

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Masters Psychologist**

**November 12, 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 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 Masters level Psychologist classification. Masters level Psychologists are members of the Health Sciences Association of Saskatchewan (HSAS). The Masters Psychologist 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 health regions that participated in this review.

### *Role of a Masters Psychologist:*

*The Masters 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 Masters Psychologist requires the successful completion of a Masters degree in Psychology.*

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

**Table 1 – Masters Psychologist (Including Senior Level) – Budgeted and Vacant Positions (November 2016)**

Health Regions	Number of Budgeted Positions (As of November 2016)		Number of Vacant Budgeted Positions (As of November 2016)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Cypress	2	0	0	0	0	0
Five Hills	3	0	0	0	0	0
Kelsey Trail	2	0	2	0	100%	0
Prairie North	5	0	2	0	40%	0
Prince Albert Parkland	2	0	0	0	0	0
Regina Qu'Appelle	11	6	0	0	0	0
Saskatoon	13	4	0	0	0	0
Sun Country	3	0	0	0	0	0
Sunrise	2	0	0	0	0	0
<b>TOTAL</b>	<b>43</b>	<b>10</b>	<b>4</b>	<b>0</b>	<b>9%</b>	<b>0</b>

## ANALYSIS

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

**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.)*

Of the employers who reported to this review, five reported no service delivery issues; two reported minor to moderate issues; and two reported experiencing significant service delivery issues related to recruitment and retention.

Employers reported they have used various means to ensure service delivery, including teaming up with neighboring health regions to assist with service delivery; contracting out services; or collaborating with other service providers in the community. As well, some employers have used other classifications to assist with the provision of services, where possible and appropriate.

**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).*

Health regions have reported four permanent full-time vacancies.

**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 report and track turnover for the Masters Psychologist classification, the following data is reported:

- Last 12 months = 2 (retirement).
- Previous 12 months = 6 (3 other employment; 1 family/domestic reason; 1 retirement; 1 other reason).

**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.)*

Health regions reported that recruiting time for this position can range from two to 18 months. One region reported its recruitment efforts for this classification are significant; but overall, regions indicated their recruitment efforts as being moderate. This would typically include such things as advertising; attending career fairs; offering recruiting, relocation and training/education assistance with return for service agreements; and, in some cases, offering practicums through universities.

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

One health region reported two vacancies were elevated to the Ph.D. level after being vacant for an extended period of time, and one position has been filled.

**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).*

- Saskatchewan health regions – minimum \$40.711/hour, maximum \$49.779/hour. Effective April 1, 2016.
- British Columbia health regions – minimum \$38.31/hour, maximum \$47.77/hour. Effective April 1, 2016.
- Alberta health regions – minimum \$41.58/hour, maximum \$55.25/hour. Effective April 1, 2016.
- Manitoba health regions – minimum \$35.583/hour, maximum \$46.045/hour. Effective April 1, 2013.

## **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 Masters Psychologist:

- The majority of health regions reported either no service delivery issues related to recruitment and retention, or minor to moderate issues.
- Four permanent full-time vacancies were reported for this classification.
- Recruiting efforts for this classification include typical employer initiatives.

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

## **APPENDIX A**

### **Market Supplement Consideration Request – Masters Psychologist**

#### **Employer Respondents**

1. Cypress
2. Five Hills
3. Kelsey Trail
4. Prairie North
5. Prince Albert Parkland
6. Regina Qu'Appelle
7. Saskatoon
8. Sun Country
9. Sunrise