



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Mammography/Medical Radiation Technologist	
Position Number	Community	Division/Region
48-11383	Yellowknife	Territorial Operations/ Clinical Integration/ Laboratory & Diagnostic Imaging

PURPOSE OF THE POSITION

The Mammography/Medical Radiation Technologist (MMRT) provides both mammography and diagnostic X-ray services to patients of the Diagnostic Imaging (DI) Department and Breast Screening Program in accordance with established standards of radiological practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure quality images are produced which enable the Radiologist in 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 Tłıchʼo 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 Tłıchʼo 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.

STH is an accredited facility, located in Yellowknife, Northwest Territories (NWT). STH is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. STH provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. STH maintains a tobacco free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

Located in Yellowknife at STH the MMRT reports directly to the Technical Supervisor, DI, and is part of a small team of Radiological Technologists who provide radiological testing (x-ray) of patients. The incumbent works as part of the DI team consisting of the Technical Supervisor, Radiological Technologists, a Mammography Technologist, Sonographers, and a Senior Technologist- Computed Tomography (CT).

The Diagnostic Imaging Department handles approximately 33,000 diagnostic imaging examinations on an annual basis (approximately 100 exams per day). Practitioners refer patients to the Diagnostic Imaging Department. The production of diagnostic images (i.e. x-rays and ultrasounds) is a critical function within STH. Without the production of timely and accurate images the hospital would be unable to provide comprehensive diagnosis and treatment of patients.

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. In addition, on a scheduled basis the incumbent will be required to provide hands-on support and patient care during invasive examinations conducted by a Radiologist. (i.e. preparation for barium enemas, biopsy of lumps in the breasts). During these invasive procedures the incumbent will be responsible for all preparation of the procedure, including explaining the procedure to the patient, assisting the Radiologist during biopsies, documenting all pertinent information, collecting biopsy specimens, acquiring images, post procedure care as required and patient education. The incumbent will assess the risks for allergies and co-morbidities such as diabetes before injecting contrasts and be prepared for any potential allergic reactions to the contrast. Challenges include patient being unprepared, tight schedule and language issues.

The incumbent participates in reviews of patients' result with the Radiologist and determines if further views are required for accurate diagnosis. This is done on a case-by-case basis and during Assessment Reviews (part of the Quality Assurance of the Breast Screening Program).

The incumbent is responsible for ensuring the continued operation of radiographic equipment such as the direct radiography (DR) equipment, fluoroscopy unit, C-Arm, and mammography unit.

The incumbent provides x-ray services (fluoroscopy) in the Operating Room for surgeons using the C- Arm. In some instances, the portable x-ray machine must be utilized.

Within the Diagnostic Imaging Department, the MMRT will be scheduled in mammography on a regular basis. During this time, they are responsible to perform testing under the established Quality Control program and breast imaging protocols. They will also be required to rotate through the Yellowknife Primary Health Care Clinic.

RESPONSIBILITIES

1. Independently performs mammography and all types of general radiology and procedures in accordance with established policies and procedures of STH, and governing bodies, producing high quality images for diagnosis of the patient by the Radiologist.

- Demonstrates patient and family centered care and quality principles in the provision of services to patients and families.
- Ensures the patient is a candidate for the procedure, understands the procedure and explains the risks associated.
- Reviews patient history and questions the patient to obtain relevant information required before performing the examination (i.e. history and symptoms). Obtaining accurate information from the patient is imperative for the incumbent as altered breast anatomy (i.e. implants, mastectomy, radiation treatment and chemotherapy) will alter the delivery of the exam procedure.
- Based on in-depth knowledge of human anatomy and radiographic procedures, makes creative decisions on how to best attain quality images with patients of a variety of sizes and ailments.
- Examines and evaluate images for technical and diagnostic quality.
- Advocates the dignity and self-respect of patients.
- Applies all methods and standards of radiation protection for patients and employees.
- Obtains written consent for invasive procedures from the patient.
- Promotes the autonomy of patients and helps them 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.
- Provides direct patient care and support during all types of examinations.
- Acts in a manner consistent with their professional responsibilities and standard of practice.
- Acts as a liaison between the patient and Radiologist. The incumbent must be able to relay all significant findings from the examination to the Radiologist in order to assist him/her in making accurate diagnosis
- Processes and evaluates examinations for technical and diagnostic quality. This may include discussions with the Radiologist to outline procedures followed.
- Completes all necessary paperwork, packages and issues biological samples (i.e. breast lump biopsy) to appropriate testing facilities
- Applies all methods and standards of radiation protection for the patient and the incumbent.

- Acquires current patient data to maintain the screening mammography database used for patient recall and statistical information as required by the Department of Health and Social Services (DHSS NWT Breast Health Advisory Committee and Public Health Agency of Canada).
 - Conducts administrative tasks or any other tasks, as required by the employer, related to the department and that would promote the vision, mission and values of STH and the NTHSSA.
- 2. Independently performs basic quality control tests in accordance with Safety Code 35 (Radiological Equipment) and Safety Code 33 (Mammography Equipment) from the Radiation Protection Bureau of Health Canada and by the NTHSSA Policies and Procedures in order to maintain image quality and to ensure a safe environment for patients and health professionals.**
- Daily monitoring of equipment and conduct quality control (QC) tests on mammography equipment including but not limited to phantom images, repeat analysis test, compression test, visual inspection monitor evaluation. Document QC results in appropriate logbooks.
 - Troubleshoot as indicated by QC results.
 - Identifies problems or concerns, notifies Technical Supervisor and consults with field service engineers.
 - Completes minor maintenance on machines as required.
 - Double-check the accuracy of information or own work (i.e. ensure the accuracy of figures and other data).
 - Participates and engages in quality improvement initiatives.
- 3. Maintain the Mammography Accreditation Program (MAP) with the Canadian Association of Radiologists (CAR).**
- Participates in the accreditation process by performing the required testing for MAP.
 - The incumbent must work closely with the Breast Screening Program Coordinator
 - Completes a minimum of 15 credits hours of continuing education every three years for MAP.

WORKING CONDITIONS

Physical Demands

Most of the incumbent's time involves supporting, moving patients, moving and adjusting equipment including overhead x-ray equipment, C-Arm 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). Standing and operating the C-Arm during surgery in Operating Room (during the duration of the surgery which can be more than one hour) is physically fatiguing.

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. Investigations 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), and/or open wounds (Emergency, Operating Room) and is at risk of being exposed to blood, body fluids and excrements (use of rectal contrast).

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight and hearing during on-going assessment (i.e. initiating IV's, preparation for barium enemas) and continuous observation during testing.

During the biopsy of suspicious area in the breast, the incumbent is required to triangulate microscopic lumps using multi-angle images. After the exact spot targeted by the technologist, the Radiologist will insert a biopsy needle and take a sample of this area. It is absolutely critical for the incumbent to correctly identify areas of concern. This requires extreme concentration and the use of the sense of touch and sight.

The incumbent will be required to palpate (identify external landmarks) on patients in order to focus in on targets for radiographic examination. This can be difficult as a result of the variety of sizes and shapes of patients. The incumbent must be aware of the feeling of security for the patient when doing invasive procedures. The Technologist may need to have another female or male present (i.e. male technologist inserting rectal tubes on female patients, etc.).

Mental Demands

Patients coming into the Diagnostic Imaging Department are often very ill or have experienced a severe trauma. The core reason for any mammogram, screening or diagnostic, is to rule out cancer of the breast. As such, the incumbent may be exposed to death/dying or other emotionally disturbing experiences and deal with a vast variety of emotional behaviors. 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.

There is pressure to produce optimal images within a set length of time. This is hampered by: physical size and age of the patient, lack of adequate patient preparation, patients being in pain and/or shock, patients intoxicated and uncooperative patients arriving late for appointments and many patients with language barriers.

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.
- An in-depth specialized knowledge of Mammography including all special view positioning and the ability to produce quality mammograms for the screening and diagnosis of breast

pathology.

- 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 ability to produce high quality x-rays and an ability to provide technical direction to others as required.
- 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 with both medical and non-medical individuals.

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, workplace mammography experience and successful completion of Breast Imaging 1 and Breast Imaging 2 courses (Mammography 1 and Mammography 2 prior to 2019) through CAMRT or successful completion within 1 year of hire.

A Certificate in Breast Imaging (CBI) from CAMRT would be an asset

ADDITIONAL REQUIREMENTS

- Continuing education to stay current with the ever-changing technology.
- Acquire 15 credits in breast imaging at a CAR-MAP accredited facility every three years.
- Proof of immunization in keeping with current public health practices is required.

Stanton Territorial Hospital 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:

☐ Required
☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Mammography / Medical Radiation Technologist	
Position Number	Community	Division/Region
48-6743	Yellowknife	Operations and Allied Health / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Mammography/Medical Radiation Technologist provides both mammography and diagnostic X-ray services to patients of the Diagnostic Imaging unit and Breast Screening Program in accordance with established standards of radiological practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority to ensure quality images are produced which enable the Radiologist in 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 (HSS) in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄chǫ 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 includes 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 Tłı̄chǫ 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.

Stanton Territorial Hospital (Stanton) is an accredited facility, located in Yellowknife, and is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife at Stanton, the Mammography/Medical Radiation Technologist (MMRT) reports directly to the Technical Supervisor, Diagnostic Imaging (DI), and is part of a small team of Radiological Technologists who provide radiological testing (x-ray) of patients. The incumbent works as part of the DI team consisting of the Technical Supervisor, Radiological Technologists, a Mammography Technologist, Sonographers and a Senior Technologist- Computed Tomography (CT).

The Diagnostic Imaging unit handles approximately 33,000 diagnostic imaging examinations on an annual basis (approximately 100 exams per day). Practitioners refer patients to the Diagnostic Imaging unit. The production of diagnostic images (i.e. x- rays and ultrasounds) is a critical function within Stanton, and without the production of timely and accurate images the hospital would be unable to provide comprehensive diagnosis and treatment of patients.

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. In addition, on a scheduled basis the incumbent will be required to provide hands-on support and patient care during invasive examinations conducted by a Radiologist. (i.e. preparation for barium enemas, biopsy of lumps in the breasts). During these invasive procedures the incumbent will be responsible for all preparation of the procedure, including explaining the procedure to the patient, assisting the Radiologist during biopsies, documenting all pertinent information, collecting biopsy specimens, acquiring images, post procedure care as required and patient education. The incumbent will assess the risks for allergies and co-morbidities such as diabetes before injecting contrasts and be prepared for any potential allergic reactions to the contrast. Challenges include patient being unprepared, tight schedule and language issues.

The incumbent participates in reviews of patients' result with the Radiologist and determines if further views are required for accurate diagnosis. This is done on a case-by-case basis and during Assessment Reviews (part of the Quality Assurance of the Breast Screening Program).

This position is responsible for ensuring the continued operation of radiographic equipment such as the direct radiography (DR) equipment, fluoroscopy unit, C-Arm and mammography unit; and will provide x-ray services (fluoroscopy) in the Operating Room for surgeons using the C- Arm. In some instances, the portable x-ray machine must be utilized.

During the biopsy of suspicious area in the breast, the incumbent is required to triangulate microscopic lumps using multi-angle images. After the exact spot targeted by the technologist, the Radiologist will insert a biopsy needle and take a sample of this area. It is absolutely critical for the incumbent to correctly identify areas of concern. This requires extreme concentration and the use of the sense of touch and sight. The incumbent will be required to palpate (identify external landmarks) on patients in order to focus in on targets for radiographic examination. This can be difficult as a result of the variety of sizes and shapes of

patients. The incumbent has to be aware of the feeling of security for the patient when doing invasive procedures. The Technologist may need to have another female or male present (i.e. male technologist inserting rectal tubes on female patients, etc.).

The nature of the work may expose the incumbent to death/dying or other emotionally upsetting experiences as well as a vast variety of emotional behaviours. The incumbent is expected to remain calm, controlled and professional in all situations and to demonstrate compassionate care to the client.

Within the Diagnostic Imaging unit the MMRT will be scheduled in mammography on a regular basis. During this time they are responsible to perform testing under the established Quality Control program and breast imaging protocols. They will also be required to rotate through the Yellowknife Primary Care Clinic.

RESPONSIBILITIES

1. Independently perform mammography and all types of general radiology and procedures in accordance with established policies and procedures of STH, and governing bodies, producing high quality images for diagnosis of the patient by the Radiologist.

- Provide 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 explains the risks associated.
- Review patient history and questions the patient to obtain relevant information required before performing the examination (i.e. history and symptoms). Obtaining accurate information from the patient is imperative for the incumbent as altered breast anatomy (i.e. implants, mastectomy, radiation treatment and chemotherapy) will alter the delivery of the exam procedure.
- Based on in-depth knowledge of human anatomy and radiographic procedures, determine how to best attain quality images with patients of a variety of sizes and ailments.
- Examine and evaluate images for technical and diagnostic quality.
- Advocate the dignity and self-respect of patients.
- Apply all methods and standards of radiation protection for patients and employees.
- Obtain written consent for invasive procedures from the patient.
- Promote the autonomy of patients and helps them express their health needs and values to obtain appropriate information and services.
- Safeguard 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.
- Provide direct patient care and support during all types of examinations.
- Act in a manner consistent with their professional responsibilities and standard of practice.

- Act as a liaison between the patient and Radiologist; relays all significant findings from the examination to the Radiologist in order to support accurate diagnosis.
 - Process and evaluate examinations for technical and diagnostic quality. This may include discussions with the Radiologist to outline procedures followed.
 - Complete all necessary paperwork, packages and issues biological samples (i.e. breast lump biopsy) to appropriate testing facilities
 - Acquire current patient data to maintain the screening mammography database used for patient recall and statistical information as required by the Department of Health and Social Services (DHSS NWT Breast Health Advisory Committee and Public Health Agency of Canada).
 - Perform administrative or any other tasks related to the unit, as required by the employer that would promote the vision, mission and values of Stanton and NTHSSA.
- 2. Independently perform basic quality control tests in accordance with Safety Code 35 (Radiological Equipment) and Safety Code 33 (Mammography Equipment) from the Radiation Protection Bureau of Health Canada and by the NTHSSA Policies and Procedures in order to maintain image quality and to ensure a safe environment for patients and health professionals.**
- Daily monitoring of equipment and conduct quality control (QC) tests on mammography equipment including but not limited to phantom images, repeat analysis test, compression test, visual inspection monitor evaluation. Document QC results in appropriate log books.
 - Troubleshoot as indicated by QC results.
 - Identify problems or concerns, notifies Technical Supervisor and consult with field service engineers.
 - Complete minor maintenance on machines as required.
 - Double-check the accuracy of information or own work (i.e. ensure the accuracy of figures and other data).
 - Participate and engage in quality improvement initiatives.
- 3. Maintain the Mammography Accreditation Program (MAP) with the Canadian Association of Radiologists (CAR).**
- Participate in the accreditation process by performing the required testing for MAP.
 - Collaborate / work closely with the Breast Screening Program Coordinator.
 - Complete a minimum of 15 credits hours of continuing education every three years.

WORKING CONDITIONS

Physical Demands

Most of the incumbent's time involves supporting, moving patients, moving and adjusting equipment including overhead x-ray equipment, C-Arm and portable x-ray machine.

Work activities include standing and operating the C- Arm during surgery in Operating Room (during the duration of the surgery which can be more than one hour).

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.

The incumbent is required to work with ill, emotionally upset patients, patients with contagious diseases (TB, HIV, and Hepatitis), and/or open wounds (Emergency, Operating Room) and may be exposed to blood, body fluids and excrements (use of rectal contrast).

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight and hearing during on-going assessment (i.e. initiating IV's, preparation for barium enemas) and continuous observation during testing.

Mental Demands

Patients are often very ill or have experienced a severe trauma. The core reason for any mammogram, screening or diagnostic, is to rule out cancer of the breast.

There is pressure to produce optimal images within a set length of time. This is hampered by: physical size and age of the patient, lack of adequate patient preparation, patients being in pain and/or shock, patients intoxicated and uncooperative patients arriving late for appointments and patients with language barriers.

KNOWLEDGE, SKILLS AND ABILITIES

- 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.
- Knowledge of Mammography including all special view positioning and the ability to produce quality mammograms for the screening and diagnosis of breast pathology.
- 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).
- Ability to produce high quality x-rays and an ability to provide technical direction to others as required.
- Knowledge of standard quality control processes in order to perform Quality Control testing as required by Safety Code 35 (Radiological Equipment).
- Skills and ability to efficiently operate a Radiology Information System (RIS) and Picture Archiving Communication System (PACS).
- Ability to apply all methods and standards of radiation protection for patients and employees.
- Ability to safeguard the trust of patients, ensuring appropriate patient privacy and confidentiality,
- Ability to communicate effectively with both medical and non-medical individuals.

Typically, the above qualifications would be attained by:

A Diploma or Degree program in Medical Radiation Technology as well as one (1) year of experience as a General Radiation Technologist, workplace mammography experience and successful completion of Breast Imaging 1 and Breast Imaging 2 courses (Mammography 1 and Mammography 2 prior to 2019) through CAMRT or successful completion within one (1) year of hire.

A Certificate in Breast Imaging (CBI) from CAMRT would be an asset

ADDITIONAL REQUIREMENTS

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

Certification and registration under CAMRT prior to the commencement of employment.

Job holder will also be required to ensure completion of:

- Continuing education to stay current with the ever-changing technology.
- Acquiring 15 credits in breast imaging at a CAR-MAP accredited facility every three years.

Stanton Territorial Hospital 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

- ☐ 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



IDENTIFICATION

Department		Position Title	
Northwest Territories Health and Social Services Authority		Medical Radiation Technologist/Mammographer	
Position Number		Community	Division/Region
48-4965		Inuvik	Territorial Operation/Clinical Integration/ Diagnostic Imaging Services

PURPOSE OF THE POSITION

The Medical Radiation Technologist/Mammographer (MRT/M) provides diagnostic services to patients of the Diagnostic Imaging (DI) unit and Breast Screening Program in accordance with established standards of radiological practise and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA), to ensure quality images are produced which enable the radiologist in 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 Tlichq regions, covering 1.2 million square kilometers and serving approximately 45,000 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 Tlichq 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 Beaufort Delta Region (BDR) administers all regional health and social services delivered through the Inuvik Regional Hospital (IRH), seven community health centers, and fourteen sites including Public Health, Long Term Care, Social Services and Dental Therapy as well as a variety of group homes. The Beaufort Delta Region provides and supports the delivery of health care services in order to enhance health and wellbeing through excellence, accountability, and respect for regional diversity.

Inuvik Regional Hospital (IRH) is an accredited facility, located in Inuvik, and provides services to the Beaufort Delta Region as well part of the Sahtu Region. IRH provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. IRH maintains a tobacco free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

The Diagnostic Imaging unit handles approximately 6,000 diagnostic imaging exams annually including X-ray, Sonography and Mammography as well as Electrocardiograms (ECG).

Located in Inuvik at the IRH, the Medical Radiation Technologist/Mammographer (MRT/M) reports directly to the Regional Manager of Laboratory and Diagnostic Imaging and is under the direction of the Team lead, Diagnostic Imaging. The team consists of one Team lead, Diagnostic Imaging, one Medical Sonographer, one Medical Radiation Technologist/Mammographer and one Clerk/Receptionist.

The MRT/M is responsible for ensuring continued operation of all diagnostic equipment within the department and provide on-call coverage during the evenings and on rotating weekends and stats to provide general X-ray services as per protocol. The MRT/M must be able to work under pressure in emergency situations and have the ability to make independent decisions while performing procedures and assessing diagnostic images.

Performing Mammograms may result in a level of discomfort to the patient as the breast is manipulated for scanning. The incumbent must maintain a high degree of professionalism in order to ease the patient's anxiety.

RESPONSIBILITIES

- 1. Patient Care and the Production of Images: Working independently without the assistance of an onsite Radiologist, the MRT/M performs radiography, ECG and mammography procedures in accordance with the established policies and procedures of the NTHSSA and governing bodies in order to produce high quality diagnostic images for review and diagnosis by the consultant Radiologist.**

Main Activities

- Based on in-depth knowledge of human anatomy and physiology and diagnostic imaging procedures, the incumbent must make independent creative decisions on how to best attain quality images on patients of a variety of sizes and pathological ailments.

- Ensures the patient is a candidate for the examination as well as explain and educate the patient so that he/she understands and consents to the procedure. (Example: Ensure the patient is not pregnant before delivering a radiation dose).
- Apply all methods and standards of radiation protection for the patient, staff and incumbent.
- Explain the significant risk of procedures to patient.
- Review the digital radiographic images and send to radiologist for interpretation and reporting.
- Alert the referring physician of abnormal findings.
- Review all exam results in the Radiological Information Systems (RIS).
- Advocate for the dignity and respect of patients.
- Respect cultural diversity.
- Promote the autonomy of patients, help them express their health needs and values to obtain appropriate information and services.
- Maintain patient confidentiality by safeguarding the trust of patient's information learned in the context of a professional relationship is sheared outside the healthcare team only with the patient's consent or as legally required.
- Act in a manner consistent with their professional responsibilities and standards of practice.
- Maintain the database of the Breast Screening Program used for patient recall and statistical data as required by the Department of Health and Social Services (DHSS) and the Public Health Agency of Canada.

2. Independently perform quality control tests in accordance with Safety Code 35 (Radiological Equipment) and Safety Code 33 (Mammography Equipment) in accordance with Federal Radiation Safety Requirements and by the NTHSSA Policies and Procedures in order to maintain image quality and ensure a safe environment for patients and health professionals.

Main Activities

- Assist in the daily monitoring and documenting of equipment functions and troubleshooting within the scope of practice and identified by Quality Control tests.
- Identify problems which cannot be corrected on site and consult the Diagnostic Imaging Team Lead to arrange repair or obtain advice to correct the problem.

3. Provide reliable and current Mammography and Radiology information to staff, Physicians, Radiologists and others as required.

Main Activities

- Act a source of reliable and current radiology/mammography information to the Inuvik Regional Hospital staff, physicians, radiologists and others.
- Perform support staff duties as required to maintain consistent departmental records.
- Participate in the accreditation process.

WORKING CONDITIONS

Physical Demands

Lifting and assisting patients to move during assessment and testing.

Standing and walking on concrete floors.

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 incumbents radiation level is within limits.

The incumbent is required to work with ill, emotionally upset patients, patients with contagious diseases (TB, HIV, and Hepatitis), and/or open wounds (Emergency, Operating Room) and may be exposed to blood, body fluids and excrements. Exposure to air borne respiratory diseases while working in an enclosed space for an extended period of time.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight and hearing during ongoing assessment and continuous observation. Palpate lumps on various parts of the body.

Intense visual and audio concentration as well as constant low level noise from equipment.

Mental Demands

Patients coming to the diagnostic imaging department are often very ill or have experienced a severe trauma and the incumbent is expected to remain calm, controlled and professional regardless of the situation and demonstrate compassionate care to the client.

The core reason for any mammogram, screening or diagnostic, is to rule out cancer of the breast.

There is pressure to produce optimal images within a set length of time. This is hampered by: physical size and age of the patient, lack of adequate patient preparation, patients being in pain and/or shock, patients intoxicated and uncooperative patients arriving late for appointments and patients with language barriers.

There is a lack of control over work pace especially during on-call and standby periods. On-call and standby is after regular working hours Monday to Friday, all weekends and stat holidays. This is shared equally with a second Technologist.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of radiology and an ability to effectively use varied types of diagnostic equipment to produce quality images for diagnosis of the patient by the Radiologist.
- Knowledge of mammography and the ability to produce quality mammograms for the screening of breast pathology.

- 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 requirements of the radiologist).
- Ability to produce high quality x-rays and an ability to provide technical direction to others as required.
- Knowledge of standard quality control processes in order to perform Quality Control on all DI equipment in accordance with safety standards.
- Skills and ability to effectively operate a Radiological Information System (RIS) and Picture Archiving Communication System (PACS).
- Ability to apply all methods and standards of radiation protection for patients and employees.
- Ability to safeguard the trust of patients, ensuring appropriate patient privacy and confidentiality.
- Ability to communicate with both medical and non-medical individuals.

Typically, the above qualifications would be attained by:

A Diploma or Degree in Medical Radiation Technology as well as one year of experience as a General Radiation Technologist. Workplace mammography experience and successful completion of Breast Imaging 1 course (Mammography 1 prior to 2019) through Canadian Association of Medical Radiation Technologists (CAMRT) or successful completion within 1 year of hire.

ADDITIONAL REQUIREMENTS

Proof of Immunization in keeping with current public health practices is required.
Certification and registration under CAMRT prior to commencement of employment.

Continuing education to stay current with ever changing technology as well as 15 credits in breast imaging at a Canadian Association of Radiologists Mammography Accreditation Program (CAR-MAP) accredited facility every three years.

Inuvik Regional Hospital has a number of certifications that are required upon hire depending on area where person works, including but not limited to: Aboriginal Cultural Awareness, Biohazard Waste, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

Position Security

- ☐ 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