



NSAO Strategic Plan 2023-2027

Introduction

The Nova Scotia Association of Osteopaths (NSAO board of directors held three strategic planning meetings on December 10, 2022, January 25 and February 1, 2023 to set out a 5-year strategic plan for the future direction of the NSAO. From these meetings the BOD established three structural pillars that make up the framework of the association and determined key initiatives for each pillar.

It is imperative to the NSAO that the framework of our association respects the vision, mission and goals of our members. This plan was a consultative process that involved collecting input from members, stakeholders and board of director volunteers.

Our Vision:

Since its inception in 2006, the NSAO has worked hard to represent our members and that work continues today. Our vision reflects the interests of our members and the ideal position we hope to achieve. Our vision for the future of the association is:

To become a regulated health profession, as a unified association and be the voice of manual osteopaths in Nova Scotia

NSAO Mission Statement:

The mission clearly identifies the major goals and performance objectives of our association, which is the following:

To promote the highest standard of safe and ethical manual osteopathy, support our members and ensure the continued advancement of the profession of osteopathy within Nova Scotia

Our Goals:

Goals are specific details of the mission statement. The following list of goals outlines the performance objectives of the NSAO:

- To uphold membership standards/competencies which meet or exceed benchmarks of education as per Canadian standards.
- To foster positive relationships with osteopathic associations both nationally and globally
- To represent and promote the NSAO and osteopathy to the government, insurers, healthcare professions and the public
- To promote and prepare for the process of regulating manual osteopathy by the Nova Scotia government
- To ensure the continued educational requirements (CEUs) of our members

Strategic Pillars and Initiatives

The BOD has established 3 pillars that represent the structural framework of the NSAO: **Connect, Advocate** and **Serve** the profession of osteopathic manual practice in Nova Scotia. Below we have listed key initiatives on how we plan to uphold the integrity of our 3 Pillars over the next 5 years.

Connect the Profession:

When manual osteopaths connect with each other, they support, encourage and learn from each other

Strategic Initiative #1

Provide networking opportunities for manual osteopaths to connect with their colleagues

- Create an Annual AGM and Continuing Educational Conference and manage with an AGM and Conference Committee
- Create a closed Facebook page that is specific for our members. The purpose of which is to give our members a platform to generate member discussion about issues impacting manual osteopaths. This would be managed by a NSAO member either BOD or non-BOD member.
- Create and manage the Marketing and Communication Committee to raise brand awareness and connect NSAO members through various platforms
- Create and manage a Professional Practice and Standards Committee
Create and manage an Education Committee geared towards establishing CEU webinars, workshops and courses.

Strategic Initiative #2

Provide opportunities for manual osteopaths to recognize fellow osteopathy colleagues within our province for specific achievements

- Build professional pride through an Awards and Bursary Program
- Create and manage an Award and Bursary Program Committee

Strategy Initiatives # 3 **Provide business support and guidance for clinical practice management**

- Provide resources and education on clinical practice information such as: informed consent, contracts, HST etc.
- Access to education opportunities related to practice management
- Develop record retention policy
- Access to clinic insurance practices.

Advocate on Behalf of the Profession:

Amplifying our collective voice of manual osteopaths

Strategic Initiative #1 **Become the unified voice of manual osteopaths in Nova Scotia**

- Establish NSAO as the primary independent association in Nova Scotia
- Strengthen NSAO board governance to serve as independent association through the development of internal policy and procedure policies inclusive of membership criteria policies and CEU policies

Strategic Initiative # 2 **Create a Membership Criteria Task Force to develop the membership application policy document.**

- From this a new Membership Committee will be created and managed

Strategic Initiative # 3 **Create a Professional Development Task Force to develop the continuing education credit policy document.**

- From this a new CEU Review Committee will be created and managed.

Strategic Initiative # 4 **Create and manage a Governance and Constitution Committee**

- Continuously review and strengthen the board governance and business model
- To ensure compliance of the BOD code of conduct

Serve the Profession:

To represent and promote the profession of osteopathy to the public, government and other healthcare allies

Strategic Initiative #1 **To prepare for the regulation of manual osteopathy by the Nova Scotia provincial legislation**

- Create and manage a Regulation Committee to represent the membership before government and regulation bodies
- To represent, advocate and lobby on behalf of members
- Develop an united narrative for manual osteopathy in Nova Scotia
- Liaise with similar organizations across the country and internationally to gain knowledge on different approaches to regulation
- To gain recognition of government, insurers and other healthcare allies.
- Research and develop metrics for the profession specific to risk management for the public

Strategic Initiative #2 **Continue pursuit of protection of title act with MLA, Patterson Law and Past President**

- Check with Heather about what we can say about this and what we want to call this. Do we want to name this as an initiative?

Strategic Initiative # 3 **Promote and improve awareness of osteopathic services to the general public**

- Promote and help facilitate access to manual osteopathy services for the betterment of public health and public interest
- Increase public awareness and knowledge of the osteopathic services in Nova Scotia

Strategic Initiative # 4 **Hire an Executive Director**

- Create employee policy and job description for NSAO employees such as ED
- Advance the profession of osteopathy and the NSAO by hiring an Executive Director of the NSAO