



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Medical Radiation Technologist	
Position Number	Community	Division/Region
48-15276	Fort Smith	Allied Health Services/Fort Smith

PURPOSE OF THE POSITION

The Medical Radiation Technologist (MRT) provides diagnostic X-ray services to patients of the Diagnostic Services unit in accordance with established standards of radiological practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) – Fort Smith Region, to ensure quality images are produced which support the Radiologist with the accurate and timely diagnosis of patients.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chʔ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis and non-aboriginals. Health and social services include the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̨chʔ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA), in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

The NTHSSA - Fort Smith Region is responsible for the effective delivery of Primary and Emergency Health Care and Social Services to approximately 2,500 residents of Fort Smith and



the surrounding area. The Regional facilities include one type C Health Facility and a 28 Bed Long Term Care Facility.

Unlike most major Diagnostic Imaging departments in southern Canada, the NTHSSA- Fort Smith Region Diagnostic Imaging Department lacks an on-site radiologist. Radiology services are supported by Remote Radiology Services provider and the support from the Stanton Territorial Hospital. In absence of on-site services, the incumbent may act as a resource (first contact) on radiological related practice within the Fort Smith Region. In addition, the incumbent is responsible for the quality of results from all tests to ensure that the findings are reliable.

Duties are performed in accordance with established standards of radiological practice, Accreditation Canada Standards, Guidelines and Required Organizational Practices as well as the philosophy, objectives policies and procedures of the NTHSSA. The NTHSSA - Fort Smith Region is an accredited facility, located in Fort Smith, Northwest Territories (NWT). Fort Smith provides health care services to adults and children on an inpatient/outpatient basis in order to restore health with dignity. The Diagnostic Imaging unit handles approximately 2000 Diagnostic Imaging examinations on an annual basis.

Located within the Fort Smith Region, the Medical Radiation Technologist (MRT) reports directly to the Regional Manager, Allied Health Services. Most of the exams will be conducted on an individual basis where the incumbent works directly with the patient and is responsible for all images produced. The incumbent is responsible for ensuring the continued operation of all radiographic equipment.

Within the Diagnostic Imaging unit, the MRT will be required to provide on-call coverage during the evening and on rotating weekends to provide x-rays that follow established departmental protocols. The incumbent acts to support the mission, goals and values of the NTHSSA and Fort Smith Region. Continuing education is required to stay current with the ever-changing technology.

RESPONSIBILITIES

1. Perform radiology procedures in accordance with established policies and procedures, and governing bodies, to produce high quality images for diagnosis of the patient.

- Demonstrate patient and family centered care and quality principles in the provision of services to patients, and families.
- Ensure the patient is a candidate for the procedure, understands the procedure and explain the risks associated.
- Review patient history and question the patient to obtain relevant information required before performing the examination (i.e. history and symptoms).



- Examine and evaluate images for technical and diagnostic quality.
 - Advocate the dignity and self-respect of patient.
 - Apply all methods and standards of radiation protection for patients and employees.
 - Based on in-depth knowledge of human anatomy and radiographic procedures, make creative decisions on how to best attain quality images with patients of a variety of sizes and ailments.
 - Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
 - Safeguards the trust of patients, ensuring appropriate patient privacy and confidentiality, and that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
 - Act in a manner consistent with professional responsibilities and standards of practice.
 - Participates and engages in quality improvement initiatives.
 - Perform administrative tasks or any other tasks, as required by the employer, related to the department and that would promote the mission, vision and values of Fort Smith Region and the NTHSSA.
- 2. Perform basic quality control tests in accordance with Safety Code 35 from Health Canada and by the NTHSSA and Fort Smith Region Policies and Procedures in order to maintain image quality and to ensure a safe environment for patients and health professionals.**
- Perform daily and monthly monitoring of equipment.
 - Trouble-shoot equipment issues, within the incumbent's field of expertise.
 - Identify problems or concerns, notifying Manager or Allied Health Services and consulting with field service engineers on potential resolution.
 - Complete minor maintenance on machines as required.
 - Runs and records QC tests using NTHSSA approved record keeping processes.
- 3. Perform other related duties.**
- Value diversity of the workplace and reflect on own values and beliefs and completes tasks without bias or prejudice.
 - Participate as team member within department and other units of Fort Smith Health Center to ensure optimal care for each client. Foster good working relationships throughout the facility.
 - Participate on regional and/or territorial committees as required.
 - Assist with orientation of new employees.
 - Maintain collection of statistical information.
- 4. Access a computerized database of patient files to enable the correct entering for collection, distribution and tracking of patient results/reports.**



- Perform electrocardiograms (ECGs) following established standards of practice.
- Aide laboratory staff in basic laboratory specimen tasks such as labelling, sorting, accessioning and preparing biological samples for transportation to referral laboratories, adhering to established International Dangerous Goods Regulations.
- Assist in maintaining and ordering adequate inventory of supplies required for the operations of diagnostic imaging department
- Other related duties as required by the department.

WORKING CONDITIONS

Physical Demands

Most of the incumbent's time involves supporting, moving patients, moving and adjusting equipment including overhead x-ray equipment and portable x-ray machine. These activities result in physical fatigue and stress. Potential problems included lower back problems and repetitive strain injuries (e.g. shoulder wrists).

Environmental Conditions

Although universal precautions are in place, the incumbent is continually exposed to low doses of ionizing radiation during x-ray examinations. Quarterly monitoring is done to ensure the incumbent's radiation exposure level is within limits. Investigation will be conducted on each known or suspected case of excessive or abnormal exposure to determine the cause and to take remedial steps to prevent its recurrence. The incumbent is required to work with ill, emotionally upset patients, patients with contagious diseases (TB, HIV, and Hepatitis) or open wounds.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight and hearing during on-going assessment and continuous observation during testing.

The incumbent is required to palpate (identify external landmarks) on patients in order to focus in on targets for radiographic examination. This can be challenging as a result of the variety of health conditions, sizes and shapes of patients.

Mental Demands

Patients coming into Diagnostic Imaging are often very ill or have experienced a severe trauma. As such, the incumbent may be exposed to death/dying or other emotionally upsetting experiences where the incumbent is expected to remain calm, controlled and professional regardless of the situation and demonstrate compassionate care to the client. Dealing with this anxiety can cause high levels of mental stress on the incumbent.



Within the health care setting there is a significant lack of control over the work pace, with frequent interruptions and demands in performing exams. There is pressure to produce optimal images within a set length of time. The is hampered by: physical size and age of the patient, lack of adequate patient preparation, patients in pain and/or shock, patients intoxicated and uncooperative patients and many patients with language barriers. The incumbent may have to alter specific ways of doing tasks to adapt to a specific situation to ensure the needs of the client have been met.

KNOWLEDGE, SKILLS AND ABILITIES

- An in-depth specialized knowledge of Radiology and an ability to effectively use varied types of diagnostic equipment required to produce quality images for diagnosis of the patient by the Radiologist.
- A seasoned knowledge of human anatomy in order to effectively conduct radiographic examinations and identify pathology (i.e. to determine if the image produced meets the diagnostic requirement of the Radiologist).
- An understanding of standard quality control processes in order to perform Quality Control testing as required by Safety Code 35 (Radiological Equipment).
- A working knowledge of and an ability to efficiently operate a Radiology Information System (RIS) and Picture Archiving Communication System (PACS).
- The incumbent must be able to communicate effectively. This includes being able to articulate pertinent information to both medical and non-medical individuals in a clear and concise manner.
- An ability to produce high quality x-rays and an ability to provide technical direction to others as required.
- Ability to be sensitive to the geographical and cultural needs of the people and understand how community and culture impact the delivery of health care.
- Ability to uphold the importance of confidentiality and to keep personal and medical information private and confidential at all times.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

This level of knowledge is typically acquired through the successful completion of a Diploma or Degree program in Medical Radiation Technology, one year experience as a General Radiation Technologist.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Certification and registration under CAMRT prior to the commencement of employment.
Continuing education to stay current with the ever-changing technology.

Proof of immunization in keeping with current public health practices is required.

Acquire 15 credits in medical imaging (or health care related topics) every three years.

Fort Smith Region has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to:

- Aboriginal Cultural Awareness
- Biohazardous Waste
- Biosafety & Biosecurity
- Infection Control
- Workplace Hazardous Materials Information System (WHMIS) and,
- Others directly related to the incumbent's scope of practice.

Position Security (check one)

- ☐ No criminal records check required
☐ Position of Trust – criminal records check required
☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
Level required for this Designated Position is:
ORAL EXPRESSION AND COMPREHENSION
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
READING COMPREHENSION:
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
WRITING SKILLS:
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
☐ French preferred

Indigenous language: Select language

- ☐ Required
☐ Preferred