

# **TERMS OF EMPLOYMENT**



# **BASIC RADIOLOGICAL TECHNICIAN**

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## **INTRODUCTION**

These Terms of Employment (ToE) for the Basic Radiological Technician are based on the fundamental position and principles of the Ontario Association of Medical Radiation Technologists (OAMRT) which is the advocate and voice of Medical Radiation Technology in the Province of Ontario. The term "Basic Radiological Technician (BRT) will be used throughout this document to identify First Nations People acting in a "technician" role and who take X-Rays.

## **PAY EQUITY**

The Basic Radiological Technician (BRT) should request to have pay scales that are consistent with the knowledge, skills and judgement (KSJ) that the job requires.

## **EMPLOYMENT EQUITY**

The BRT should demand that their salary scale be based on the competencies required to practice Medical Radiation Technology successfully consistent with their training and qualifications, the physical, mental demands and the decision making/problem solving demands of the job. Salary should be the same whether the BRT is male or female and should be the same as those who have similar competency and judgement making demands in other occupations.

## **REGULAR HOURS OF WORK**

The regular hours of work to be 37.50 hours/week. The regular work day should be 7.50 consecutive hours.

Lunch periods are not paid.

There shall be two breaks of fifteen (15) minutes each. One in the AM period and one in the PM period.

## **OVERTIME**

Any hour in excess of 7.50 hours per day is to be paid at the rate of time and one half (1.50) of the regular wage.

## **STANDBY PAY**

A provision to provide standby pay for the BRT is to be included.

## **CALL BACK RESPONSE TIME**

The recommended allowable response time for a BRT to arrive at the facility after receiving the return to work call is one (1) hour.

## **CALL BACK**

Four (4) hours paid at the rate of time and one half (1.50) the regular rate as a minimum guarantee. When such four (4) hour period overlaps or extends into a BRTs regularly scheduled shift.

Call backs within the minimum guarantee period do not constitute separate calls.

The call back rate for Statutory Holidays or recognized community significant cultural events shall be four (4) hours at two (2) times the regular hourly rate.

## **TRAVEL ALLOWANCE**

A travel allowance is to be provided to cover costs for travel while on the official business of the facility. This includes the transportation of patients, staff and goods that occur at many nursing stations.

The facility is to pay the full taxi costs, including the tip, if a taxi is required.

Allowance rates are to be flexible to allow for inflation and fluctuating gas prices when the BRTs personal transportation is used.

## **PROFESSIONAL MEMBERSHIP**

There is to be a requirement that the graduate BRT is a member of the CAMRT and the OAMRT.

The requirement is based on the fact that the BRT needs access to the MRT community for professional development and support. Further, Membership provides Professional Liability Insurance (PLI) which is necessary in terms of risk management for the BRT and the facility.

It is understood that First Nations and Inuit Health Branch will cover costs.

## **EDUCATION FUNDING**

Funding for the BRT to continue their professional development is to be provided.

Access to professional development education needs to be based on fairness, equity and job requirement demands.

The employer is to create an annual Continuing Education (CE) Development Plan in cooperation with the BRT Clinical Coordinator.

## **FINANCIAL RECOGNITION**

BRTs are to be recognized for their initiative and attitude in practising within the profession of Medical Radiation Technology.

Recognition should be provided for:

- ! BRT training mentor/tutor
- ! BRT as a telemedicine operator

## **CREDIT FOR EXPERIENCE AND COMPETENCY**

Employers are to give credit for experience, knowledge and competency.

The increment is to be one pay level/step for every three (3) years of employment as a BRT.

## **SAFETY**

The employer shall guarantee as part of their risk management policies and program, protection from harm and a working environment conducive to saving the BRT from harm both physically and mentally. This protection includes, but is not limited to:

- ! An adequate working space based on the standards approved by the Medical Radiation Technology profession
- ! Safe operating equipment which meet all the legislative parameters/requirements
- ! Proper ventilation and exhaust of harmful vapours
- ! Safety equipment and apparel for the handling of chemical products the BRT will come in contact with
- ! Policies, procedures and guidelines concerning the taking of X-rays
- ! Policies, procedures and guidelines concerning patient and co-worker abuse
- ! Policies, procedures and guidelines that assist the BRT to meet the standards for the practice of Medical Radiation Technology

## Terms of Employment - Basic Radiological Technician

### **BENEFITS**

The BRT is to be provided benefits consistent with other Health-Care providers at the facility.

### **GRIEVANCES**

The employer shall have in place a mutually acceptable process to settle conflicts/grievances based on the cultural milieu of the BRT.

### **PREGNANCY**

The employer shall not require the BRT to take X-rays if she is pregnant.

### **PACE OF WORK**

Because of the limited number of X-rays a BRT does per day, experience is at times reduced. Employers are to allow the BRT to do procedures at the pace they are comfortable with, free of hassle.