

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Masters Psychologist

June 11, 2012

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 Masters level Psychologist classification. Currently this classification does not have a market supplement. Masters level Psychologists 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.

There were seven health regions that participated in this review.

Role of a Masters Psychologist:

The Bachelors Social Worker 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.

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

Table 1 – Masters Psychologist (Including Senior Level) – Budgeted and Vacant Positions (June 2012)

Health Regions	Number of Budgeted Positions (As of June, 2012)		Number of Vacant Budgeted Positions (As of June, 2012)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Five Hills	3	0	0	0	0	0
Kelsey Trail	2	0	1	0	0	0
Prairie North	6	2	1	2	0	0
Prince Albert Parkland	3	0	2	0	0	0
*Regina Qu'Appelle	14	2	2	0	0	0
Saskatoon	11	5	0	0	0	0
Sunrise	3	0	3	0	0	0
TOTAL	42	9	9	2	21.4%	22.2%

*Regina Qu'Appelle report 2 permanent full time vacancies however they have not attempted to recruit.

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).*

Of the employers who reported to this review three reported no service delivery issues, one reported minor service delivery issues, two reported moderate issues and one reported significant issues.

Some employers have reported that they have been unable to fill vacant Masters Psychologist positions over the past number of months and have reposted as other classifications. Also, some employers have used other classifications to assist with the delivery of service.

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 have reported nine full time vacancies and two part time vacancies.

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 Masters Psychologist classification, the following data is reported:

- 2012 (Year to date) – 2 (unknown)
- 2011 – 10 (3 – other employment, 1 – domestic, 5 – other, 1 – did not pass probation)
- 2010 – 3 (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).*

Overall, health regions report moderate efforts in their recruiting efforts for this classification. This would typically include efforts such as advertising, attending career fairs, offering recruiting incentives, relocation assistance, training and education assistance and in some cases, offering practicum's through universities.

Some health regions that reported vacancies for this classification have encountered difficulty recruiting to this classification. Some regions that were unable to recruit have since decided to refill the vacancies with other classifications in order to assist with service delivery issues.

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 Masters Psychologist:

- Saskatchewan health regions – Minimum \$37.68/hour, maximum \$46.071/hour. Effective April 1, 2012. The Masters Psychologist currently receives a market adjustment of \$4.234/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 \$38.700/hour, maximum \$51.430/hour effective April 1, 2012.
- British Columbia health regions – Minimum \$36.480/hour, maximum \$45.480/hour effective April 1, 2012.
- Manitoba health regions – Minimum \$34.631/hour, maximum \$44.812/hour effective April 1, 2012.

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 Masters Psychologist:

- Employers reported varying degrees of service delivery issues dependent on vacancies.
- Nine permanent full time vacancies were reported for this classification.
- Low turnover rates were reported for this classification so far this year.
- Some employers reported long standing vacancies that they are unable to recruit to.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends a market supplement for the Masters Psychologist classification.

APPENDIX A

Market Supplement Consideration Request – Masters Psychologist

Employer Respondents

Five Hills
Kelsey Trail
Prairie North
Prince Albert Parkland
Regina Qu'Appelle
Saskatoon
Sunrise