



January 27, 2023

Hon Minister Tom Osborne, Minister of Health and Community Services

Hon Minister Siobhan Coady, finance Minister and President of the Treasury Board

RE: Integration of Market Adjustment into Annual Salary for Radiation Therapists

Dear Minister Osborne and Minister Coady,

I am writing today on behalf of the Radiation Therapists of Newfoundland and Labrador regarding the retention and recruitment incentives recently initiated by the government.

Please accept our thanks for including Radiation Therapists in the offer of signing bonuses and the recent inclusion into the Come Home Year Incentive. However, I also want to highlight an area that will be essential in helping the recruitment and retention of this crucial profession in the province.

Radiation Therapists receive a \$28,000 annual market adjustment in addition to a \$31.55-39.90 hourly wage. Compared to their Atlantic Canadian counterparts, their hourly wage is noticeably low (an average of \$10 difference per hour as a starting point). As it stands now, this market adjustment makes up almost 30% of a Radiation Therapists' salary. Unfortunately, this 30% is not paid hourly, pensionable, or subject to benefits. Therefore, Radiation Therapists are at a significant disadvantage compared to their Atlantic counterparts. The Canadian Association of Medical Radiation Technologists – Atlantic (CAMRT-ATL) feel this is the main reason for the difficulty retaining and recruiting staff.

When new graduates and existing radiation therapists consider working in Newfoundland and Labrador, they must weigh and measure that 30% of their income will not be pensioned, cannot be considered in life insurance premiums, and cannot be used when seeking a loan, mortgage, or other benefits. If the government agrees to roll this market adjustment into their annual salary, that can change. This must be fixed to get Radiation Therapists to come and stay in Newfoundland and Labrador.

This goal is achievable, but the decision to do so rests with you. With fewer Radiation Therapists, wait times are getting longer. In addition, due to the shutdown of a LINAC machine, millions are being spent



to send patients to Ontario. Whereas this suggested change in salary approach will only cost thousands. If a change is not made, even more money will be spent sending patients out of the province.

Making the decision to roll the market adjustment into their hourly annual salary, along with your current incentives, will be the lynchpin in recruiting Radiation Therapists to Newfoundland and Labrador and keeping them there.

I ask that you consider this request.

Respectfully,

A handwritten signature in black ink that reads "Jennifer Carey". The signature is written in a cursive, flowing style.

Jennifer Carey M.Org.M, BHSc, RTR

Manager of CAMRT-ATL