



New Zealand  
**Medical Radiation  
Technologists Board**  
*Te Poari Ringa Hangarua Iraruke*

# Looking Forward to 2026

The Board's 3-Year Strategic Plan 2023 - 2026

# Executive Summary

This plan builds on the Board's progress achieved in alignment with previous strategic plans. As a regulatory authority appointed under the Health Practitioners Competence Assurance Act 2003, our focus is to better protect public safety through proportionate and transparent regulatory frameworks, ensuring compliance, and promoting collaboration.

In collaboration with our colleague regulatory authority, the Medical Sciences Council, over the next 3-years we will focus our strategic efforts on three core areas:

## 1. Alignment of Regulatory Frameworks with National Workforce Strategies

Over the last few years we have continued to strengthen the foundations of the regulatory frameworks for medical imaging and radiation therapy practitioners. While noticeable achievements have been gained, considerable review of the Board's regulatory frameworks is required over the duration of this plan to support government-led initiatives that embrace innovation to help address significant health workforce issues.

## 2. Meeting our Obligations as a te Tiriti o Waitangi Partner

The Board respects our te Tiriti o Waitangi partner obligations and within this context we will focus on three critical areas to support and enhance the principles of Mana Māori, Mana Motuhake, and Mana Tangata:

Organisational values and practices

Partnerships

Workforce safety and equity

Core elements of this work will be managed through a shared approach with the Medical Radiation Technologists Board and our shared staff team at Medical Sciences Secretariat.

## 3. Development of a Data Strategy to Support Strategic Initiatives and Business-as-Usual Work Programme

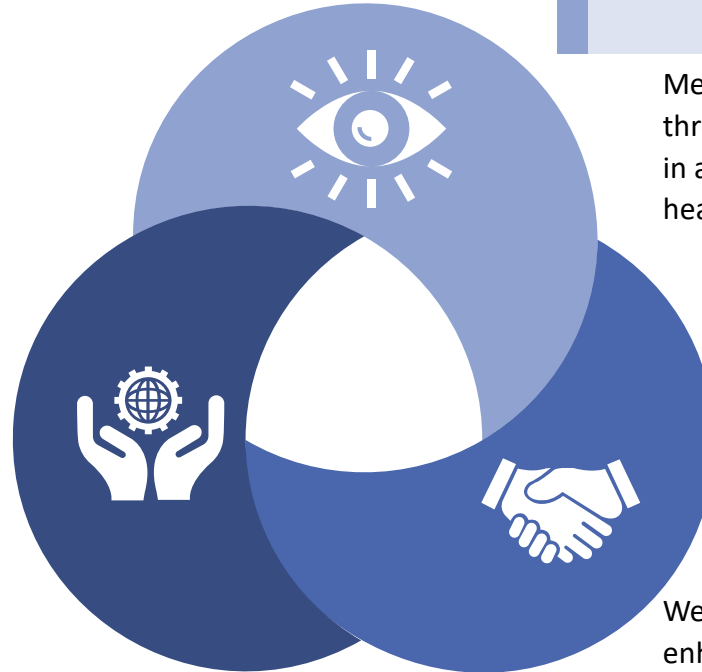
Alongside our efforts to contribute to nationally-driven initiatives to address health workforce issues and give effect to te Tiriti within the context of safe regulated health practice and improved health equity for Māori, the Board will continue to carry out its extensive business-as-usual work. Our efforts will be supported through building on the preliminary work we have done in partnership with the Medical Sciences Council to develop a data strategy to assist with ensuring our regulatory work is informed by robust evidence. We expect core elements of our ongoing strategy will continue to be managed through a sharing of resources with our Medical Sciences Council colleagues.

# The Context of Our Work

The Medical Radiation Technologists Board is appointed by the Minister of Health under the Health Practitioners Competence Assurance Act 2003 to protect the health and safety of the public of Aotearoa New Zealand

### Our Purpose

To protect the health and safety of the public of Aotearoa New Zealand by providing mechanisms for medical imaging and radiation therapy practitioners to demonstrate they are competent and fit to practise



### Our Vision

Medical imaging and radiation therapy practitioners, through skilled and competent practice, and working in a culturally safe way, contribute to equitable health care for the public of Aotearoa New Zealand

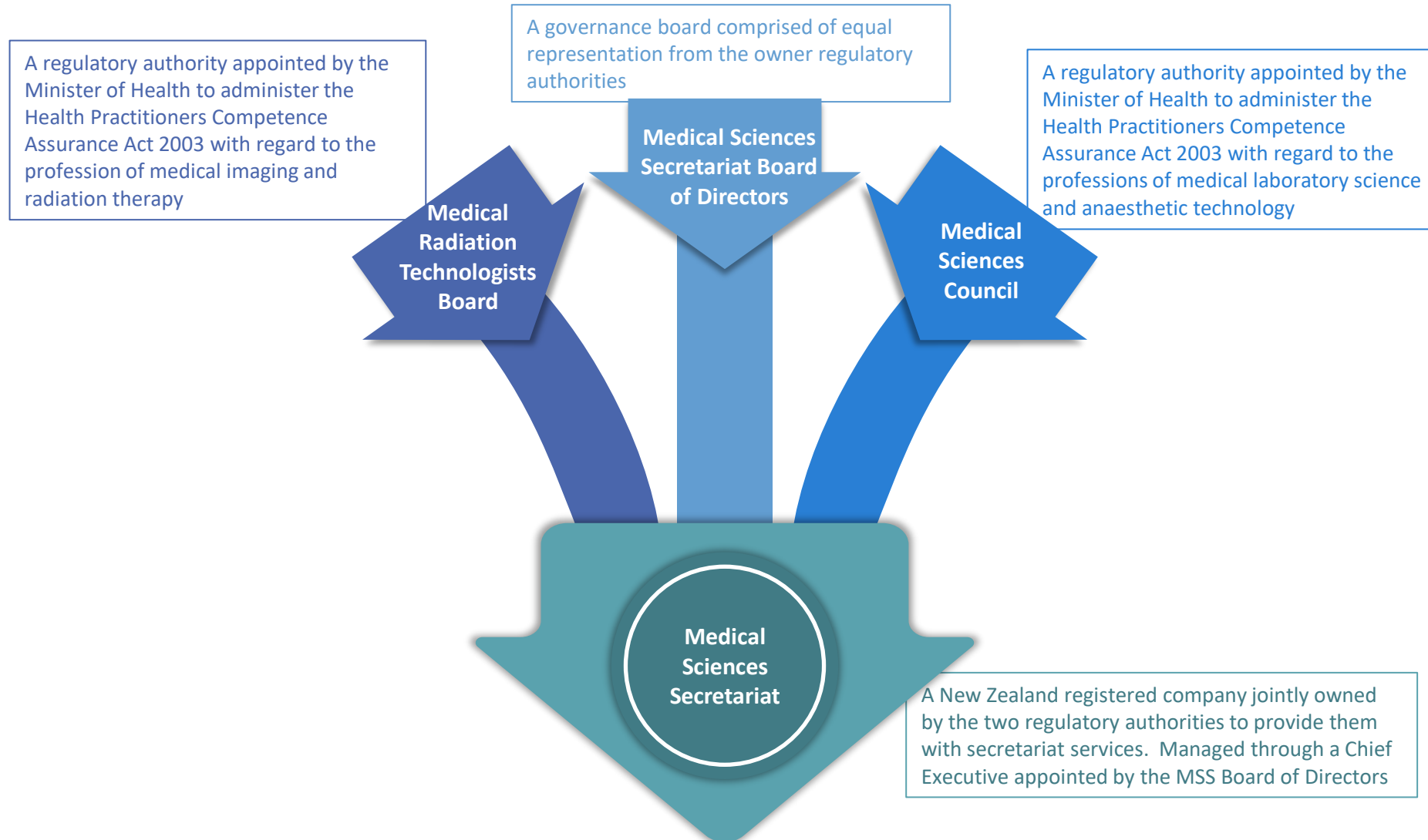
### Our Commitment to te Tiriti o Waitangi

We respect our Tiriti partner obligations to acknowledge, support and enhance Mana Māori, Mana Motuhake, and Mana Tangata. Our work will take account of te Tiriti principles as articulated by the Courts and the Waitangi Tribunal:

- Tino Rangatiratanga: Self-Determination
- Pātuitanga: Partnership
- Mana Taurite: Equity
- Whakamarumarutia: Active Protection
- Kōwhiringa: Options

# Organisational Relationships

The Medical Radiation Technologists Board has a close collegial relationship with another regulatory authority, the Medical Sciences Council. Through our shared secretariat arrangement, we aim to achieve efficiencies in terms of cost and consistency of regulatory standards. While we each have a separate legal entity with responsibilities for the statutory regulation of different groups of health practitioners, our strategic priorities and objectives are similar. Sharing our secretariat resources allows us to manage many of our strategic priorities as joint initiatives. Consequently, our individual strategic planning documents typically mirror each other.





# Our Priorities Over the Next Three Years

# Strategic Priority 1: Alignment of Regulatory Frameworks

## This is a priority because:

The regulatory framework set by the Board must be fit for purpose both now and into the future.

The Aotearoa New Zealand health workforce is facing many challenges due to increasing demand, growing complexity of healthcare, an ageing workforce, recruitment and retention issues, as well as persistent underrepresentation of Māori, Pacific, disabled, and ethnic populations in the health workforce (*Source: Health Workforce Strategy Challenge – [www.tatou.health.govt.nz](http://www.tatou.health.govt.nz)*)

As a regulatory authority, the Board can contribute to the achievement of the Manatū Hauora Health Workforce Strategy through ensuring our regulatory frameworks that support a competent, skilled, and flexible medical imaging and radiation therapy workforce.

**Relevance**

## We have recently:

- Reviewed the competence standards for practitioners, reframing those within a principle-based framework to better support flexible work practices
- Established an online examination pathway to registration for overseas-trained practitioners who have considerable clinical experience within the relevant area(s) of practice, however their academic qualification does not meet equivalency requirements
- Re-set the CPD cycle to improve consistency in terms of compliance auditing
- Adapted our processes in response to the Covid-19 pandemic and utilised those experiences to take a more proactive approach to continued environmental changes

**Recent Initiatives**

## We will:

- Review the scopes of practice framework for medical imaging and radiation therapy practitioners to support a flexible, competent and sustainable workforce within a changing health environment
- Work collaboratively with universities and Te Pūkenga to enable a skilled, capable, and future-proofed medical imaging and radiation therapy workforce
- Review the competence standards aligned to the revised scopes of practice framework
- Use the advice of Māori and other marginalised groups to improve our communications

**Planned Initiatives**

**2023 - 2026**

## Strategic Priority 2: Meeting Our Obligations as a Tiriti o Waitangi Partner

### This is a priority because:

We acknowledge te Tiriti o Waitangi as the founding document of Aotearoa New Zealand and the importance it has in informing legislation, policy, and practice. As tangata whenua of Aotearoa New Zealand, Māori hold a unique position in our motu, and we acknowledge and respect the specific importance of equitable health services for Māori. Contributing to efforts that support practitioners to engage in culturally safe practices will help to facilitate health equity.

In collaboration with, and alongside our colleagues within both the health system and the medical imaging and radiation therapy education system, we can contribute to collective efforts to achieve equitable outcomes for Māori and the removal of barriers to achieve equity.

**Relevance**

### Recently we have:

- Established a working arrangement with a Māori consultancy to develop an organisational Tiriti o Waitangi policy framework
- Begun a journey to build our organisational understanding of te reo Māori, te ao Māori, and tikanga Māori, at both governance and operational levels
- Strengthened our collaborative engagement with other health regulators to build a collective understanding of the meaning of Tiriti responsiveness within a regulatory context so we better reflect this in our practices

**Recent Initiatives**

### We will:

- Strive to build strong and enduring relationships with Māori to guide and support our regulatory work towards contributing to equitable health services for Māori
- Engage in regular and transparent scanning of our organisational environment to identify and address institutional racism
- Strengthen our Tiriti relationships with Māori and establish structures that support Māori to be actively involved with our work
- Review our organisational policies to ensure they are inclusive and reflective of health regulation from a Māori lens

**Planned Initiatives**

**2023 - 2026**



# Strategic Priority 3: Data Strategy

## This is a priority because:

Health regulation does not exist in a vacuum and must be supported by relevant data from multiple perspectives and sources.

The workforce data we collect can add value to the collective efforts to help shape an appropriate and sustainable medical imaging and radiation therapy health workforce. We have a responsibility to ensure the quality, relevance, and security of that data.

**Relevance**

## Recently we have:

- Continued to collaborate with Manatū Hauora to produce statistical data to help identify medical imaging and radiation therapy workforce trends and issues
- Invested in software to better support data reporting provided to the Board
- Continued to collaborate with our colleague regulators to share our experiences and best practice efforts
- Developed a communications plan that is inclusive of engaging with stakeholders to improve our regulatory frameworks and processes

**Recent Initiatives**

## We will:

- Review the data we collect to better support our core business-as-usual work
- Determine what data we need to collect to support our initiatives aligned to national health workforce strategies and to support our work with meeting our te Tiriti partner obligations
- Revisit our communications plan to ensure it is inclusive of the review and determination of our data requirements
- Use the advice of Māori and other marginalised groups to improve our communications and better inform our regulatory work

**Planned Initiatives**

**2023 - 2026**



# How We Will Work Towards Our Priorities

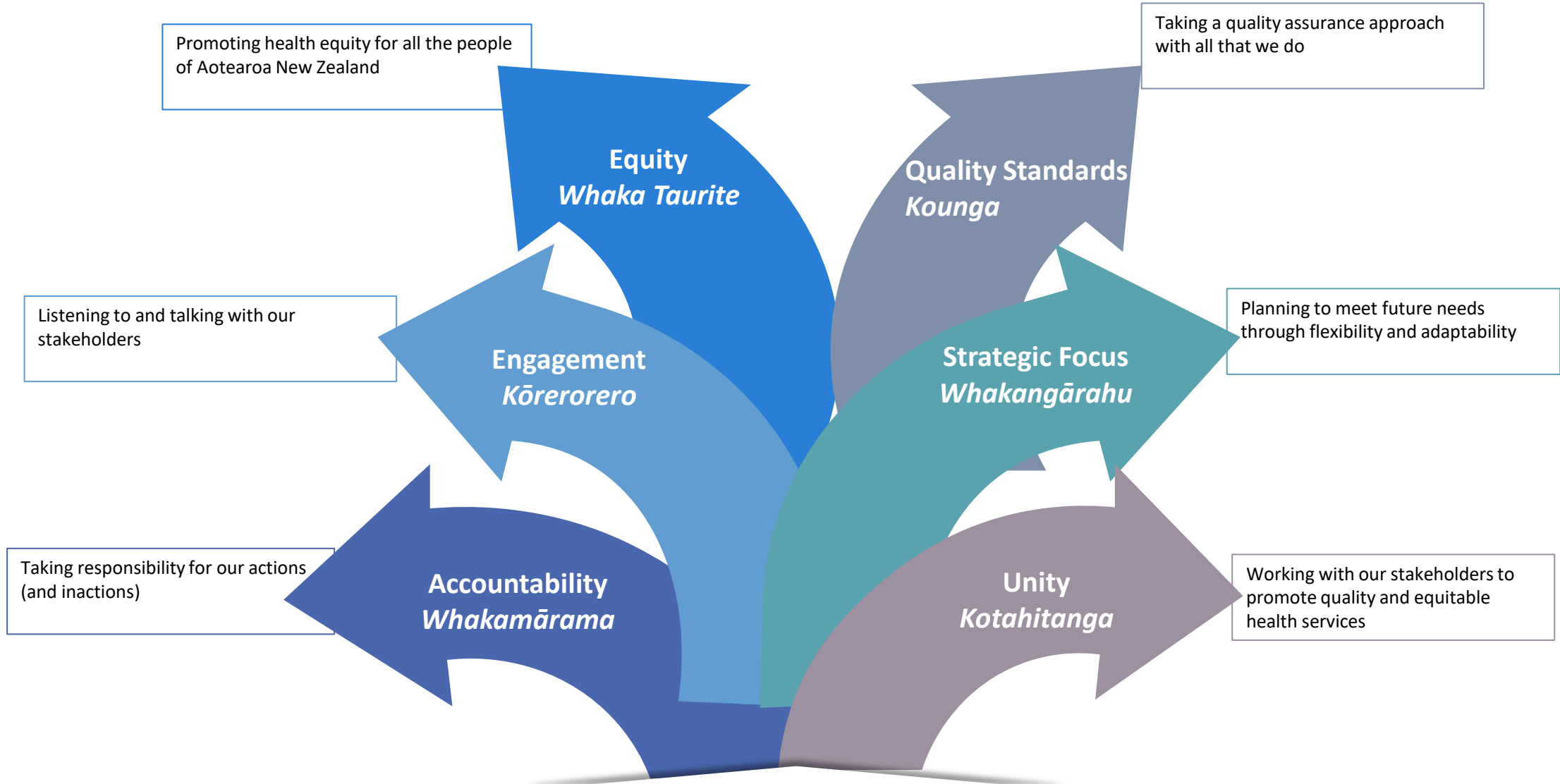


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# Our Values

All our work will be guided by a set of core values:



# The Principles We Apply to Our Work

We exist to protect the health and safety of the public

We are accountable for our decisions to the public, Parliament, and the Minister of Health

We support the Tiriti o Waitangi principles of Tino Rangatiratanga – Self Determination; Pātuitanga – Partnership; Mana Taurite – Equity; Whakamarumarutia – Active Protection; and Kōwhiringa - Options

Work collaboratively with key stakeholders to achieve our strategic objectives and fulfil our functions and responsibilities

Frame our decisions within principles of transparency and natural justice

Our decisions are made as an independent regulator of the medical imaging and radiation therapy profession

The standards we set are of a high quality and attainable level

Practise right touch regulation to ensure our regulatory frameworks are effective, efficient, consistent, and proportionate

When managing concerns relating to practitioners, we focus on reducing any risk of harm for the public and keeping practitioners in safe practice