

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Masters Psychologist

FINAL

November 12, 2019

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 Masters level Psychologist classification. Masters level Psychologists are members of the Health Sciences Association of Saskatchewan (HSAS). The Masters 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 seven areas 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

Number of Budgeted Positions (As of November 2019)		Number of Vacant Positions (As of November 2019)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
33	13	4	1	12.12%	7.69%

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, four areas reported no service delivery issues related to recruitment and retention. The remaining three experienced minor issues, including incurring some overtime; increased wait times; and difficulty recruiting to temporary vacancies (i.e. maternity leaves).

Respondents indicated they have used various means to ensure service delivery, including establishing partnerships with other service providers in the community or surrounding area; contracting out; using different classifications to assist (i.e. Social Workers); offering overtime; and, on occasion, referring clients to the private sector.

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 four full-time vacancies and one part-time vacancy reported in this review, for vacancy rates of 12.12% and 7.69% respectively.

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 Masters Psychologist classification, the following data is reported:

- Last 12 months = 8 (2 other employment; 4 other reasons; 2 retirements).
- Previous 12 months = 2 (1 other employment; 1 other reason).

One respondent noted that hiring a Psychologist who holds a provisional license can pose challenges, particularly with respect to the provision of supervision. As well, after completion of the supervised provisional period – and obtaining full licensure – the employee may leave for other employment.

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.)*

Respondents reported varying recruiting times for this classification, ranging from three months to three years.

Typical recruitment efforts were reported, including such things as advertising; attending career fairs; offering recruitment, relocation and training/education assistance with return for service agreements; providing additional educational leave time so individuals can prepare for the written and oral registration exams; and offering clinical placements for students.

Several respondents 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 (in negotiations; collective agreement expired March 31, 2018).
- British Columbia Regional Health Authorities – minimum \$41.27/hour, maximum \$51.46/hour. Effective April 1, 2019.
- Alberta Health Services – minimum \$41.58/hour, maximum \$55.25/hour. Effective April 1, 2018 (wage reopener in 2019).
- Manitoba Regional Health Authorities – minimum \$38.43/hour, maximum \$49.72/hour. Effective April 1, 2019.

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:

- Four of the seven respondents reported no service delivery issues related to recruitment and retention. The remaining three characterized services delivery issues as being minor.
- There were four full-time vacancies and one part-time vacancy reported, for vacancy rates of 12.12% and 7.69% respectively.

- Most recruitment efforts for this classification were reported as being moderate, and include typical employer initiatives, although some areas 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 Masters Psychologist classification.