



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

FAQs about the Future of the BCAMRT

What is the BCAMRT and what does it do for me?

The BCAMRT supports, advocates on behalf of, and provides valuable programs and services to over 2,200 MRTs in the province of British Columbia. It provides continuing education and networking opportunities to members to ensure they maintain accepted standards of practice and patient safety. It also serves as the voice of our members to the public, governments, and other stakeholders in the province to promote the value of qualified medical imaging and radiation therapy professionals and support the advancement of the profession.

What is the current relationship between the CAMRT and the BCAMRT? What are the differences?

The two associations are separate, each having its own constitution, bylaws and Board of Directors. CAMRT is the national association and BCAMRT is the association for the province of BC. Both associations represent the interests of MRTs. Together the organizations collaborate to ensure the interests of MRTs are represented fully.

Does the BCAMRT have a say in my salary and union dues?

No, this is not part of the BCAMRT mandate. The HSA (Health Services Association) is the union responsible for negotiating salaries and wages for MRTs in the province. Your union dues go to supporting the HSA and its activities.

Is the BCAMRT going to become our College?

No, a separate regulatory college will be established soon in BC to oversee a range of technologists including radiation therapists, medical laboratory technologists, respiratory therapists and cardiovascular perfusionists. The college's mandate is to protect the public, while the mandate of the BCAMRT and CAMRT is to serve MRTs and work for the advancement of the profession. The Province of BC will not entertain the idea of a hybrid college/association; each must be separate organizations, carrying out different mandates.

Couldn't the newly proposed regulatory college carry out association services as in some other provinces?

No. The policy in BC calls for strict division between regulatory and association functions due to conflicting mandates, and so the regulatory college is unable to legally provide association services to its registrants.

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcamrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

What is the situation with provincial and national MRT organizations in other provinces? How does (and how would) BC compare to these provinces?

This is the current situation in provinces and territories other than BC as it stands with MRT organizations:

- **Provinces with Provincial Association + National Association (No regulation, as of May 10, 2017):** Manitoba, PEI, Newfoundland
- **Provinces with Provincial Association/Regulatory Body (both functions, same organization) + National Association:** Alberta, Saskatchewan, Quebec, New Brunswick, Nova Scotia
- **Provinces with Provincial Association + Provincial Regulatory Body + National Association:** Ontario
- **Territories only have National Association:** Yukon, Northwest Territories, Nunavut

The current model of the BCAMRT fits in the first grouping of provinces with a separate provincial and national association, but no regulatory college.

Timing of consultation and process

When is the vote?

An online voting process will open on May 31 and run until midnight on June 18 to allow for BCAMRT members to cast their votes on the options presented to them for the future of the association.

Why has the BCAMRT board chosen to consult the membership on the future of the association at this time?

Streamlining services has been on the table at BCAMRT for about 4.5 years. The Board of Directors has been trying to find ways to reduce costs/dues to our members without reducing services, particularly with the knowledge that the establishment of a regulatory college for the MRT profession was on the horizon.

During this process, the BCAMRT contacted the CAMRT as they already offer so many of the same services. It was only within the last 6-8 months that a detailed plan was developed, with budget estimates surrounding CAMRT delivery of provincial services in BC.

Once plans for both options were solidified, the BCAMRT Board set a timetable for the education, consultation and vote of the membership. These options directly impact you, your finances and your role as an MRT. That is why we have initiated a consultation at this stage of the project, so we can hear what you want and need, and only move ahead with an option that has the membership behind it. **In a decision of this magnitude, we need membership involvement and to hear our member's opinions.**

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcamrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

With a regulatory college coming we need the BCAMRT more than ever to provide educational opportunities to our members, so why are we talking about dissolution?

Option #2 does require dissolution, but it did not come about through a desire to dissolve. This option was developed as part of the discussion and process of finding a model by which BC MRTs might receive the same level of provincial services, while at the same time seeking to reduce dues. This is particularly relevant in the context of a coming college, where a new set of mandatory college dues will put further pressure on MRTs finances.

If our members choose option 1 the BCAMRT will continue to do as it has been doing to ensure opportunity for education is there. If our membership chooses option 2, those delivering BC provincial member services within the CAMRT will have the same responsibility to provide relevant and local educational opportunities to our membership. Part of the reason option #2 will cost members less in dues is because it will take advantage of CAMRT's existing infrastructure in Professional Development, making it possible for them to deliver this education while keeping costs lower to members.

Why are there only two options on the table for the future of the BCAMRT? Were other approaches considered?

As a first step in this process, the BCAMRT board and executive director thoroughly investigated the market looking for alternative service delivery companies. They found that an equivalent full service association management firm is not available in BC. Alternative third party providers providing a similar level of service can only be found in Calgary and Toronto.

This finding led to the idea to explore a collaboration with CAMRT to deliver provincial member services in BC -- initially, as a third party service provider. However, after thorough investigation and consideration, it was determined that such a relationship with BCAMRT would present significant concerns for the CAMRT, namely potential conflicts of interest in answering to a provincial and a national board at the same time.

It was in that context, that the BCAMRT Board and the CAMRT began to discuss and develop the current option for provincial member service delivery in the province.

By the time the decision was made that it was time to consult the BCAMRT membership, only two options remained on the table. These represent the two best options we uncovered in investigating the issue, and believe that presenting the choice to membership as 1 vs. 2 will make for a simpler vote with a clearer result at the end of it.

What communication will take place with members around this vote?

The BCAMRT and the CAMRT have tried their very best to give the most education to our members, and we are still busy making sure that everyone is "in the know." There have been two large presentations on the topic already (both recorded and available on the BCAMRT website), and there is a webinar

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcmrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

planned for May 25, 2017 at 11:30 am PDT. In addition, the BCAMRT is making efforts to get into local centres to discuss the issue with members on the ground and answer questions. If you have questions that have not been answered in one of these opportunities, we welcome you to submit them to president@bcamrt.bc.ca. We will do our best to answer your queries as soon as we can.

Is there a minimum number of votes that need to be cast for this upcoming vote?

The bylaws of the BCAMRT state that the quorum for a vote of this nature is 40. However, BCAMRT is making an effort to reach out to all corners of its membership, and is working to get a large turnout of the BC membership for the vote on this decision (taking place May 31 to June 18 online)

QUESTIONS ABOUT OPTION #2: CAMRT delivery of provincial services in BC

What would the advantages of choosing Option #2 be?

The greatest advantage to this option is the prospect for savings on the provincial component of dues through the elimination of duplicate services between the two organizations, primarily in the areas of governance, office administration, membership registration, education for members and communications.

In addition, the efforts of volunteers in BC can shift away from management and governance to the priorities they are truly passionate about: advancing and advocating for the profession at the provincial level and engaging members in the delivery of value for the dues.

Dissolution of BCAMRT

Why is it necessary to dissolve the BCAMRT to pursue option #2? Why is there talk about dissolving the BCAMRT when membership is strong and dues haven't increased since 2008?

While it is true that the current BCAMRT membership is healthy (standing at 2,200), and dues have not risen in years, there were many dynamics at play that led the BCAMRT Board to begin these investigations (e.g. regulatory college (and associated dues) on the horizon). When looking at the longer term, with projections for increases in the cost of living, regulatory college dues, and the disappearance of funding programs for education from our health authorities, the need to act was clear.

Initial discussions with the CAMRT explored the possibility that they could deliver provincial services as a third-party service provider. However, after thorough investigation and consideration, it was determined that such a relationship with BCAMRT would present significant concerns for the CAMRT, namely potential conflicts of interest in answering to a provincial and a national board at the same time.

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcamrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

It was in that context, that the BCAMRT Board and the CAMRT began to discuss and develop the current option #2 wherein CAMRT would take over provincial member service delivery in the province.

With CAMRT delivering provincial services, the need to have a second organization in place (the BCAMRT) goes away, hence the move to dissolve. In dissolving and moving provincial service delivery to CAMRT, the members stand to have the same provincial services, but at a reduced cost, thanks to gains in efficiency and reduction in duplication. The decision to present this option did not come easy. However; it came from trying to ensure that we provided the best value to our members for their dues, while avoiding duplication of work.

Is the decision on dissolution final?

Should Option #2 be the majority option from the June 2017 vote, BCAMRT's lawyer has proposed that the association carry out the process of dissolution gradually. There could then be a second vote in approximately two years' time to confirm that the new model is working as expected for MRTs in BC. At that time, if our members wanted to move back into a Provincial Association, they would be able to let their opinion be heard. If the secondary vote were to overturn the June 2017 decision, the BCAMRT could be reinstated from the shell organization, using BCAMRT reserves to do so.

BCAMRT Reserves

If BCAMRT dissolves, what will happen to BCAMRT reserves?

In option 2, after the two-year period has elapsed, and when the BCAMRT dissolves, its reserves will be transferred to CAMRT as the new provincial member service delivery body. The reserves would be used strictly for the benefit of members in the province of BC. For example, they might be used to maintain the provincial dues level should the number of members decline, to enhance services, or in some other way. This will not be determined until that time.

In the CAMRT costing, it was estimated that the same level of member services at the provincial level could be delivered for about \$60 less than the current dues. The new level for members' dues assumes relatively stable membership numbers in the province. If membership levels were to drop, the BCAMRT reserves will be used to maintain fees at the same level.

Provincial dues

How will CAMRT collecting dues for the BCAMRT save us money?

Currently we pay SSU to collect dues for our members – this is a significant portion of their contract. The CAMRT collects dues for other provinces (PEI, Newfoundland), in addition to collecting their own dues in certain provinces (Alberta, Saskatchewan, Quebec and the territories), and so already have the

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcamrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

infrastructure in place to provide a streamline transition with managing and collecting member's money. We are simply allowing a different association to collect the dues, a role they have been very capable of for many years, at a lower cost than our current collecting service at SSU.

What will the process be for increasing dues in BC, if required, under the CAMRT delivery of provincial service model?

The process for setting the level of the dues levied for provincial service delivery takes into account the service being delivered in BC and the total amount of dues being collected from all BC members. The initial dues for Option #2 (~\$60) were set using this criteria – that is, it was determined that the CAMRT would require \$60 from the BC membership to maintain the current level of provincial member services: provincial advocacy, local education, provincially-focused communication, etc.

Any change to either membership numbers, or the services being delivered would have an impact on the level of the dues. In the event that there is need for an increase in the dues collected in BC in order to maintain the level of provincial member services, the board of Directors of the CAMRT and ultimately the membership would need to approve the change.

How can we be sure that our membership database will be kept up to date between Ottawa and BC?

Currently BCAMRT and CAMRT both maintain a database of members in BC, because both organizations have the same members in the province. These two databases are identical since a BCAMRT member is necessarily a CAMRT member and vice versa. Because of this, both organizations have been working for years to cooperate in keeping up to date records, and neither of the changes on the table would affect this.

If BCAMRT is to continue, we would continue to cooperate, as we always have, to share information on our mutual members. If BCAMRT is to be dissolved, the CAMRT will be taking care of its database of its own members in BC as it always has.

BC Advisory Council

What will the role of the CAMRT BC advisory council be?

The provincial advisory council in BC will provide advice to CAMRT staff. They will be the “eyes and ears” of CAMRT in BC. As such they will assist in identifying trends, issues and needs. For example, they will identify local CPD needs and define local advocacy issues. They will also help communicate back to the membership and implement certain activities as needed. The council will be made up of volunteer members (with adequate representation for the MRT disciplines, and the regions of BC) that will be able to give feedback to staff.

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcmrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

How will members of the CAMRT BC advisory council be selected?

Candidates for the CAMRT BC advisory council will be asked to apply through an open call to the full BC membership of the CAMRT. Following applications, the council will be constituted according to some pre-determined criteria (initially set through negotiation of the BCAMRT and CAMRT in this transition, and subsequently by the BC advisory council itself) that will inform the terms of reference for the council. Typical criteria for such a council would include adequate representation from the disciplines of medical radiation technology, from the important regions of the province, from segments of the membership, etc. The terms of reference for the council will also set terms for serving on the committee.

How can someone from CAMRT know enough of what's happening in BC?

The primary purpose of the BC advisory council will be to act as the “eyes and ears” of the CAMRT in BC – to relay all that it hears from members in BC and to weigh matters of provincial importance in its advice.

In addition, a new CAMRT role will be created to oversee and manage BC provincial services. This employee will liaise frequently with the BC Advisory Council and the council with the employee to ensure local information is passed on. The decision on where to base this employee (in BC or at the CAMRT offices in Ottawa) will be based on a thorough evaluation of the best way to provide local services for members while providing this employee the needed support and resources, and will consider BC member preferences.

Our site ambassador program and the advisory council will greatly assist in the communication flow back and forth with the CAMRT.

Provincial level services and opportunities

How are we going to ensure that there is a local presence/advocacy for BC members in option 2?

Under option 2, BC will have a dedicated CAMRT staff resource, supported by 20 other staff in Ottawa and a volunteer advisory council based in BC – this is actually more dedicated resources than BCAMRT has currently (or under option 1).

If there is no BCAMRT, will members lose the opportunity to give back and develop in leadership positions?

The goal of the BCAMRT Board throughout this process has been to come up with options for members that help to reduce the costs of association membership, while maintaining the important aspects of the provincial association (both its opportunities and its services).

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcamrt.bc.ca W: www.bcamrt.bc.ca



BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

There will still be many opportunities for involvement at the local level to shape the delivery of provincial services to your fellow MRTs. The provincial advisory council will provide opportunity to evaluate, assess and advise on the provincial needs of our members. The Site Ambassador Program, which has been extremely effective, will be another opportunity for members that want to give back but don't have the time commitment it may take for the council. There will likely also be other opportunities for volunteerism and committee based on the needs of the BC membership.

BC representation and input in national bodies

How will BC be represented on the National Network and CAMRT Board of Directors?

BC will continue to have representation on the CAMRT Board of Directors regardless of what happens in this referendum. Any CAMRT member may stand for election to the Board, provided they get through the nomination process.

BC will also be represented on the National Network so that a BC voice may be heard by others and so that a BC representative may share what is heard from other groups across the country. Details are still to be confirmed, but it has been discussed that the CAMRT employee dedicated to BC would be the primary representative, with potentially one of the members of the advisory council.

The CAMRT Board of Directors is the body which makes decisions about how the CAMRT is run, and how it will focus its energies. The National Network is not a decision-making body, but a collaboration where MRT leaders from the various provincial and national professional organizations (both associations and regulatory colleges) come together to discuss current issues – they meet twice a year for this purpose.

BCAMRT Foundation

What will happen with the BCAMRT Foundation?

The Foundation has its own constituting documents and exists separately from BCAMRT. Its existence is not tied in any way to that of BCAMRT, although they receive some financial support from BCAMRT. As part of the dissolution process, BCAMRT would look into providing a legacy contribution to the Foundation, the amount of which would be determined.

CAMRT would agree to facilitate access for the BCAMRT Foundation to the BC members' information for the purposes of delivery of its programs

If there are other questions which you have and you don't see them here in the FAQ section, please send your question to Jackie Wallace, President of BCAMRT, president@bcamrt.bc.ca and/or Christopher Topham, Director of Advocacy and Communications at CAMRT, ctopham@camrt.ca. We will get back to you promptly.

BRITISH COLUMBIA ASSOCIATION OF MEDICAL RADIATION TECHNOLOGISTS

Central Office 102 – 211 Columbia Street, Vancouver, BC V6A 2R5
T: 604.682.8171 Toll-Free (BC Only) 1.800.990.7090 Fax: 604.681.4545
E: office@bcamrt.bc.ca W: www.bcamrt.bc.ca