

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

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

FINAL

**Report Due Date: August 17, 2025
(Annual Review)**

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OBJECTIVE

The objective of the Market Supplement Program is to ensure that the Saskatchewan healthcare 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.

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.

OVERVIEW

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

Annual reports have occurred since that time with the exception of 2023 when there was no annual report completed as the 2022 annual report was delayed and distributed in May of 2023. In addition, there were discussions occurring regarding this classification over an extended period of time in 2023.

The Committee then undertook an annual review in 2024. In 2024 the annual review recommended an increase to the market supplement. As of the writing of the 2025 annual report, no negotiations had occurred between Health Sciences Association of Saskatchewan (HSAS) and Saskatchewan Association of Health Organizations Inc. (SAHO) to increase the 2024 market supplement for this classification.

Ph.D. Psychologists are members of HSAS. HSAS and SAHO are parties to a collective bargaining agreement (CBA) with a term of April 1, 2018 – March 31, 2024. The Provincial Market Supplement Program language can be found in Letter of Understanding #12 – Provincial Market Supplement Program and Letter of Understanding #13 – Determination of Market Supplement Rates, on pages 168 and 170 of the SAHO/HSAS CBA.

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.

ANALYSIS

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

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.)*

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

Table 1: Ph.D. Psychologist – Budgeted and Vacant Positions

Number of Positions Positions (As of June 2025)		Number of Vacant Positions (As of June 2025)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
40	6	12	4	30%	66.67%

In reviewing both full-time and part-time positions, it was observed that the North West and South East regions of the Saskatchewan Health Authority have vacancies that are either unlikely to be filled or are expected to remain vacant for extended periods (i.e., longer than 12 months). Urban areas have also faced challenges, with some vacancies taking six months to a year or more to fill.

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.)*

Service delivery impacts were rated as significant across the entire province meaning that the department can only provide a basic level of service; there may be significant gaps in service; service problems persist; waiting lists are prevalent and growing. Quality and quantity of service has declined and may impact services and direct patient care.

To assist with service delivery, some of the following strategies are utilized:

- Use of other classifications where appropriate.
- Referrals outside of the Saskatchewan Health Authority.
- Backfilling with other disciplines.
- Utilization of overtime.
- Hiring casuals and being very accommodating when scheduling hours.
- Looking at the option of recruiting to a Fellowship position.
- Utilization of contract workers.

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.)*

There were no major trends noted for this classification as there has been minimal turnover over the past year compared to the prior year. Of note, however, is that the highest turnover rate is employees seeking increased salary and that is the reason they have left the organization.

The following turnover is reported where known over the past 12 months:

Number of employees who retired from this classification – 1

Number of employees who failed their probation/trial period – 0

Number of employees who left due to family/domestic reasons – 1

Number of employees who left the organization for reasons not wage related – 0

Number of employees who left the organization for wage related reasons - 3

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.)*

All geographic areas that employ this classification noted that their recruitment challenges were significant in that qualified professionals and new graduates are in great demand by employers. Educational institutions have/are trying to increase the number of educational seats but there is not a sufficient supply of candidates to meet demand.

Ongoing recruitment and retention initiatives include the following:

- Health Careers in Sask website postings to feeder job boards such as SaskJobs.
- Support for staff to attend the Canadian Psychological Association annual convention to participate in a career fair to try and attract candidates.
- Creation of new job ads.
- Working with students and residents to develop interest, practicum support and residency program.
- Offer recruitment financial incentives.
- Offer relocation support.
- Physicians posting on their respective professional sites.
- Use of a Psychology resident program.
- Advertising out of country i.e. U.S.A.
- Flexibility in schedules and education opportunities.

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.

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Psychologist - Grade A (Grid Level 20)	April 1, 2023	\$68.79
Alberta	Psychologist II	April 1, 2023	\$69.50
Saskatchewan	Psychologist - PhD	April 1, 2023	\$69.012
Manitoba	Clinical Psychologist II	April 1, 2023	\$64.339
Western Canadian Average (2023)			\$67.910

Saskatchewan Rate	\$ 69.012
Western Canadian Average	\$ 67.910
Sask from Average (\$)	\$ 1.10
Sask from Average (%)	101.62%

Notes: Saskatchewan rates are above the Western Canadian Average.

ADDITIONAL INFORMATION

SAHO and HSAS are currently negotiating a new collective agreement as their previous agreement expired on March 31, 2024.

CONCLUSIONS AND RECOMMENDATIONS

The Committee has completed its annual review of this classification in accordance with the SAHO/HSAS collective agreement. As negotiations on the Committee's 2024 recommendation have not yet occurred, the Committee is unable to evaluate current market conditions as part of this review. Until the market supplement for 2024 is implemented, there is no way to assess its impact on this classification going forward. Therefore, the Committee reaffirms its support for the 2024 report's recommendation to increase the market supplement but is not in a position to provide any recommendation for the 2025 report.