

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

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

**Final**

**March 1, 2020**

## **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 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 in the annual review process regarding the market supplement for the Ph.D. Psychologist 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 six locations included in this analysis of 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 behaviour 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- Ph.D. Psychologist – Budgeted and Vacant Positions**

Number of Budgeted Positions (As of February 2019)		Number of Vacant Positions (As of February 2019)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
47	22	13	7	27.6%	31.82%

## ANALYSIS

The MSRC discussed the Labour Market Criteria as required by the Market Supplement Program. The committee carried out its review in September 2020. Reviews were delayed as the result of focus on responding to the COVID 19 pandemic.

**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.)*

There were five locations reporting to this review. Three reported either minor or no service delivery issues related to recruitment and retention; and two indicated they were experiencing significant/critical issues.

As reported in previous reviews, vacancies in this classification result in immediate service delivery disruptions; wait list pressures; the reallocation of resources; and delays in providing outpatient assessment/treatment and inpatient testing.

To assist with service delivery, some respondents reported using different classifications; referring clients to private industry; and partnering with other agencies. One respondent, in particular, is experiencing significant challenges in recruiting and retaining qualified, experienced psychologists.

**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 eleven full-time and seven part-time vacancies reported, for vacancy rates of 27.66% and 36.36% 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.)*

The following turnover is reported:

- Last 12 months = 6 (4 other employment; 1 retirement; 1 relocation).
- Previous 12 months = 9 (5 other employment; 1 retirement; 1 family domestic, 2 other reason).

**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.)*

Several locations reported recruiting times from six months to three years. Others reported on their inability to provide clinical internships – an effective recruitment tool – because of the requirement for supervision by a Ph.D. Psychologist.

Ongoing recruitment and retention initiatives include utilizing other classifications to assist with service delivery (i.e. Social Workers and Masters prepared Psychologists); advertising; attending career fairs; relocation and recruitment incentives; and offering residency programs.

**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.)*

Based upon the western Canada comparators the following market conditions for Ph.D. Psychologists are reported. At the maximum step the SHA leads two of the other three other Western Canadian provinces in terms of Western Canada wages – British Columbia by 3.58% and Manitoba by 5.61%. Alberta Health Authority leads Saskatchewan by 6.36%.

- Saskatchewan Health Authority – maximum \$63.216/hour; five steps. Effective April 1, 2020.
- Alberta Health Services – maximum \$66.630/hour; nine steps. Effective April 1, 2019.
- British Columbia Regional Health Authorities – maximum \$60.95/hour; six steps. Effective April 1, 2020.
- Manitoba Regional Health Authorities – maximum \$59.668/hour; eight steps. Effective April 1, 2020.

## **CONCLUSIONS AND RECOMMENDATIONS**

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

- There were 13 full-time and seven part-time vacancies reported.

- Vacancies were causing major service delivery in several of the reporting regions.
- Recruitment efforts continue for this classification, recognizing that when vacancies occur they can be difficult to fill. Recruiting times of six months to three years were reported.
- Turnover was relatively low with six individuals reported as leaving the SHA. Of those four were reported as having left the Region for other employment including private practice. There was no reported turnover of Psychologist PhDs to other western Canada health regions.
- Relative to other public sector health care providers in Western Canada the SHA pays a rate that is competitive.

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