

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Addictions Counsellor**

**May 16, 2014**

## OBJECTIVE

The objective of the Market Supplement Program is to ensure that Saskatchewan health care 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 review process regarding the market supplement for the Addictions Counsellor classification. Currently this classification does not have a market supplement. Addictions Counsellors are members of the Health Sciences Association of Saskatchewan (HSAS). This market supplement review was requested by HSAS. The terms and conditions of the Market Supplement Program are provided in Letters of Understanding between the Saskatchewan Association of Health Organizations (SAHO) and HSAS.

### *Role of an Addictions Counsellor:*

*The Addictions Counsellor is responsible for the day to day development, implementation, delivery, and evaluation of mental health and addictions services programs.*

### *Qualifications:*

*The Addictions Counsellor requires the successful completion of a Bachelors degree in Chemical Dependency studies, or another social science or human services discipline.*

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

**Table 1 – Addictions Counsellor (All Diploma and Degree Levels) – Budgeted and Vacant Positions (April, 2014)**

Health Regions	Number of Budgeted Positions (As of April, 2014)		Number of Vacant Budgeted Positions (As of April, 2014)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Cypress	6	0	0	0	0	0
Five Hills	6	0	0	0	0	0
Heartland	6	0	0	0	0	0
Kelsey Trail	6	1				
Prairie North	12	0	0	0	0	0
Prince Albert Parkland	24	5	0	1	0	20%

Regina Qu'Appelle	43	6	0	0	0	0
Saskatoon	74	13	2	1	2.7%	7.6%
Sun Country	9	0	2	0	22%	0
<b>TOTAL</b>	<b>186</b>	<b>24</b>	<b>4</b>	<b>2</b>	<b>2.1%</b>	<b>8.3%</b>

## ANALYSIS

The MSRC discussed the Labour Market Criteria as guided by the Market Supplement Program framework.

**SERVICE DELIVERY IMPACTS:** *(Employers 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).*

For the Addictions Counsellor classification, all employers reported no service delivery issues related to recruitment and retention.

**VACANCY RATE ANALYSIS:** *(Employers 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).*

Health regions report either no vacancies or low vacancy numbers for this classification. Health regions report little if any difficulty in recruiting and/or retaining Addictions Counsellors.

**TURNOVER RATES:** *(Employers 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 regions that report and track turnover for the Bachelor Social Worker and Masters Social Worker classification, the following data is reported:

- Last 12 months – 13 (7 – retirement, 3 – domestic, 3 – unknown)
- Previous 12 months – 6 (6 – unknown)

**RECRUITMENT ISSUE ANALYSIS:** *(Employers 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).*

Recruiting efforts for this classification were reported as minimal due to the low turnover and relative ease to recruit candidates. Employers report that because of the lack of recruiting efforts a market supplement is not required.

**SALARY MARKET CONDITIONS:** *(Employers 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 Addictions Counsellors:

- Saskatchewan health regions – Minimum \$29.656/hour, maximum \$36.262/hour. Effective April 1, 2012. The Addictions Counsellor currently receives a market adjustment of \$0.394/hour (top step) which is included in the above rate of pay. This market adjustment was negotiated during the last round of negotiations between SAHO and HSAS.
- Alberta health regions – Minimum \$34.57/hour, maximum \$44.63/hour effective April 1, 2013.
- British Columbia health regions – Minimum \$27.99/hour, maximum \$34.90/hour effective April 1, 2013.
- Manitoba health regions – Maximum \$32.789/hour effective April 1, 2013.

The SAHO/HSAS collective agreement expired March 31, 2013.

## **CONCLUSIONS & 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 Addictions Counsellor:

- There were no reported service delivery issues attributed to recruitment and retention.
- Four full time vacancies were reported for the Addictions Counsellor classification.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends not to implement a market supplement at this time for the Addictions Counsellor classification.

## **APPENDIX A**

### **Market Supplement Consideration Request – Addictions Counsellor**

#### **Employer Respondents**

Five Hills  
 Cypress  
 Heartland  
 Kelsey Trail  
 Prairie North  
 Prince Albert Parkland  
 Regina Qu'Appelle  
 Saskatoon  
 Sun Country