



POLICIES AND PROCEDURES

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DATE EFFECTIVE: 1 Oct 2004

CROSS REFERENCE: A. Oct 2003 BoDs Mtg
B. Corporations Act of Ontario
C. National Provincial Agreement (NPA)
D. Association, By-Laws, R&Ps
E. CAMRT By-Laws, R&Ps

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Rev. Mar. 2012

ISSUED BY: Board of Directors
CATEGORY: ADMINISTRATION
SUBJECT: CAMRT PARTNERSHIP ARRANGEMENT

POSITION STATEMENT:

It is the Position of the Association that the Association should be in a solid partnership with the Canadian Association of Medical Radiation Technologists (CAMRT).

DISCUSSION:

The Association's predecessors were the founding member of the CAMRT and since the CAMRT's existence has been a close partner with them.

The Association is also an independent association with its own By-Law, Rules and Procedures and incorporated under the Corporations Act of Ontario (Reference B).

As a partner the Association attempts to avoid duplication with CAMRT, however competition is inevitable in order to provide revenue to operate both associations.

It is advantageous to share resources as long as operability of both associations is not compromised.

Partnership has to meet specific, and established business practices and protocols must be in place to affect this.

The By-Laws, Rules and Procedures (References D & E) are very closely linked and for some Membership categories one must be a Member of both organizations to be accepted for that Membership category.

**IMPORTANT
CONSIDERATIONS:**

The Association has signed the National Provincial Agreement (Reference C) with the CAMRT, which has its advantages and disadvantages.

The Association has its own Statement of Purpose, Mission Statement, Beliefs and Values, Core Values, strategic concepts, and Code of Ethics.

The Association is totally a voluntary organization while the CAMRT's non-Ontario members, in many cases, because of Provincial legislation, have to be CAMRT Members in order to practice.

The Association believes in a national community of Medical Radiation Practitioners (MRPs), while wishing its autonomy to be recognized and respected.

Regulatory authority rests with the College of Medical Radiation Technologists of Ontario (CMRTO) where it applies to our Members.

RECOMMENDATIONS:

The following is the recommended position of the Association in regard to the CAMRT Partnership:

- A. Core values need to be in alignment
- B. Both parties are clear on the values of each other
- C. Trust must be present and evident as it is the "glue that binds the parties"
- D. Necessary and calculated risks are part of process
- E. There must be evidence of the following:
 - 1. openness
 - 2. mutual respect
 - 3. appreciation
 - 4. commitment
 - 5. security
 - 6. confidence
 - 7. pride
 - 8. tolerance
 - 9. cooperation
- 6. Relationship behaviors must be identified and evaluated on a regular basis
- 7. CAMRT should exhibit the following qualities:
 - Has a culture of strategic thinking
 - Be recognized as a "winner" in the medical and association worlds
 - Openness
 - Ethical
 - Transparent
 - Respond to, and act on, feedback in a timely manner

- Flexibility
 - Trusting, trustworthy, and with integrity, respecting all with whom they come in contact
 - Seeks win/win arrangements and solutions
 - Sees partnering as a relationship of independence - togetherness
 - Having the financial ability to stay on course
 - Embraces diversity
 - Cultural compatibility
 - Sensitive to Members' needs and preferences
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- A viable Partnership Agreement is in place which meets the partnership qualities and is a "living" and flexible document which can accommodate OAMRT's needs and values
 - Full, open and transparent consultations on mutual issues
 - A system which addresses both appointment and removal of the Provincial Director
 - Accountability
 - Manages risk effectively