

**MARKET SUPPLEMENT PROGRAM**

---

**Report of the Market Supplement Review  
Committee**

**Psychologist  
(Ph.D. Level)**

**December 17, 2004**

## 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 also 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 updated documentation submitted in the annual review process regarding the market supplement for the Psychologist Ph.D. classification. The first market supplement report was released by the Market Supplement Review Committee December 19, 2002. The first annual review was conducted by the MSRC in December 2003 when the MSRC recommended to maintain the existing market supplement. This latest report is to be considered as part of the on-going review of the market supplement process for this classification as described in the SAHO/HSAS Letters of Understanding pertaining to the Market Supplement Program. This is the second annual review for the Psychologist Ph.D. classification.

There were six health regions that reported to this analysis on Psychologist Ph.D.'s. Psychologist Ph.D.'s are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS was invited to submit any relevant information to this review.  
Role of a Psychologist Ph.D. level:

*Psychologists work in clinics, correction facilities, hospitals, rehabilitation centres, schools and universities. They diagnose and provide therapy for psychological and emotional disorders, help clients manage physical illnesses and disorders, consult with other health care professionals, plan and implement research and apply theory relating to behavior and mental process.*

Qualifications:

*The Saskatchewan Registered Psychologists Act was enacted in 1962. This stipulated that only those with a doctorate in psychology could call themselves psychologists and engage in private practice. In this Act however, there was an exemption from this provision for individuals who were less qualified and who worked for the provincial government and school boards. In 1997, a new Act regulating psychologists was passed but not enacted until March 2002.*

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

Table 1- Psychologist Ph.D. - Budgeted and Vacant Positions

Health Regions	Number of Budgeted Positions (As of Nov, 2004)		Number of Vacant Positions (As of Nov, 2004)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Prairie North	4	0	1	0	25%	0
Prince Albert Parkland	3	0	0	0	0	0
Regina Qu'Appelle	10	0	4	0	40%	0
Saskatoon	Senior – 2 PhD – 23	0	PhD – 3	0	0	0
Sun Country	1	0	0	0	0	0
	2	0	1	0	0	0
<b>TOTAL:</b>	<b>45</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>20%</b>	<b>0%</b>

Note: The data in Table 1 and Table 2 may be incomplete as not all the same employers may have reported data for all years.

## ANALYSIS

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

**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 responded to this survey: Four regions reported minimal service delivery issues with respect to the Ph.D. Psychologist such as temporary or short term service inconveniences. Two regions reported moderate service issues such as lingering service due to recruiting timelines.

Many health regions are experiencing the same or similar service delivery issues as in 2003. The ability of health regions to deliver specialized psychological services is dependent upon filling and retaining Ph.D. professionals. When possible health regions will utilize other health care professionals in the delivery of service (i.e. Social Workers and Masters Psychologists).

**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).*

The vacancy rate of Ph.D. Psychologists is very similar to last years' rate (i.e. 22.4% vs. 20%). At least one health region has stated that since the market supplement was implemented in 2002, that recruitment has been easier for Ph.D. Psychologists since the wage disparity with other provinces and especially the private sector has been lessened.

The following table provides comparative information from 2002 to the current information of 2004.

Psychologist Ph.D. Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
<b>TOTALS: 2002</b>	49	6	19	0	38.8%	0%
<b>TOTALS: 2003</b>	49	4	11	0	22.4%	0%
<b>TOTALS: 2004</b>	45	0	9	0	20%	0%

\*Disclaimer: Data reported in Table 1 and above may be as a result of different employers reporting year to year.

**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 is reported:

- 2004 – 5
- 2003 – 6 (from the 2003 MSRC report)
- 2002 – 4 (from the 2003 MSRC report)

The turnover reported above includes reasons such as leaving for private practices, retirements, spousal transfer, and others. Discrepancies in data may be as a result of different employers reporting year to year and/or different recording and reporting practices.

**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).*

Regions have utilized the following recruitment and retention initiatives: Offering a higher initial pay rate (two regions), utilizing other classifications (four regions), advertising (three regions), career fairs (two regions), relocation expenses (two regions), training allowances (two regions), bursaries (one region), offering internships (three regions) and residency programs (one region).

One region has recently been successful in recruiting to three vacancies in three different specialties within the discipline that previously had long waiting lists.

Two health regions have been involved in strategic initiatives such as a joint clinical research project/venture with the University of Regina that the Regina Qu'Appelle health region has been involved with.

**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).*

Market conditions in western Canada for Ph.D. Psychologists are similar to 2003 conditions. However, Alberta has implemented new rates of pay for this classification in 2004.

As of October 1 2004, Ph.D. Psychologists are paid \$40.774/hour at the top rate as a result of a classification adjustment outlined in the SAHO/HSAS collective agreement, therefore superseding the market supplement pay rate which was \$40.62/hour at the top step.

Currently, SAHO and HSAS are in the process of bargaining a new collective agreement which expired March 31 2004.

## **CONCLUSIONS & RECOMMENDATIONS:**

Considering the labour market criteria under the framework, the Market Supplement Review Committee makes the following conclusions:

- There continues to be some service delivery issues with respect to specialty disciplines for some health regions.
- The vacancy rate has declined by 2.4% for full time positions since last years review.
- Regions report that the market supplement has had some positive impact on recruitment and retention efforts.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends:

- The base rate of pay has exceeded the market supplement rate therefore a market supplement is no longer required.

## **APPENDIX A**

### **Market Supplement Consideration Request – Psychologist Ph.D.**

#### **Employer Respondents**

- 
2. Prairie North  
Prince Albert Parkland  
Regina Qu'Appelle
4. Saskatoon
5. Sun Country
6. Cypress