




STRATEGIC PLAN

2023 - 2025

SASKATCHEWAN ASSOC OF MEDICAL RADIATION TECHNOLOGIST



SAMRT'S ROLE

The Saskatchewan Association of Medical Radiation Technologists (SAMRT) under the authority of the *Medical Radiation Technologists Act, 2006 (the Act)* regulates the practice of medical radiation technologists. The SAMRT does this by ensuring:

- Only those that meet education and character requirements are granted a license.
- All registrants remain current in practice through completion of required practice hours and continuing education requirements.
- Providing a process to address any professional misconduct or professional incompetence related to their registrants.

We regulate members from the following four disciplines:

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



VISION MISSION VALUES



PRIORITIES

- Public protection
- Regulation excellence



Other Values

- Equity
- Diversity
- Ethical



Engagement Opportunities

- Representation on key committees
- Profession awareness campaign
- Regulatory education for members

This strategic plan was driven by our vision, mission, and values.

VISION

The Saskatchewan public has access to safe medical imaging and radiation therapy delivered by highly skilled and valued professionals.

MISSION

To protect the public by demonstrating regulatory excellence of medical imaging and radiation therapy professionals in the province of Saskatchewan.

VALUES

SAMRT values shape our organizational culture, decision making and actions:

- *Integrity*
- *Transparency*
- *Professionalism*
- *Collaboration*
- *Accountability*



THE PLANNING PROCESS

The planning session was a one-day workshop led by an external facilitator. Participants included members of the SAMRT Council, the staff of SAMRT, and key stakeholders and partners including representatives from the Saskatchewan Association of Diagnostic Medical Sonographers, the Ministry of Health, the Saskatchewan Health Authority, and the Saskatchewan Medical Imaging Managers.

The planning process is supported by a committee of the council, the Planning Committee, who, in advance of the planning session, undertook preparatory work. The committee then used the workshop outputs resulting in this strategic plan, approved by council.

**Public
protection
is at the
forefront
of our
decisions**

Defining Future State:

The Planning Committee examined the Vision, Mission, and Values developed as part of the previous strategic plan and proposed amendments. These amendments were subject to scrutiny by the workshop participants working in three groups. The results of the group work were discussed collectively by all participants and final statements were agreed upon.

Environmental Scanning:

Once the ideal Future State was understood and shared, the participants proceeded to analyze the SAMRT's current state. Participants reviewed several documents provided for the process, including the Administration/Planning Committee's Environmental Scan, the Saskatchewan Health Authority's Roadmap, and the Ministry of Health's Strategic Plan. Participants then developed a SWOT analysis (strengths, weaknesses, opportunities, and threats) to better assess the current state. Finally, participants reviewed the results of the member survey.

The outputs from these exercises were prioritized by participants and contributed to the development of strategic directions for SAMRT. An extensive exercise was undertaken where draft strategic priority options were developed. These were sorted and themed, resulting in the strategic priorities.



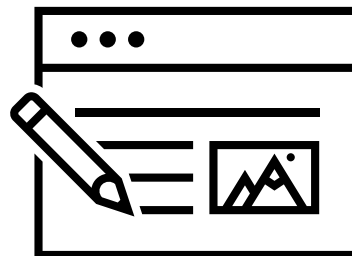
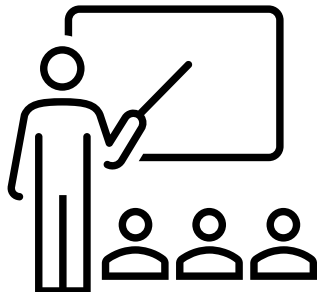
STRATEGIC DIRECTIONS

The final strategic directions agreed to were:

1. *Government, the public, health professionals and medical imaging and radiation therapy professionals, are aware of and value the profession.*
2. *The SAMRT supports the need for an increase of medical imaging and radiation therapy professionals in Saskatchewan.*
3. *An effective, integrated regulatory regime exists for medical imaging and radiation therapy professionals, including sonographers.*

Themes that emerged from the workshop included:

- Increase professional visibility through public engagement and inter professional collaboration
- Provide effective awareness about MRTs to MRTs, Government and the public.
- Implement strategies to increase professional awareness aimed at government, public and other healthcare partners.
- Work with stakeholders to increase membership through additional training seats, training programs, and other recruitment and retention initiatives.
- The SAMRT will collaborate with the Government of Saskatchewan and the sonographers of the province to achieve regulation of these technologists.
- Create a sustainable operational infrastructure to support SAMRT program expansion.
- SAMRT regulates all medical imaging and radiation therapy professionals to ensure a skilled workforce (and have the capacity to do so).





OBJECTIVES, MEASURES AND TARGETS

The content within the theme was then drawn from to create the objectives and measures.

Objective	Measure	Target
Strategic Goal: <i>Government, the public, health professionals and medical imaging and radiation therapy professionals, are aware of and value the profession.</i>		
Improve the awareness of medical imaging and radiation therapy among key health sector stakeholders	# Of SHA and government committees that include representation from SAMRT, and or Attendance at other Health Professional conferences to represent MRTs	# Of new committees or presentations about MRTs per year of the strategic plan (total of 3 during the term of the strategic plan)
Comprehensive Public Relations Campaign in Place	# Of campaigns launched specific to the MRT profession	One new campaign annually to increase profile of profession
Members have access to tools to promote awareness of the profession to patients and colleagues	Four campaigns developed over the next three years	Targeted communications introducing and celebrating each of the 4 disciplines, which will also be distributed to key stakeholders (Ministry of Health, Sask. Poly, Minister of Health)
Objective	Measure	Target
Strategic Goal: <i>The SAMRT supports the need for an increase of medical imaging and radiation therapy professionals in Saskatchewan.</i>		
The Ministry of Health understands the need for more MRTs in Saskatchewan	Support for increased seats for education programs MRTs	Increase in seats for out of province programs, or additional education programs
Improved tools and support for Internationally Educated MRTs	# Of IEMRTs licensed in Saskatchewan	At least one IEMRT meets license requirements annually and SAMRT promotes the need for a local bridging program in Saskatchewan

Objective	Measure	Target
Strategic Goal: <i>An effective, integrated regulatory regime exists for medical imaging and radiation therapy professionals, including sonographers.</i>		
Regulator role is promoted and understood	Members understand the role of regulator and their responsibilities as a self-regulated professional	New applicants will complete a jurisprudence program
Prepare for expansion to include Diagnostic Medical Sonographers (DMS)	Key documents are updated and are reviewed by legal counsel	Draft bylaws, code of ethics and scope and standards of practice are updated to include DMS when required
Fulfill our duty to protect the public through strengthening College capacity and effectiveness	Committees and staff have appropriate resources to carry out duties	Financial resources are available in the budget as needed

Conclusion: The Council has directed staff to develop annual operating plans articulating strategies and tactics to implement the Strategic Goals and their objectives. The Council will review this 2023-2025 Strategic Plan annually and update it as necessary given developments internally and externally.