



To: Honorable Bruce Fitch: Minister of Health

RE: Recruitment and Retention for Medical Radiation Technologists

Dear Minister Fitch,

When we met in September, we had a great conversation about the Medical Radiation Technologist profession. Since that meeting there has been a continuing shift of staffing in the profession that I wanted to let you know about. We, as an association, are seeing shortages in the profession across the country. However, there are now some marked examples being seen in New Brunswick.

In medical imaging shortages are being seen across all MRT disciplines. There are shortages of Nuclear Medicine Technologists, in Fredericton and Moncton within the Horizon Health Network. An additional CT machine is being instilled in Miramichi, with no additional staff to run it. Vitalité Health Network has active job postings for all four disciplines of Medical Radiation Technology.

Circumstances in radiation therapy are equally as worrying. At the Saint John Oncology Center: they have lost 4 Radiation Therapists to other provinces in the last two months alone, there are no casual staff, and none of the students doing clinical practicums plan to stay. Further losses will result in an interruption of cancer care delivery for patients in New Brunswick.

As you can see, the shortages in the MRT profession can have a profound impact, potentially creating roadblocks to care just like those found in the physician and nursing realms.

There is some good news. We have seen initiatives in other Atlantic provinces work. Increased recruitment incentives have drawn professionals to those provinces to live and work. Retention incentives have slowed the departure of this essential workforce and increased morale.

In the most recent budget released by the New Brunswick Government, \$29.7 million was earmarked to help address recruitment and retention challenges in healthcare. I know the details of how that will be distributed have not been released, but I encourage you to consider professions like Medical Radiation Technology in any recruitment and retention incentives that may arise out of this funding.

I would love to meet and discuss this further if you have the time in your schedule.

Respectfully,

A handwritten signature in cursive script that reads 'Jennifer Carey'.

Jennifer Carey M.Org.M, BHSc, RTR

Manager, CAMRT-ATL