

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Masters Psychologist

FINAL

**Report Due Date: November 12, 2023
(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 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 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 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 Collective Bargaining Agreement.

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.

ANALYSIS

The MSRC discussed the Labour Market Criteria as guided by the Market Supplement Program framework. There were six former Regional Health Authorities that responded to the annual market supplement survey.

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 – Masters Psychologist

Number of Positions (As of April 1,2024)		Number of Vacant Positions (As of April 1, 2024)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
29	4	5	0	17.24%	0%

**note at the time of the report there were also 2 vacant TFT positions and 1 TFT vacant Senior position.*

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, one area reported no service delivery impacts, one area reported minor impact meaning that there is some impact to timing or quality of quantity of service but problems are only temporary. Three former Regions reported moderate service delivery impact indicating that some routine duties are not being performed, quality of service is maintained but that service problems may linger as timelines to recruit or secure alternate arrangements are beyond expectation. One area reported significant impacts in that the department can only provide a basic level of service. There may be significant gaps in service and that service problems exist.

Strategies to address service delivery included the use of different classifications, the use of overtime, the use of contract workers or referral to the private sector.

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 = 2 left for family/domestic reasons; 2 left for non wage related issues and 3 left the organization for increase in salary.

A trend noted by survey respondents were individuals leaving for the private sector to allow for more flexibility and higher pay. In addition, the complexity of cases

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.)*

One former Health Region indicated they did not have any issues recruiting to this position however they also had not had a vacancy in the recent past. One reported moderate issues indicating that new grads and qualified professionals are difficult to recruit and that educational institutions are not graduating sufficient new grads to meet demand. Four former Regions indicated significant recruitment issues indicating that qualified professionals and new graduates

are in great demand by employers who are willing to pay significant recruiting bonuses, or to contract the service if required.

Typical recruitment efforts were reported, including such things as advertising; attending career fairs; offering recruitment and relocation incentives with return for service agreements; and offering clinical placements for students.

It was also identified that the U of S does not offer a clinical Masters Program, only PhD and that many individuals pursue education at the PhD level, not at the Masters level.

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).*

The MSRC reports the following market conditions for Psychologist (Masters).

Province	Job Title	Effective Date	Maximum Rate of Pay (April 1, 2023)
British Columbia	Psychologist - Grade C (Grid Level 16)	April 1, 2023	\$59.27
Alberta	Psychologist I	April 1, 2023	\$57.63
Saskatchewan	Psychologist - Masters	April 1, 2023	\$53.916
Manitoba	No Job Match		
Western Canadian Average (2023)			\$56.939

Saskatchewan Rate (2023)	\$ 53.916
Western Canadian Average (2023)	\$ 56.939
Sask from Average (\$)	\$ (3.02)
Sask compared to Average (%)	94.69%

Note:

- Saskatchewan rates are below the Western Canadian Average.

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:

- There is an 17% vacancy rate for full time vacancies and 0% for part time. There are additionally 3 TFT positions that are vacant.
- The majority of the respondents reported significant recruitment issues for this classification.
- Service delivery predominantly ranges from moderate to significant across the province.

- The rate for this classification is below the Western Canadian average and has had a significant drop since the prior year.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Provincial Market Supplement Review Committee has determined that the market supplement for the Masters Psychologist classification should have an **increase negotiated** to the current market supplement wage rate.