12, 2018**

## **OBJECTIVE**

The objective of the Market Supplement Program is to ensure that the Saskatchewan Health Authority 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 designed to ensure that temporary market supplements respond to valid labour market criteria to address recruitment/ retention pressures.

## **OVERVIEW**

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process regarding the market supplement for the Master's level Psychologist classification. Master's level Psychologists are members of the Health Sciences Association of Saskatchewan (HSAS). The Master's Psychologist classification received a market supplement in November of 2013. The terms and conditions of the Market Supplement Program are provided in Letters of Understanding between the Saskatchewan Association of Health Organizations (SAHO) and HSAS.

There were nine areas that participated in this review.

### *Role of a Master's Psychologist:*

*The Master's Psychologist is responsible for the provision of assessment, consultation, and counseling for specified client groups. Specialized knowledge is applied in assessing and diagnosing clients, and providing advice and consultation to various groups concerning psychological information.*

### *Qualifications:*

*The Master's Psychologist requires the successful completion of a Master's degree in Psychology.*

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

**Table 1 – Master’s Psychologist (Including Senior Level) – Budgeted and Vacant Positions**

Number of Budgeted Positions (As of November 2018)		Number of Vacant Positions (As of November 2018)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
41	12	5	1	12%	8%

## ANALYSIS

The MSRC discussed the Labour Market Criteria as guided by the Market Supplement Program framework.

**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.)*

Of those who participated in this review, eight of nine areas reported none to moderate service delivery issues related to recruitment and retention. One area reported that they have been unable to fill their two positions and are not able to offer services that require the services of a Masters Psychologists. When services are required referrals are made to other areas of the SHA. For several years this Region has been utilizing Social Workers/Mental Health Therapists to provide service. Some longer wait times and delays in providing assessments are reported. Several also noted it is difficult to recruit to temporary vacancies or those requiring specialized experience.

Respondents indicated they have used various means to ensure service delivery, including establishing partnerships with other service providers in the community; contracting out; and hiring provisional Psychologists using a conditional hiring process until they become fully registered.

**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).*

There were five full-time vacancies, and one part-time vacancy, reported in this review.

**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.)*

Of the areas that report and track turnover for the Master’s Psychologist classification, the following data is reported:

- Last 12 months = 3 (1 retirement; 1 other reason; 1 not specified).
- Previous 12 months = 4 (1 family/domestic reasons; 2 retirements; 1 not specified).

**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.)*

Two respondents indicated that average recruiting times for this position range from one year to 18 months. Typical recruitment efforts were reported, which include such things as advertising; attending career fairs; offering recruitment, relocation and training/education assistance with return for service agreements; and, in some cases, offering intern practicum programs.

Several also indicated they are able to hire new grads at the first step of the pay grade, but not other new hires.

**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).*

- Saskatchewan Health Authority – minimum \$41.422/hour, maximum \$50.649/hour. Effective April 1, 2017.
- British Columbia Regional Health Authorities – minimum \$39.76/hour, maximum \$49.58/hour. Effective April 1, 2018.
- Alberta Health Services – minimum \$41.58/hour, maximum \$55.25/hour. Effective April 1, 2018.
- Manitoba Regional Health Authorities – minimum \$38.139/hour, maximum \$49.353/hour. Effective April 1, 2017.

## **CONCLUSIONS AND RECOMMENDATIONS:**

Considering all the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions for the Master's Psychologist:

- The majority of respondents reported either no or minor service delivery issues related to recruitment and retention.
- Five full-time vacancies – and one part-time vacancy – vacancy rates of 12% and 8% were reported.
- Most recruitment efforts for this classification were reported as being moderate, and include typical employer initiatives although some Regions do undertake more intense recruitment efforts.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee recommends maintaining the market supplement for the Master's Psychologist classification.