

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

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

Final Report

December 19, 2003

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.

A market supplement will be an acceptable option only if:

- a) workplace initiatives have not addressed the skill shortage;
- b) labour market data supports a supplement; and,
- c) recruitment/retention is a problem, is affecting service delivery and is well documented.

This report deals with the Market Supplement Review Committee's analysis of the recruitment/retention pressures facing employers with respect to Psychologist Ph.D. level.

OVERVIEW

The Market Supplement Review Committee reviewed documentation received from health regions as part of its annual review on Psychologist Ph.D. The Market Supplement Review Committee released the initial market supplement report December 19, 2002. This latest report is to be considered as part of the on-going review of the market supplement process for this classification as described in the Health Sciences Association of Saskatchewan (HSAS) Letters of Understanding. This is the first annual review for the Psychologist Ph.D. classification.

There were six health regions that reported to this analysis on Psychologist Ph.D.

Psychologists (Ph.D. level) are members of HSAS.

Role of a Psychologist Ph.D. level:

Psychologists work in clinics, correction 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.

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 October, 2003)		Number of Vacant Positions (As of October, 2003)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Prairie North	5	-	1	-	20%	-
Prince Albert Parkland	4	-	1	-	25%	-
Regina Qu'Appelle	12	-	5	-	41.6%	-
Saskatoon	26	4	4	-	15.3%	-
Sun Country	1	-	-	-	-	-
Sunrise	1	-	-	-	-	-
TOTAL:	49	4	11	0	22.4%	-

Table 2 – Psychologist Ph.D. - Budgeted and vacant position comparisons (2002/2003)

Psychologist Ph.D. (Degree level)	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2002 TOTALS (All Regions)	49	6	19	-	38.8%	0%
COMPARISON (2002 vs. 2003)	-	-2	-8	-	-16.4%	0%

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

ANALYSIS

The MSRC discussed the Labour Market Criteria as required 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).*

Six regions responded to this survey: Three regions reported minimal or no service delivery issues with respect to the Ph.D. Psychologist. One region reported moderate service issues and the other two regions reported more significant service issues such as the inability to provide certain specialized treatments in the Mental Health services area.

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).*

Some positions have been vacant for long periods of time i.e. up to three years in some regions. While efforts to recruit to some vacancies has been unproductive, employers have utilized other classifications such as Social Workers, Psychologists (Masters level), Psychometricians and Educational Psychologists to assist in the delivery of service in this area to the extent that the scope of their practice allows. Although all of these classifications help to alleviate workload, it should be noted that they are unable to provide the specialized service that is demanded of Ph.D. Psychologists.

The vacancy rate for Ph.D. Psychologists has improved by more than sixteen percent since the Market Supplement Program review in 2002.

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 resignations, the following is reported:

2003 – 6 resignations

2002 – 4 resignations

2001 – 1 resignations

The resignations above include reasons such as retirements, spousal transfer, wage rates, and others.

Although the turnover rate has increased, the overall vacancy rate has improved.

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).*

Regions have utilized the following recruitment and retention initiatives: Offering a higher initial pay rate (two regions), utilizing other classifications (two regions), advertising (two regions), career fairs (two regions), relocation expenses (three regions), training allowances (two regions), bursaries (one region) and increasing the number of FTE's (two regions).

One region has stated that providing pre-doctoral internships is difficult because of the time commitment required.

Another region is very involved in human resource planning for this classification. Strategic planning has included the following initiatives: open dialogue with Saskatchewan Health, creating a Human Resources Plan to assist in guiding recruitment and retention strategies, creation of an extra internship placements to assist with recruitment, and establishing professional development and tuition reimbursement funds.

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 Ph.D. Psychologist classification was recommended for a market supplement in December 2002. SAHO and HSAS could not come to an agreement with respect to the amount of supplement and the matter was referred to adjudication. The market supplemented wage rate is currently \$40.62/hour. This represented an 8.6% increase above the negotiated pay rate of November 2002.

The market supplement was implemented in July 2003.

Competition for Ph.D. Psychologists is primarily private practice.

CONCLUSIONS & RECOMMENDATIONS:

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

- Most service delivery issues exist in both Regina Qu'Appelle and Saskatoon Health Regions. Delivery of certain specialty assessments and treatments has been impeded in these Regions.
- Vacancies have declined for Ph.D. Psychologists by 16.4% in the past year (nineteen full time positions to eleven).
- Regions report that the market supplement has had some positive impact on recruitment and retention even though the rate was just implemented in July of this year (4 months).

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends:

- To maintain the current market supplement for the Psychologist Ph.D. classification.

APPENDIX A

Market Supplement Consideration Request – Psychologist Ph.D.

Employer Respondents

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