



Ms. Margaret Melanson, CEO for Horizon Health Network (HHN)  
Dr. France Desrosiers, CEO for Vitalité Health Network (VHN)  
Ms. Susie Proulx-Daigle, President of The New Brunswick Union

**RE: Raise Inclusion for Radiation Therapists in New Brunswick**

Dear Ms. Melanson, Dr. Desrosiers and Ms. Proulx-Daigle,

I am writing today behalf of the Radiation Therapists of New Brunswick regarding the exclusion of this discipline in the latest 8% wage increase in the MSP contract. The Canadian Association of Medical Radiation Technologists – Atlantic (CAMRT-ATL) provides provincial association services to Medical Radiation Technologists of New Brunswick.

Radiation Therapy is one of the disciplines of Medical Radiation Technology. This essential profession is made up of Radiologic Technologists (X-ray, CT, Mammography), Nuclear Medicine Technologists, MRI Technologists and Radiation Therapists. It was brought to my attention that, in the latest MSP contract, Radiation Therapists and Dosimetrists (a speciality of Radiation Therapy) were the only discipline in this profession that did not receive the 8% wage increase.

This exclusion has the potential to endanger staffing in the province. The Radiation Therapist workforce is small, with only 40 Radiation Therapists currently working in NB. At the Department of Oncology in Saint John, in the past two months, two Radiation Therapists have left with two more having given their notice, citing the exclusion from the 8% wage increase played a large role in their decision. There was already one full time unfilled vacancy, two maternity leave vacancies, no casual Radiation Therapists, nor any current students staying on to fill positions. The department will also lose a full time and casual dosimetrist position by years end.

We know that there is currently an acute workforce shortage in radiation therapy nationally, and that provinces across the country are looking at ways to retain their own workforce and entice professionals from other provinces to relocate. Other Atlantic Provinces have recently offered bonuses, incentives and wage increases to Radiation Therapists. This is making it an enticing prospect to leave New Brunswick and go to those places where the financial landscape is more beneficial. Additional departures will interrupt service to all cancer patients in NB needing radiation therapy.

I ask you to add Radiation Therapists and Dosimetrists to the rest of their profession receiving the 8% wage increase. This addition has the potential to not only stabilize further departures, but also make New Brunswick a more competitive market for these professionals to come and work.



I would love to meet with you and discuss these shortages, wage increases and the changing landscape for Radiation Therapy in the province. I await your reply.

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