



POLICIES AND PROCEDURES

DOCUMENT NO: POSN 02-01-23
DATE EFFECTIVE: 1 Jan 1988
CROSS REFERENCE: Past BoDs Minutes
1950 - 1988

ISSUED BY: Board of Directors
CATEGORY: ADMINISTRATION
SUBJECT: EMPLOYMENT EQUITY IN HOSPITALS
AND IHFs

POSITION: It is the Position of the Association that whether an MRT works in a hospital or an Independent Health Facility (IHF) or other type of facility, the MRT is expected to receive equal pay and benefits for the equal type of practice and services provided by the MRT.

DISCUSSION: Since the 1950s when the Association was the agent representing MRTs for employers in Ontario and the "go to" organization for employers regarding wages and benefits, the Association has always advocated an equity policy.

Up until the mid-1990s, the Association produced and distributed a document called "Terms of Employment" which set out the wages, benefits and expected working conditions for all MRTs regardless of employment site. The "Terms of Employment" document did not differentiate "hospitals" and "clinics" as an example.

What has concerned the Association is that there has been a discrepancy in regards to wages, benefits and working conditions primarily between hospitals and IHFs but also union vs non-union facilities. The marketplace has been a driver as to creating imbalances, particularly when there has been a surplus. IHFs have historically provided lower wages and little or no benefits compared to MRTs in hospitals doing the same type of work but often in poorer working conditions. This practice of taking advantage of the competent, well educated MRTs is not acceptable to the profession.

Employers who take advantage of market forces in terms of MRT supply and demand risk the situation in a shortage situation of not attracting and retaining MRT staff. Proper respect and treatment of the MRT minimizes risk to the facility financially, its reputation and providing quality patient care.