



Written Submission for the 2026 Saskatchewan Budget

From: Canadian Association of Medical Radiation Technologists Saskatchewan (CAMRT-SK)

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Recommendations:

CAMRT-SK recommends the Government of Saskatchewan:

- 1. Invest in MRT retention through targeted incentives and career development.**
- 2. Revise the current rural retention grant structure to increase flexibility and improve its ability to attract new graduates.**
- 3. Invest in an MRT Health Human Resource (HHR) Plan to ensure an appropriate supply of qualified MRTs.**
- 4. Invest in strategies to reduce diagnostic imaging wait times.**



About Medical Radiation Technologists in Saskatchewan

Medical radiation technologists (MRTs) provide the essential link between compassionate care and sophisticated medical imaging and therapeutic technologies that underpin modern healthcare. In total, more than 650 MRTs are working in Saskatchewan within the medical imaging areas of radiologic technology, nuclear medicine, magnetic resonance, and the practice of radiation therapy.

About CAMRT and CAMRT-SK

Established in 1942, the Canadian Association of Medical Radiation Technologists (CAMRT) is the national professional association and certifying body for MRTs. CAMRT is recognized in Canada and internationally as a leading advocate for the profession.

The Canadian Association of Medical Radiation Technologists - Saskatchewan (CAMRT-SK) was established in 2025 to provide province-specific member services in Saskatchewan. With over 650 members, CAMRT-SK is the active and influential voice addressing professional issues for MRTs in Saskatchewan.



Introduction

The Canadian Association of Medical Radiation Technologists – Saskatchewan (CAMRT-SK) is pleased to offer input to inform the 2026 Saskatchewan Provincial Budget discussions. Medical Radiation Technologists (MRTs) - including radiological technologists, nuclear medicine technologists, magnetic resonance technologists, and radiation therapists - are essential to Saskatchewan’s diagnostic imaging, cancer care, and treatment pathways. MRTs support nearly every patient journey through the province’s health care system.

However, MRTs in Saskatchewan continue to experience unprecedented workforce pressures, including heavy workloads, insufficient staffing, challenges with recruitment and retention, and increasing rates of burnout. These pressures place strain not only on MRTs but on the health care system’s ability to provide timely, safe, high-quality diagnostic and therapeutic services.

Rising demand, high vacancy rates, aging equipment, burnout and under-resourced infrastructure place both patients and health care providers at risk. The Canadian Association of Medical Radiation Technologists’ (CAMRT) **Medical Radiation Technologist Workforce Crisis Report** describes “alarming and unsustainable vacancy rates in every discipline of medical radiation technology in Canada” and spells out how demand for MRI and CT exams continues to outpace growth in the MRT profession.

At the same time, the Canadian Association of Radiologists’ (CAR) recent report – **Impact of Delayed Medical Imaging in Canada** – shows that delayed diagnostic imaging carries significant costs for patients, the health system, and the economy at large. **It is estimated that Saskatchewan experiences \$1.6 B in lost GDP and \$139.9 M in lost taxes due to delayed diagnostics.**

Informed by these reports and by the lived experience of Saskatchewan MRTs and patients, CAMRT-SK encourages the government to use Budget 2026/2027 as an opportunity to stabilize, strengthen, and prepare the MRT workforce for the future, modernize imaging infrastructure, and support equitable access to diagnostic imaging across Saskatchewan. The recommendations below highlight priority investments needed to sustain a strong provincial imaging and radiation therapy system.



Recommendations

1. Invest in MRT retention through targeted incentives and career development.

Saskatchewan's diagnostic imaging and radiation therapy system is at significant risk due to ongoing MRT retention challenges. Chronic understaffing, excessive workloads, limited career advancement, and a lack of recognition have contributed to poor workplace morale, burnout, and the loss of experienced MRTs. Addressing retention requires more than short-term incentives – it requires sustained investment in both workplace stability and professional fulfillment.

Burnout, stress, and fatigue threaten the quality and sustainability of diagnostic imaging and radiation therapy services. Preliminary province-specific findings from the *2025 CAMRT Mental Health Survey*, focusing on workplace experiences and mental health show that high levels of burnout are evident, with 52.5% experiencing high exhaustion, 85% high depersonalization, and 40% reduced personal achievement. Low organizational trust and safety culture indicators are concerning, as only 22.7% trust management, and 60% believe worker safety is prioritized.

Of great concern, is that **a majority (62.2%) have considered leaving the profession** due to mental health issues, indicating risks to workforce stability.

Future analysis will include national benchmarking and longitudinal comparisons to assess changes over time however these findings serve as evidence of persistent and system-level workforce risk.

While wellness-focused workplace policies and recognition frameworks that value MRT expertise and experience are important, targeted retention investments must also prioritize continuing education and career development. Opportunities for learning, advancement, and professional growth are essential to job satisfaction and sustained workforce commitment.

Together, targeted retention incentives and sustained investment in education and career advancement can strengthen morale, retain experienced MRTs, and support a stable, high-quality diagnostic imaging and radiation therapy system for Saskatchewan.



CAMRT-SK recommends that the Government of Saskatchewan:

- Support workplace initiatives that directly address poor morale by improving staffing stability, increasing MRT positions, improving workload distribution, and addressing job satisfaction, including measures that reduce chronic overtime and unsafe workload levels.
- Fund retention strategies that demonstrate value for experienced MRTs and support sustainable careers, such as flexible scheduling options, increased options for part time or casual positions phased retirement, workload reduction programs, and wellness-focused workplace policies.
- Establish clear career development, recognition and advancement pathways that acknowledge MRT expertise, improve professional fulfillment, and foster a workplace culture of respect and engagement.

2. Revise the current rural retention grant structure to increase flexibility and improve its ability to attract new graduates.

Based on data from the [Saskatchewan Rural and Remote Recruitment Incentive page](#), the Government of Saskatchewan's current incentive offers up to \$50,000 over three years for new health professionals in permanent, full-time rural or remote positions with a required three-year return-in-service in one location.

To increase flexibility and improve the province's ability to attract new graduates, the government should consider allowing graduates who accept the grant to **transfer between eligible rural communities while still fulfilling their return-of-service commitment**, rather than requiring them to stay in the exact same position and locale for the entire term. This would make the program more responsive to evolving personal and professional needs while still supporting rural health delivery.

Additionally, the eligibility window for new hires should be expanded so that graduates can **access the incentive if they secure a full-time position within one year of graduation**, recognizing that many entry-level roles are not immediately available as permanent full-time jobs; this change would reduce barriers for new professionals who might otherwise delay entering the workforce while waiting for a qualifying vacancy and would help fill rural vacancies sooner.



CAMRT-SK recommends that the Government of Saskatchewan:

- Revise the current rural and remote incentive structure to allow for transfer between eligible communities
- Expand the eligibility to allow graduates to access the incentive if they secure a full-time position within one year of graduation

3. Invest in an MRT Health Human Resource (HHR) Plan to ensure an appropriate supply of qualified MRTs.

Data from CDA¹ (formerly CADTH) and CIHI², and quoted in CAMRTs' *Medical Radiation Technologist Workforce Crisis Report*, demonstrate that demand in diagnostic imaging exams (specifically MRI and CT) has significantly outpaced growth in the MRT workforce. Saskatchewan has reached a critical juncture in which the existing MRT workforce is no longer adequate to meet these demands.

National workforce data from CAMRT show that vacancies in medical imaging range from 9.5% to 15.3% across the disciplines of radiologic technology, MRI, CT and nuclear medicine, and currently sit at 8.4% for radiation therapists. Saskatchewan facilities are experiencing high vacancies too, while recruitment efforts are also hampered by a national shortfall of professionals.

To properly address this complex shortage, Saskatchewan requires a coordinated and forward-looking HHR plan to address current shortages, forecast future needs, and support the training and recruitment of new MRTs.

Without deliberate planning, the province of Saskatchewan risks continued service delays and workforce instability.

¹ Canadian Agency for Drugs and Technologies in Health. *The Canadian Medical Imaging Inventory 2022-2023*. Ottawa: CADTH; 2024.

² Canadian Institute for Health Information. *Canada's Health Care Providers, 2017 to 2021 – Data Tables*. Ottawa, ON: CIHI; 2024.



CAMRT-SK recommends that the Government of Saskatchewan:

- Develop a comprehensive MRT HHR strategy that includes workforce modelling to forecast future demand by modality and geography (urban, rural, northern).
- Develop recruitment targets, including expansion of MRT education capacity in Saskatchewan.
- Invest in succession planning and retention strategies, especially replacing retiring MRTs and reducing vacancy rates in high-need areas.
- Fund targeted recruitment initiatives for difficult to recruit positions, and rural and remote communities through return-of-service education agreements.

4. Invest in strategies to reduce diagnostic imaging wait times.

Delays in diagnostic imaging – especially MRI and CT – are not just a problem for patients: they impose costs on families, health care systems, and the economy. According to the Canadian Association of Radiologists’ [Impact of Delayed Medical Imaging in Canada](#) report, long waits for imaging disrupt patient care, delay diagnosis and treatment, and contribute to lost productivity, estimated at 1.6 B in GDP and \$139.9 M in lost taxes in Saskatchewan.

Strategic investments in additional diagnostic imaging infrastructure, particularly in high-demand modalities such as MRI, CT, and nuclear medicine - are an effective and necessary approach to reducing imaging wait times and improving timely access to care. However, infrastructure investments alone are insufficient. Expanded imaging capacity must be supported by parallel investments in the MRT workforce to ensure equipment is fully staffed and able to meet the growing health care needs of Saskatchewanians.

CAMRT-SK recommends that the Government of Saskatchewan:

- Increase the number of MRT positions at clinical and hospital sites to ensure appropriate staffing levels are always achieved
- Fund initiatives that expand imaging and radiation therapy capacity, including extended hours contingent with appropriate staffing levels.
- Support system-wide process improvements that enhance patient flow and reduce bottlenecks.
- Invest in modern imaging technologies and replacement of outdated equipment – especially where units have aged beyond safe/effective service life.

Conclusion

Saskatchewan is at a pivotal moment in healthcare. By investing in diagnostic imaging and radiation therapy, we can work together to improve patient access, support healthcare teams, and build a stronger, more sustainable system.



CAMRT-SK respectfully encourages the Government of Saskatchewan to consider the recommendations outlined in this report as part of Budget 2026/2027. Investments in MRTs, imaging infrastructure, recruitment and retention incentives, and equitable access across the province are critical to supporting patient safety, system sustainability, and the health and economic well-being of Saskatchewan residents.

We welcome the opportunity to work with government and stakeholders to advance these priorities.