

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Mental Health Therapist  
(Staff and Senior levels)**

**August 14, 2014**

## OBJECTIVE

The objective of the Saskatchewan 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 included in the request for consideration of a market supplement for Mental Health Therapists.

The Mental Health Therapist currently does not have a market supplement.

A total of seven regions reported that they employ Mental Health Therapists. Mental Health Therapist employed by Saskatchewan Health Regions are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS requested this market supplement review.

Role of a Mental Health Therapist:

*This classification is responsible for provision of knowledge, skills and consultation in meeting the needs of persons with cognitive disabilities who have behavioral, developmental and mental health challenges.*

Qualifications:

*This classification requires a bachelor degree in the Human Services field with eligibility for professional registration with applicable professional association.*

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

**Table 1 – Mental Health Therapist – Staff and Senior Levels (Budgeted and Vacant Positions)**

Health Regions	Number of Budgeted Positions (As of August, 2014)		Number of Vacant Budgeted Positions (As of August, 2014)		% Vacancy	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Five Hills	2	1	0	0	0	0
Kelsey Trail	1	0	0	0	0	0
Prairie North	16	2	0	1	0	50%
Prince Albert Parkland	3	0	0	0	0	0
Regina Qu'Appelle	10	0	0	0	0	0
Saskatoon	5	3	0	0	0	0
Sunrise	4	0	0	0	0	0
<b>TOTAL</b>	<b>41</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>16.6%</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).*

Six regions report no service delivery issues related to recruitment and retention. One region reported some service delivery issues related to a part time vacancy.

**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).*

One part time vacancy was reported from this review. No full time vacancies were reported.

**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 track and report turnover, the following data is reported:

- Last 12 months: 1 – Domestic.
- Previous 12 months: 3 as follows; 1 Unknown; 1 Other Employment; 1 Retirement.

**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).*

No recruitment or retention activities were reported by health regions. Some regions report posting vacancies that are filled internally.

**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 Mental Health Therapist (staff level):

- Saskatchewan health regions – Minimum \$30.693/hour, maximum \$37.529/hour, 5 steps. Effective April 1, 2012.
- Alberta health regions– Minimum \$30.11/hour, maximum \$39.98/hour, 9 steps. Effective April 1, 2013.
- Manitoba health regions – Minimum \$30.31/hour, maximum \$42.64/hour, 7 steps. Effective April 1, 2013.
- British Columbia health regions – Minimum \$27.99/hour, maximum \$34.90/hour, 6 steps. Effective April 1, 2013.

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

**CONCLUSIONS & RECOMMENDATIONS:**

Considering the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions:

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 Mental Health Therapist classification.

**APPENDIX A**

**Market Supplement Consideration Request – Mental Health Therapist**

**Employer Respondents:**

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