



POLICIES AND PROCEDURES

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Mtg

ISSUED BY: Board of Directors

CATEGORY: ADMINISTRATION

SUBJECT: WAGE EQUITY

**POSITION
STATEMENT:**

It is the Position of the Association that salaries at the entry to practice level for Medical Radiation Technologists from an undergraduate educational program must be equal across the Disciplines, and equal to an entry to practice allied health professional.

DISCUSSION:

Medical Radiation Technologists (MRTs) have similar education experiences across the Disciplines which translates into common core competencies. Further, within the profession, MRTs have similar learning experiences in terms of instrumentation, radiation physics, anatomy and physiology, pathophysiology, statistics, and research methodology at the undergraduate level.

The MRT is a health professional regulated under the Regulated Health Professions Act of Ontario. They share a common legislative platform with other regulated health care providers including Registered Nurses (RN). The MRT shares common key competencies with RNs and other allied health professionals, and also possessing different skill sets which are profession specific. Those different skill sets are just that, different, but no less demanding and as potentially risky concerning both the patient and themselves.

The MRT has enjoyed a common pay scale with RNs and other allied health care professionals in the past. The present differences in the wage allotments were due to legislative impacts rather than differences in skill mixes. The MRT, in general, therefore has been underpaid for years.

**IMPORTANT
CONSIDERATIONS:**

The given is that at the entry level to practice the starting salary grid must be the same for all the official Disciplines of the profession and equal to a newly graduated, entry level, sister allied health professional.

There are many important considerations which factor into the pay equation and of which will augment the starting rate. These will range from geographic location to a variety of incentives to attract the MRT.