

## **Dues Rate Rationale September 25th, 2015**

In May 2013, Bill 70 - Medical Imaging and Radiation Therapy Professionals Act: An Act Respecting the Practice of Medical Imaging and Radiation Therapy Professionals received royal assent. Based on discussions with legal counsel and the Department of Health and Wellness (DoHW), NSAMRT was advised to begin the transition that would establish the roles and responsibilities, as set in the legislation, in preparation for proclamation. It is understood that the existence of a functional College cannot occur in a moment in time. The expectation, proof of and privilege to self-regulate is determined by the steps taken to demonstrate readiness. Over the last two years the NSAMRT has made significant strides in that regard. Each time these advancements have been conveyed to legal counsel and the DoHW, they have been received with positive reinforcement that the organization is on the right track. Furthermore, these initiatives have been met with positive feedback as more of the membership is engaged in a variety of capacities.

Organizational initiatives to date:

Joint Board – NSAMRT & NSSDMS

As advised, in September 2013 the Executive Council of the two organizations named in Bill 70 have functioned as one entity (Board of Directors). The Board has been responsible for the initiation, creation and management of the restructuring of the organization.

### **Committee Structure**

The committees required in accordance with Bill 70 have been established and the original NSAMRT committees have been reorganized. All have developed terms of reference and are functioning, as per their respective duties, with effectiveness and efficiency. It was recognized that recruitment of volunteers would be needed to fulfill the committee obligations. Fortunately, many members responded to the call with some being placed on committees immediately, while others let their name stand for future opportunities. The committees that have been formed are:

- Bylaws
- Credentials
- Professional Practice
- Nominations
- Finance
- Policy and Procedures
- Communications
- Education

### **Investigative Process**

A fundamental aspect of self-regulation is the investigation of complaints. Therefore, it was necessary to: establish a committee, select an investigator and provide education and opportunity to ensure the ability to adhere to a complex process.

## **Strategic Plan Development**

In spring 2015, the NSAMRT developed a three year strategic plan that includes four Strategic Priorities, Mission, Vision and Values statements. It was recognized that the previous single focus on legislation needed to change. Future direction and mechanisms needed to be developed to support transition and to function as a College.

- Marketing and Communication
- Develop Operational Framework
- Sustainability
- Enhance Research Capacity

**Vision:** Leading healthcare through exemplary Medical Imaging and Radiation Therapy Practice

**Mission:** The College regulates the practice of Medical Imaging and Radiation Therapy in Nova Scotia through adherence to education and professional practice standards.

### **Values:**

**Excellence:** We are committed to delivering high quality, evidence informed care by competent professionals.

**Integrity:** It is evident in all our actions and processes that we are honest, trustworthy and ethical.

**Caring:** We demonstrate compassion and respect in our interactions with others.

**Patient Focused:** Our patients are the center of our care delivery.

**Collaborative:** We work with internal and external stakeholders to improve practice and enhance patient care.

## **Professional Leadership & Collaboration**

NSAMRT currently represents MRT's on several provincial and national organizations: National Network (Provincial Organizations and CAMRT), The Alliance of Medical Radiation Technologists and The Nova Scotia Regulated Health Professions Network. More recently, the NSAMRT has participated in the Canadian National Association of Regulators and the Atlantic Presidents Group. These collaborations have been invaluable in learning the role of a regulator and sharing of resources (Jurisprudence Module) and costs (Consultant on Investigative Processes).

## **Membership Education**

There have been two initiatives undertaken. Volunteer and leadership education to support members, ensuring they have the capacity to meet the requirements of the positions they have accepted. A recently established NSAMRT Conference Committee that will work with the local organizing committee in an effort to provide educational opportunities in support of continued professional development.

## **Executive Director**

It is no longer possible to sustain NSAMRT solely as a volunteer organization. NSAMRT needs to be represented in discussions and decisions that affect the practice and profession of MRT's. In addition, there is administration and oversight that needs to reside with a single individual (ED), not many trying to share the responsibility. The time commitment required to fulfill this role is beyond that of a volunteer. Therefore, the Executive Director in conjunction with the services provided by Pathfinder Group will resolve the issue.

Part of the NSAMRT's responsibility in preparation for proclamation is a fiduciary responsibility.

Although it was hoped that a dues increase would occur upon proclamation it is not possible to wait. The NSAMRT has not had a dues increase in 6 years (2009) with current dues at \$109.00 per member. The current financial obligations required by transition in preparation for an operational College is not sustainable at the current rate. Furthermore as a College, a substantial legal reserve will be required; therefore the Executive Council believes that slowly building the fund starting now might reduce the impact later.

The finance committee provided a recommendation to the Executive Council which was considered when determining the new NSAMRT dues rate. It was based according to the current NSAMRT finances, future endeavors and the purpose of the organization.

## **Previous notification of dues rate change**

**2013 fall meeting minutes-** A question was asked regarding how much the dues would cost transitioning to a College. The response was that an ED would need to be hired and this alone would require a dues increase. Becoming a College results in increased responsibility and there are costs associated with this and at that time it was impossible to guess what the dollar figure would be as it was too soon to know.

**April 2015 AGM-** An update on the committee structure required by legislation and the member services arms of the organization was provided. The Treasurer outlined the 2015-16 budget and that an Executive Director would be hired for January 1, 2016. Questions were raised regarding a dues increase. The Treasurer informed the AGM that a dues increase would be required and that the dollar amount was unknown at that time. The NSAMRT Executive Council needed time to research the cost of hiring an ED prior to setting the dues rate. Members were told they would be informed as soon as the dues rate was determined.

**April 16th 2015-** An e-blast was sent to all members following the AGM which discussed the hiring of an Executive Director and that there would be a 2016 dues increase, and the membership would be informed as soon the dues rate was determined.