

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Masters Psychologist

**Final
(Abbreviated Report)**

**Report Due Date: November 12, 2024
(Annual Review)**

Report Distribution Date: December, 2024

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.

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 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

***** Note,** this is an abbreviated report where the committee only reviewed vacancy information and costing data. This was done as a result of the 2023 report being delayed to August of 2024. Data collected in November of 2024 would not have changed enough to substantiate a complete annual review so the market supplement committee determined it was sufficient to do an abbreviated report.

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 – including Senior positions.

Number of Positions (As of October 1, 2024)		Number of Vacant Positions (As of October 1, 2024)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
39	10	16	5	41%	50%

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.)*

Note * Information not requested for this report – see 2023 report.

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.)*

Note* Information not requested for this report – see 2023 report.

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.)*

Note* Information not requested for this report – see 2023 report

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 40% vacancy rate for full time vacancies and 50% for part time.
- The rate for this classification is below the Western Canadian average.

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.