



2026 EDITION

The Ontario Imaging Wage Benchmark

A comprehensive guide to compensation trends across public hospitals and private IHF clinics for medical imaging professionals.¹



Why This Benchmark Matters

For Employers

Attract and retain top imaging talent by understanding competitive compensation across Ontario's healthcare landscape.

For Technologists

Make informed career decisions with transparent wage data from union hospitals and independent health facilities.



Job Market Snapshot: Open Roles by Setting

(based on published jobs on job boards)



The donut chart illustrates the *estimated* distribution of open medical imaging roles across Ontario. Approximately 65% of vacancies are found in public hospitals, while private clinics account for the remaining 35%.

Note: This data is based on published job postings only. Many private clinic roles are not widely advertised due to their smaller HR infrastructure, meaning the actual distribution of open roles is likely closer to a 50/50 split between public and private sectors.

MRI Technologists

Consistent demand for specialized skills, especially 3T experience, in both sectors.

CT & General Radiography

Steady, structured demand primarily within public hospital settings due to union agreements.

General/Vascular Sonography

Reliable demand across both public and private sectors for essential diagnostic services.

Cardiac Sonography

Highest-paid private modality, but experiences the lowest vacancy rates due to high specialization and retention.

Sonography Compensation Overview

Specialty	Public Hospital	Private Clinic	Analysis
General Sonography	\$31.49 - \$49.00	\$34.00 - \$53.00	Often an entry-level role, can involve diverse general duties.
Vascular Sonography	\$36.00 - \$52.00	\$37.25 - \$56.00	Specialized vascular skills command better rates.
Fertility Sonography	—	\$36.00 - \$48.00	High demand in private fertility clinics drives compensation.
Cardiac (Echo)	\$40.00 - \$53.00	\$45.00 - \$58.00	Highest-paid private modality due to specialized skills.

Cardiac sonographers continue to command **premium rates** in private settings due to sustained cardiologist demand and highly specialized skill requirements. Similarly, fertility sonography is seeing growing demand and high compensation in private fertility clinics. However, these roles, especially Cardiac, tend to see the lowest vacancy rates with a surplus of sonographers and not enough roles, unlike the emerging demand in fertility.

CT & General Radiography – MRT (R)

Public Hospital

\$36.84 - \$52.04/hr

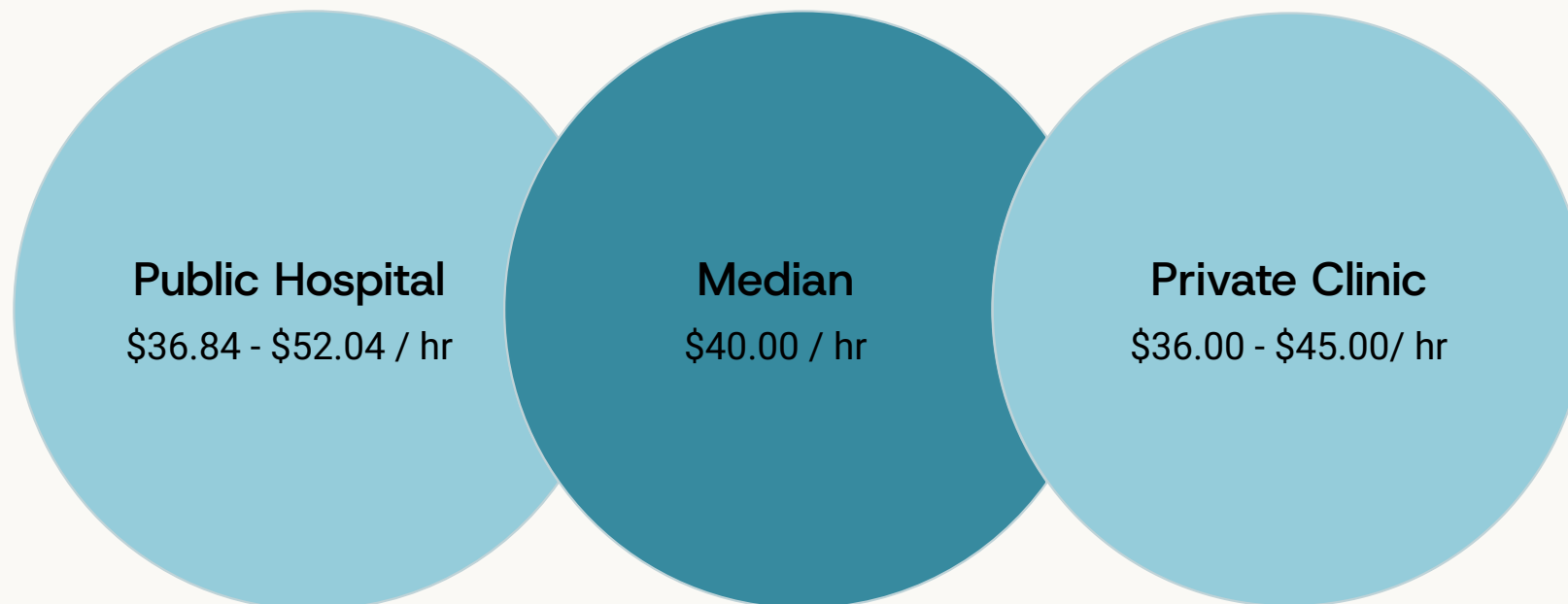
Union bands provide structured progression and wage protection.

Private Clinic

\$36.00 - \$45.00/hr

Some clinics offer different ranges based on their volume and size.

In private clinic settings, general Xray rates tend to vary depending on volume of patients to justify the higher wage. In public settings rates are typically defined by collective bargaining agreements.



This visual comparison clarifies the wage bands. While there is significant overlap, the public hospital wage range extends higher on the upper end for CT & General Radiography, a notable difference from other modalities where private clinics often offer higher top-tier compensation.

Nuclear Medicine Technologist – MRT (N)

Role Level	Public Hospital	Private Clinic	Notes
Entry Level (0-2 years)	\$36.84-\$41.45/hr	\$35.00-\$44.00/hr	Private clinics offer competitive starting rates
Experienced (3-7 years)	\$41.45-\$47.78/hr	\$42.00-\$55.00/hr	Private sector rewards experience with higher ceiling
Senior/Lead	\$47.78-\$50.24/hr	\$50.00-\$60.00/hr	Leadership roles command premium in private settings



RSO (Radiation Safety Officer) Premium

Nuclear Medicine Technologists with RSO certification command significant premiums at private clinics, often earning an additional \$3.00-\$8.00/hr above base rates. Private IHF clinics value RSO-certified staff highly due to regulatory compliance requirements and the specialized expertise needed to manage radiation safety programs independently.

MRI Technologist MRT (MR) Compensation

Role Level	Public Hospital	Private Clinic	Key Insight
Junior (<2 yrs)	\$36.84 - \$43.04/hr	\$42.00 - \$48.00	Private offers higher base, no HOOPP (with some exceptions)
Senior (>5 yrs)	\$46.21 - \$51.77/hr	\$48.00 - \$57.00	Overnight shifts earn a permium for MRI technologists in private public settings. (\$5 to \$12/hour premium)

Private clinics typically pay **8-20% higher** base rates to attract talent from hospitals, offsetting the absence of defined benefit pensions. Night shift premiums are also usually much more attractive.



BENEFITS DEEP DIVE

The Hidden Paycheque

Base wages tell only part of the story. Total compensation includes benefits, premiums, and job security that significantly impact your earnings.

Public Hospital: The Security Model



HOOPP Pension

Defined benefit pension—the gold standard for retirement security in Canadian healthcare.



Shift Premiums

Evenings: +\$2.10-\$2.50/hr
Weekends: +\$2.60-\$3.00/hr



Vacation

Starts at 2-3 weeks annually, strictly regulated by collective agreements.



Job Security

High protection through union representation and seniority rights.

Private IHF: The Cash Model

Pension

Usually RRSP matching (3-5%) or none. Less retirement security, more take-home pay for self directed investments.

Signing Bonuses

Bonus Compensation may be offered for rural or hard to fill roles to attract experienced technologists.

Work-Life Balance

Often 8-4 or 9-5 schedules with no midnight shifts at most clinics —ideal for family life.

Negotiation Power

Rates are not fixed. You can ask for more based on experience and specialized skills. **Recruiters can help a lot here.**



Public vs. Private: At a Glance

Choose Public If...

- Retirement security is your priority
- You value union protection
- You're willing to work variable shifts
- Long-term career stability matters most

Choose Private If...

- Higher immediate cash flow is important
- You prefer predictable daytime hours
- Company culture matters to you
- Relocation/Signing bonuses appeal to you

Why Private Clinics Are Worth Considering

Private clinics offer a compelling alternative for medical imaging technologists prioritizing higher earning potential, work-life balance, and career flexibility.



Maximum Earning Potential

Private clinics offer top-tier wages in most cases.



Enhanced Work-Life Balance

Enjoy predictable 8-4 or 9-5 schedules, minimizing demanding night or weekend shifts.



Negotiation Power

Wages are not fixed by union scales; leverage your experience and specialized skills to negotiate better terms.



Attractive Signing Bonuses

Rural or high-demand positions often come with **\$2,000 - \$25,000** signing bonuses to attract talent.



Merit-Based Advancement

Progress is based on performance and skill, not just seniority, fostering faster career growth.



Specialized Focus

Work with cutting-edge equipment and often serve specific patient populations, allowing for deeper expertise.

How Human Integrity HR Helps You Win

Partner with us to navigate the medical imaging job market and secure the career you truly deserve.

	Access Hidden Roles We connect you with exclusive private clinic opportunities that aren't advertised publicly.
	Expert Wage Negotiation Our team advocates for your true value, ensuring you secure the compensation you're worth.
	Benefits Optimization Beyond base pay, we help you understand and optimize your full compensation package.
	Tailored Placement Find roles perfectly aligned with your priorities, be it work-life balance, earnings, location or specialization.
	Insider Clinic & Hospital Knowledge Leverage our insights into which clinics offer the best culture, compensation, and growth paths.
	One-on-One Guidance Receive personalized support through every step of the private clinic hiring process.





Exclusive Partnership: Elevate Your Career

Human Integrity HR, in collaboration with OAMRS, is proud to offer a complimentary one-year OAMRS membership to candidates successfully placed with our clients via our services. This exclusive benefit is designed to support your professional growth and integration within the medical imaging community. Connect with us to learn how this partnership can further advance your career.



Questions? Let's Connect

This benchmark reflects 2026 market data across Ontario's public and private imaging sectors.

Important Disclaimer: Location and market conditions often dictate different market rates. This benchmark represents general observations and cannot be considered definitive facts. Wages can be limited by collective bargaining agreements and thin margins at clinics. Please get in touch with us to learn more about the specific market you're interested in and we can help you find data to support your career objectives.

50+

Facilities Surveyed

5

Modalities Covered

2026

Data Year

For personalized compensation guidance or recruitment support, reach out to our team by filling out the form below.

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Prepared by Human Integrity HR