

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

**Bachelors Social Worker  
Masters Social Worker**

**April 4, 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 Bachelor Social Worker and the Masters Social Worker classifications. Currently neither of these classifications has a market supplement. Bachelor Social Workers and Masters Social Workers 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 ten health regions that participated in this review.

### *Role of a Bachelors Social Worker:*

*The Bachelors Social Worker is responsible for the provision of counseling and case management services within an assigned area of responsibility. The Bachelors Social Worker maintains liaison with nurses, physicians, managers and other health care professions to facilitate a multidisciplinary approach to care delivery.*

### *Qualifications:*

*The Bachelors Social Worker requires the successful completion of a Bachelors degree in Social Work and membership with SASW/CASW in good standing.*

### *Role of a Masters Social Worker:*

*The Masters Social Worker has responsibility for professional psychosocial assessment and counseling in very complex situations with chronic issues predating current health concerns. The Masters Social Worker has advanced assessment and intervention skills for work with individuals, families and groups, in issues involving social, emotional and instrumental aspects. The Masters Social Worker exercises a range of intervention skills related to a number of conceptual models.*

### *Qualifications:*

*The Masters Social Worker requires the successful completion of a Master's degree in Social Work from a Faculty of Social Work accredited by the Canadian Association of Schools of Social Work – CASSW. Membership in the Saskatchewan Association of Social Workers is required.*

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

**Table 1 – Bachelor Social Worker (Including Senior Level) – Budgeted and Vacant Positions (March, 2014)**

Health Regions	Number of Budgeted Positions (As of March, 2014)		Number of Vacant Budgeted Positions (As of March, 2014)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Cypress	7	1	0	0	0	0
Five Hills	5	8	0	0	0	0
Heartland	7	2	0	0	0	0
Kelsey Trail	8	0	1	0	12.5%	0
Mamawetin Churchill River	9	0	0	0	0	0
Prairie North	20	0	2	0	10%	0
Prince Albert Parkland	11	0	0	0	0	0
Regina Qu'Appelle	57	6	0	0	0	0
Saskatoon	59	21	3	0	5%	0
Sun Country	17	1	0	0	0	0
<b>TOTAL</b>	<b>200</b>	<b>39</b>	<b>6</b>	<b>0</b>	<b>3.0%</b>	<b>0%</b>

**Table 2 – Masters Social Worker (Including Senior Level) – Budgeted and Vacant Positions (March, 2014)**

Health Regions	Number of Budgeted Positions (As of March, 2014)		Number of Vacant Budgeted Positions (As of March, 2014)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Cypress	5	0	0	0	0	0
Five Hills	1	0	0	0	0	0
Heartland	2	1	0	0	0	0
Kelsey Trail	0	0	0	0	0	0
Mamawetin Churchill River	2	0	0	0	0	0
Prairie North	5	0	0	0	0	0
Prince Albert Parkland	5	0	1	0	20%	0
Regina Qu'Appelle	8	2	0	0	0	0
Saskatoon	27	9	3	1	11%	11%
Sun Country	0	0	0	0	0	0
<b>TOTAL</b>	<b>55</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>7.2%</b>	<b>0</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 Social Worker classification, eight employers reported no service delivery issues related to recruitment and retention while two employers reported minor issues related to recruitment and retention. Minor delivery issues such as training new hires who do not possess experience in the acute care and medical care experience has created some minor challenges.

**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 low vacancy numbers for both classifications. Health regions report little if any difficulty in recruiting and/or retaining Bachelor or Masters level Social Workers.

**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 – 11 (3 – other employment, 1 – domestic, 7 – 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).*

Most health regions report little if any external recruitment efforts for either classification. Vacancies are typically recruited to through the internal posting process. Many 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 Bachelor Social Workers:

- Saskatchewan health regions – Minimum \$30.284/hour, maximum \$37.029/hour. Effective April 1, 2012. The Bachelor Social worker currently receives a market adjustment of \$1.161/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 \$35.43/hour, maximum \$47.12/hour effective April 1, 2013.

- British Columbia health regions – Minimum \$27.99/hour, maximum \$34.90/hour effective April 1, 2013.
- Manitoba health regions – Minimum \$25.086/hour, maximum \$32.789/hour effective April 1, 2013.

The MSRC reports the following market conditions for Masters Social Workers:

- Saskatchewan health regions – Minimum \$35.323/hour, maximum \$43.19/hour. Effective April 1, 2012. The Masters Social worker currently receives a market adjustment of \$1.353/hour (top step) which is included in the above rate of pay.
- Alberta health regions – Minimum \$39.86/hour, maximum \$52.97/hour effective April 1, 2013.
- British Columbia health regions – Minimum \$32.36/hour, maximum \$40.38/hour effective April 1, 2013.
- Manitoba health regions – Minimum \$29.323/hour, maximum \$38.102/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 Bachelor Social Worker:

- There were either no service delivery issues or minor service issues reported by the ten health regions that are attributed to recruitment and retention issues.
- Six full time vacancies were reported for the Bachelor level. and four full time vacancies were reported for the Masters level.

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 Bachelor Social Worker classification.

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 Social Worker:

- There were no service delivery issues reported by the ten health regions that are attributed to recruitment and retention issues.
- Four permanent full time vacancies were reported for the Masters level.

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 Masters Social Worker classification.

**APPENDIX A**

**Market Supplement Consideration Request – Bachelors and Masters level  
Social Worker**

**Employer Respondents**

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