

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Masters Psychologist

FINAL

**Report Due Date: November 12, 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 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

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 September 2025)		Number of Vacant Positions (As of September 2025)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
39	3	9	1	23.08%	33.33%

There is varying vacancy experience across the province but overall, the vacancies are identified as being significant for full time positions meaning that vacancies are difficult to fill and may be vacant for extended periods of time i.e. over 6 months to a year. For part time vacancies, they are identified as being critical in that they are either unlikely to be filled or may be vacant for extended periods i.e. more than 12 months. The vacancy experience has improved over the 2024 report.

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 no service delivery impacts noted in locations where no vacancies exist, however the balance of the province indicated their service delivery impacts were significant 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; quantity of service has declined; may impact other services; impacts direct patient care.

Strategies to address service impacts where they occur include the following:

- Supporting patients through outpatient clinics.
- Utilization of different classifications.
- Utilization of overtime.
- Development of standardized intake and triage processes to categorize referrals based on urgency, risk and functional impact.

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 primary turnover trend for this classification is employees transitioning to positions in private practice.

The following turnover is reported for the past 12 months where Managers had knowledge of the reason for the employee leaving.

- Number of employees who retired – 1
- Number of employees who failed their probation/trial period – 1
- Number of employees who left due to family/domestic reasons – 1

- Number of employees who left the organization for reasons not wage related – 2
- Number of employees who left the organization for increased salary – 2

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.)*

Recruitment initiatives in all areas were identified as significant meaning 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. Educational institutions are trying to increase the number of grads to meet demand and make the program more accessible.

Strategies to address recruitment initiatives include the following:

- Hosting of site tours for schools and other organizations to draw attention to opportunities.
- Targeted external advertising campaigns in addition to ongoing postings.
- Attendance at career fairs and conferences i.e. Canadian Psychological Association job fair.
- Advertising on Health Careers.
- Offering of recruitment incentives.
- Offering of relocation reimbursements.
- Offering of supervised practicums and internships available in hospitals and community mental health programs.
- Supporting employees to participate in research 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).*

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	\$62.29
Alberta	Psychologist I	April 1, 2023	\$57.63
Saskatchewan	Psychologist - Masters	April 1, 2023	\$53.916
Manitoba	No Job Match		
Western Canadian Average (2023)			\$57.945

Saskatchewan Rate (2023)	\$ 53.916
Western Canadian Average (2023)	\$ 57.945
Sask from Average (\$)	\$ (4.03)
Sask compared to Average (%)	93.05%

Notes:

- Saskatchewan rates are below the Western Canadian Average.
- Since the last report, the Western Canadian Average has shifted slightly following updated BC rates resulting from a negotiated increase.

ADDITIONAL INFORMATION:

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

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 23.08% vacancy rate for full time vacancies and 33.33% for part time.
- Turnover trends reflect employees gravitating to private practice.
- Recruitment is significant with the supply of individuals in this classification being less than the demand needed in the health care system.
- Service impacts are identified as significant where they are being experienced.
- The salary rate is below the Western Canadian average.

The Committee has completed its annual review of this classification in accordance with the SAHO/HSAS collective agreement. As negotiations on the Committee's 2023 recommendation, which was reaffirmed in 2024 have not concluded, the Committee is unable to evaluate that market supplement on current market conditions as part of this review. Until the market supplement increase for 2023 is implemented, there is no way to assess its impact on this classification going forward. Therefore, similar to 2024, the Committee reaffirms its support for the 2023 report's recommendation to **increase the market supplement** but is not in a position to provide any recommendation for the 2025 report.