

The Saskatchewan Association of Medical Radiation Technologists (SAMRT)



Strategic Plan 2020 - 2022

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1. Introduction

1.1. Who We Are

The Saskatchewan Association of Medical Radiation Technologists (SAMRT) was founded in 1940 and has a long history with regulation. *The X-ray Technicians Act* came into force in April, 1957 and a new Saskatchewan association was formed called The Saskatchewan Society of X-ray Technicians (SSXT) that was allowed to make bylaws, rules and regulations. *The Medical Radiation Technologists Act, 1984* replaced *The X-ray Technicians Act* and included consideration for the protection of patients and the safety of persons in connection with the operation and use of radiation producing equipment and associated apparatus. The current *Medical Radiation Technologists Act, 2006* (the Act) was proclaimed in May, 2011. At that time, the SAMRT became a self-regulating body and increasing powers were granted to the Association. The SAMRT receives its powers, authority and duties through the Act.

1.2. Our Role and Our Governance

The main function of the SAMRT is to regulate the profession of medical radiation technology as set out in the Act. This mandate forms the bulk of the work performed by the SAMRT and is managed through its statutory committees (Professional Conduct and Discipline), Council Committees (Awards, Nominating, Community Engagement, and Audit and Finance) as well as with Executive Director Committees which includes the Continuing Competence Committee. By ensuring that all regulated members of the SAMRT meet our educational standards and provide services guided by our standards of practice and code of ethics, the public is assured that their medical radiation technologist is delivering high quality, effective, safe, and ethical patient care.

The Council is the governing body of the SAMRT and uses a modified version of Carver's Policy Governance® model to function. The Council is made up of both members of the public, who are appointed by the provincial government and members of the association who are elected from the membership. In addition to the Council, the SAMRT has a number of statutory committees to manage the regulatory activities of the SAMRT.



2. Our Identity

2.1. Our Mandate

In accordance with *The Saskatchewan Association of Medical Radiation Technologists Act, 2006*, it is the duty of the Association to serve and protect the public, and to exercise its powers and discharge its responsibilities in the public interest and not in the interests of the members.

The objects of the association are:

- (a) to regulate the practice of the profession and to govern the members in accordance with this Act and the bylaws; and
- (b) to assure the public of the knowledge, skill, proficiency and competency of members in the practice of medical radiation technology.

The Saskatchewan Association of Medical Radiation Technologists regulates members from the following four disciplines:

- Nuclear Medicine Technology
- Medical Radiological Technology
- Medical Radiation Therapy
- Magnetic Resonance Technology

2.2. Our Mission

To protect the public through regulation of medical radiation technology in the province of Saskatchewan.

2.3. Our Vision

To ensure public safety through regulating the practice of all medical imaging and radiation therapy in the province of Saskatchewan.

2.4. Our Values

- a) Integrity
- b) Transparency
- c) Professionalism
- d) Collaboration
- e) Accountability



3. Strategic Goals



3.1. Public Protection

- a. Improve the complaints and discipline process through online submissions;
- b. Public and members know the complaints process;
- c. Facilitate regulation of sonography under the SAMRT;
- d. Ensure a transparent and fair entry to practice process for all disciplines (Canadian and International qualifications and validation).

3.2. Capacity of College

- a. Ensure that our information technology systems and content meet regulatory, operational and strategic requirements.

3.3. Community Engagement

- a. Ensure collaboration and partnership with educational institutions for MRTs inside and outside Saskatchewan;
- b. Educate members, public, and government about who we are, what our roles and responsibilities are, and what our standards of practice, scope of practice, code of ethics, education, and credentialing are; and
- c. Contribute and respond to government initiatives to ensure continued public protection.

3.4 Professional Practice

- a. Ensure the continued competence of MRTs is validated with tracking and auditing of continuing education;
- b. Ensure successful completion of the Jurisprudence exam and the education of self-regulation to members.



Appendix A

4.1. Planning Process

To assist with setting the strategic direction for the next three years, Council surveyed the membership on what it values in the SAMRT and what key directions SAMRT should focus on.

The Governance Transition Committee then held a Strategic Planning Workshop in September 2018. Attendees included representatives from the SAMRT Council including public representatives, with guests representing sonographers, medical imaging managers, Ministries of Health and Labour Relations and Workplace Safety (Radiation Safety), and the Saskatchewan Health Authority. The chair of the Governance Transition Committee facilitated the session. A complete list of attendees is available in Appendix B. The Chair led a series of presentations to give attendees an overview of the SAMRT, our regulation and a history of the Association (past and present). A review of the current Strategic Plan included a SWOT Analysis (what are the SAMRT's current strengths, weaknesses, opportunities, and threats), as well as some of the projects SAMRT is presently working on.

We then looked at Future Strategic Directions/Goals and how we measure whether we are meeting our goals and how we can meet our goals. We also reviewed the Mission/Vision/Ends. Finally, attendees broke into groups to discuss:

- What are some of the things we must to do as a regulatory body?
- What are some of the things we may to do as an association?

After identifying some of the things we needed to do, we then rated and selected the top themes identified to go into the strategic plan. The four focus areas and eleven strategic objectives set by this plan will determine the priorities for our programs and activities, and enable their implementation.



Appendix B

5.1.

Strategic Planning Session – September 2018

Karen Davis, Facilitator and Chair, Governance Transition Committee

SAMRT Council Present:

Scott Mildenerger, (President)

Brenda Lock, (Vice President)

Melanie Hilkewich, (Past President)

Katelyn New, (Council Member)

Public Representatives:

Alan Cannon

Eugene Paquin

Guests:

Richelle Bourgonje, Saskatchewan Association of Diagnostic Medical Sonographers (SADMS) (President)

Adria Goldfinch, SADMS (Past President)

Patti Shirkey RTR, Saskatchewan Association of Medical Imaging Managers (SAMIM) (President)

Luke Jackiw, Ministry of Health

Elaine Geni, Ministry of Health

Bryan Witt, Saskatchewan Health Authority (Diagnostic Imaging)

Brent Preston, Government of Saskatchewan (Radiation Safety)

SAMRT Staff:

Debbie Schatz, Executive Director/Registrar

Ardis Monarchi, Administrative Assistant



Appendix C

6.1. Summary of Member Survey

SAMRT members were invited to participate in an anonymous on-line survey designed to inform the SAMRT Council for the 2020 to 2022 Strategic Plan, as well as development of financial policies relating to reserves, investments and licensure fees.

The SAMRT sent the survey link to 652 individuals and received 100 responses at the close of the thirty-day survey window. Of the participants, 69% have been associated with the organization more than ten years, 97% of participants are MRT members, and 55% of participants agreed that the SAMRT is meeting its mandate. The majority (66%) offered input into the top three priorities in the next strategic plan. Most members agreed (48%), or strongly agreed (33%), that having an easy to navigate member database is important. Finally, the respondents were split equally regarding a licence fee increase, with 50% preferring no increase in licence fees but a reduction in services, while 50% favored either a slight increase to maintain services (37%) or (14%) to have slightly more service (note, rounding resulted in a 101% total).

It is clear that fiscal responsibility and licence fees are of concern to the SAMRT membership, however, the membership also seeks improvements to the continuing education process, and have a clear desire for membership services. As a regulatory body offering limited support to its members, membership services must come in the form of education opportunities, public education on the role of MRTs, and public awareness.

Comments were invited on three questions: top three priorities for the strategic plan, whether the SAMRT achieves its mandate and any other comments. We received 197 comments in these fields, which were then analyzed for common themes. The top four key themes were education (34), member services (29), license fees (26) and MRT practice (24). The comments also reflect a concern for public safety, public protection and public education.

The comments also highlighted that that the members are not clear on the role of the SAMRT, and what regulation means. This lack of clarity will be addressed in the strategic plan through the goal of increased education for members and development of a jurisprudence exam on the role of regulation.

The member comments also contributed to identification of the four focus areas and eleven strategic objectives laid out in the goals and themes.

The table below highlights the key words used for analysis and reporting of results.

Key Word	# Comments	Key Word	# Comments	Key Word	# Comments
Conference	7	Member Services	29	Public Awareness	16
Council	4	Member well-being	3	Public Education	8
Education	34	No relevance	1	Public Protection	3
Finances	9	No comment	9	Regulation	14
License Fees	26	Practice	24	Staff	6
				Website	4
Total: 197					