

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Psychologist
(Ph.D. Level)**

March 1, 2016

OBJECTIVE

The objective of the Market Supplement Program is to ensure that 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/retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted by Saskatchewan health regions as part of its annual review process regarding the market supplement for the Psychologist Ph.D. classification.

The first market supplement review for the Ph.D. Psychologist classification was completed by the Market Supplement Review Committee in December 2002, when the Committee recommended that a market supplement be implemented.

There were seven health regions that reported to this analysis on Ph.D. Psychologists. Ph.D. Psychologists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Psychologist Ph.D. level:

Psychologists work in clinics, correctional facilities, hospitals, rehabilitation centres, schools and universities. They diagnose and provide therapy for psychological and emotional disorders; help clients manage physical illnesses and disorders; consult with other health care professionals; plan and implement research; and apply theory relating to behavior and mental process.

Qualifications:

The Saskatchewan Registered Psychologists Act was enacted in 1962. This stipulated that only those with a Doctorate in Psychology could call themselves Psychologists and engage in private practice. In this Act, however, there was an exemption from this provision for individuals who were less qualified and who worked for the provincial government and school boards. In 1997, a new Act regulating Psychologists was passed but not enacted until March 2002. In order to practice as a Psychologist in Saskatchewan, registration with the Saskatchewan College of Psychologists is required. There are approximately 24 Doctoral programs at Canadian universities.

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

Table 1- Psychologist Ph.D. - Budgeted and Vacant Positions

Health Regions	Number of Budgeted Positions (As of February 2016)		Number of Vacant Positions (As of February 2016)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full- Time	Part- Time
Cypress	1	0	0	0	0	0
Prairie North	5	0	1	0	20%	0
Prince Albert Parkland	5	0	1	0	20%	0
Regina Qu'Appelle	12	5	0	0	0	0
Saskatoon	19	12	1	2	5.2%	16.6%
Sun Country	1	0	0	0	0	0
Sunrise	1	0	0	0	0	0
TOTAL:	56	26	0	4	0%	15.3%

Note: The data in Table 1 and Table 2 may be incomplete as not all the same employers may have reported data for all years.

ANALYSIS

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

SERVICE DELIVERY IMPACTS: *(Employers 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.)*

There were seven health regions that reported to this review. Five regions reported only minor issues related to service delivery; and two reported no service delivery issues.

As reported to reviews in previous years, vacancies to this classification result in immediate service delivery disruptions. Some regions reported using different classifications, contracting out services, referring to private industry, and partnering with other agencies for service delivery.

Several regions reported that wait lists are attributed to an insufficient number of budgeted positions, rather than recruitment and retention issues.

VACANCY RATE ANALYSIS: *(Employers 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 no full-time vacancies and four part-time vacancies reported by health regions.

The following table provides comparative information from 2002 to the current information of 2015:

Psychologist Ph.D. Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
TOTALS: 2002	49	6	19	0	38.8%	0%
TOTALS: 2003	49	4	11	0	22.4%	0%
TOTALS: 2004	45	0	9	0	20%	0%
TOTALS: 2005	47	5	8	0	17.0%	0%
TOTALS: 2006	50	7	11	2	22%	28.5%
TOTALS: 2009	50	9	4	1	8.0%	11.1%
TOTALS: 2010	56	11	4	2	7.1%	18.1%
TOTALS: 2011	47	14	4	3	8.5%	21.4%
TOTALS: 2012	48	13	3	0	6.25%	0%
TOTALS: 2013	52	11	4	1	7.6%	0%
TOTALS: 2014	49	14	1	1	2%	7.1%
TOTALS: 2015	44	21	0	4	0%	19%
TOTALS: 2016	56	26	0	4	0%	15.3%

*Note: Data reported above may be as a result of different employers reporting year to year and different reporting practices

TURNOVER RATES: *(Employers 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 regions that track and report turnover, the following is reported:

- Last 12 months = 4 (2 other employment; 1 personal reasons; 1 did not return from leave of absence).
- Previous 12 months = 2 (not specified).

RECRUITMENT ISSUE ANALYSIS: *(Employers 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.)*

One region reported recruiting times ranging from six months to over two years; and another reported it had to recruit nationally, given the specialized expertise required for this classification.

Some health regions reported that recruiting to specialized disciplines can be especially difficult for PhD. Psychologists.

Health regions reported a number of on-going recruitment and retention initiatives, including utilizing other classifications to assist with service delivery (i.e. Masters prepared Psychologists); advertising; attending career fairs; relocation and recruitment incentives; and offering residency programs.

SALARY MARKET CONDITIONS: *(Employers 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.)*

The MSRC reports the following market conditions for Ph.D. Psychologists:

- Saskatchewan health regions – minimum \$49.581/hour, maximum \$60.472/hour; 5 steps. Effective April 1, 2015.
- Alberta health regions – minimum \$49.20/hour, maximum \$65.33/hour; 9 steps. Effective April 1, 2015.
- British Columbia health regions – minimum \$44.05/hour, maximum \$54.95/hour; 6 steps. Effective April 1, 2015.
- Manitoba health regions – minimum \$42.70/hour, maximum \$55.254/hour; 8 steps. Effective April 1, 2013.

The SAHO/HSAS collective agreement expires March 31, 2018.

CONCLUSIONS & RECOMMENDATIONS:

Considering the labour market criteria under the framework, the Market Supplement Review Committee makes the following conclusions:

- There were no full-time vacancies reported by Saskatchewan health regions.
- Two health regions reported no service delivery issues related to recruitment and retention, and five reported minor issues.
- Employers continue their recruiting efforts for this classification, recognizing that when vacancies occur they can be difficult to fill.

Having reviewed the information as provided by employers, and considering the labour market criteria, the Market Supplement Review Committee recommends maintaining the current market supplement for the Ph.D. Psychologist classification.

APPENDIX A

Market Supplement Consideration Request – Psychologist Ph.D.

Respondents

1. Cypress Health Region
2. Prairie North Health Region
3. Prince Albert Parkland Health Region
4. Regina Qu'Appelle Health Region
5. Saskatoon Health Region
6. Sun Country Health Region
7. Sunrise Health Region