



The Honorable Uzoma Asagwara
Minister of Health, Seniors, and Long-Term Care
302 Legislative Building
450 Broadway
Winnipeg, MB
R3C 0V8

By email only to: minhsltc@manitoba.ca

August 11, 2026

Re: 2025 Manitoba MRT Mental Health Survey – Continued Evidence of Workforce Burnout and the Need for a Provincial MRT Health Human Resource Strategy

Dear Minister Asagwara,

I am writing on behalf of Manitoba's Medical Radiation Technologists (MRTs) to share the findings of the 2025 Manitoba MRT Mental Health Survey and to follow up on our discussions with you and your staff following the release of our 2023 survey.

At that time, we highlighted the impact that staffing shortages, increasing workloads, and workplace culture were having on the mental health, recruitment, and retention of Manitoba's MRT workforce. Unfortunately, the 2025 survey demonstrates that these challenges have not improved. Instead, the evidence suggests they have intensified.

The most concerning findings are those related to the Maslach Burnout Inventory (MBI), the internationally recognized measure of occupational burnout. Among 2025 survey respondents:

- 43.4% have high levels of emotional exhaustion;
- 73.6% have high levels of depersonalization; and
- 71.7% have low levels of perceived personal accomplishment.

Collectively, these findings indicate that a substantial proportion of Manitoba MRTs are experiencing significant occupational burnout rather than temporary workplace stress. The survey demonstrates that this burnout is strongly associated with systemic workplace factors—including workload, inadequate staffing, organizational culture, and poor psychological safety—

rather than individual resilience. The broader survey findings reinforce the consequences of these workforce pressures:

- **64.8%** reported they have either considered leaving or are actively planning to leave the profession because of mental health concerns.
- **69.1%** described workplace morale as ranging from miserable to less than neutral.
- Fewer than one-third of respondents agreed that worker safety is viewed as a high priority by organizational leadership.

Together, these findings demonstrate that burnout is affecting not only the well-being of Manitoba MRTs, but also the stability and sustainability of the workforce. With two-thirds of respondents considering leaving the profession because of mental health concerns, burnout has become a significant health human resource challenge.

Addressing it will require more than individual mental health supports; it requires **coordinated workforce planning that addresses the chronic staffing shortages, escalating workloads, and workplace conditions driving burnout.**

The importance of this workforce planning approach is further underscored by recent reporting in the *Winnipeg Free Press* identifying opportunities to strengthen workforce modelling and health human resource (HHR) data capacity within Manitoba's health system. Reliable workforce data and long-term planning are essential to accurately forecast future MRT staffing requirements, identify emerging workforce gaps, and support evidence-informed decisions related to recruitment, retention, education, and succession planning.

As outlined in CAMRT-MB's 2026 Manitoba Budget Submission, a comprehensive Manitoba MRT Health Human Resource Plan would provide the framework needed to forecast workforce requirements, align educational capacity with projected demand, identify emerging shortages before they become critical, and support targeted recruitment and retention strategies. Most importantly, it would help address the systemic workforce pressures contributing to burnout while ensuring Manitobans continue to receive timely access to high-quality diagnostic and therapeutic services. Accordingly, we respectfully reiterate the recommendations from our 2026 Manitoba Budget Submission:

1. **Invest in the development of a Manitoba MRT Health Human Resource Plan** to ensure an appropriate and sustainable supply of qualified Medical Radiation Technologists for the province.

2. **Invest in initiatives specifically designed to address the mental health and well-being of Manitoba's MRT workforce**, recognizing that workforce wellness is essential to both retention and patient care.

The findings of both the 2023 and 2025 surveys reinforce the need for coordinated provincial action to address the systemic workforce pressures contributing to burnout among Manitoba MRTs. We believe a comprehensive Manitoba MRT Health Human Resource Plan is an essential step toward building a sustainable workforce that supports both the well-being of MRTs and continued access to high-quality care for Manitobans. We appreciate the attention you and your staff have given to these issues and welcome the opportunity to meet with you again to discuss these findings and explore opportunities to work collaboratively toward sustainable solutions for Manitoba's MRT workforce.

Thank you for your continued consideration.

Sincerely,



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