



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario

ANNUAL REPORT

ONE PROFESSION, FIVE SPECIALTIES



TABLE OF CONTENTS

| | |
|---|----|
| President's Message | 3 |
| Registrar & CEO's Message | 5 |
| Report from Council | 7 |
| Committee Reports | 17 |
| Inquiries, Complaints and Reports Committee | 17 |
| Discipline Committee | 20 |
| Fitness to Practise Committee | 22 |
| Patient Relations Committee | 22 |
| Quality Assurance Committee | 23 |
| Registration Committee | 26 |
| Membership Profile | 31 |
| Summary Financial Statements | 33 |



PRESIDENT'S MESSAGE



The past year has been disruptive and challenging for everyone. The COVID pandemic dominated all our relationships, systems, work and energy, and reshaped health care here in Ontario and around the world. As medical radiation and imaging technologists (MRITs) and frontline health care professionals, we have witnessed the tremendous toll this awful disease has taken on our patients, the public, health care workers and our hospitals and health care facilities.

I am proud to be part of our profession, and thankful for the medical radiation and imaging technologists who persevered and put patients first, even as they themselves were exhausted, discouraged and frustrated by the effects of this terrible disease.

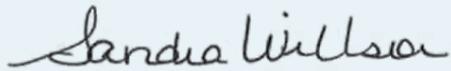
As we all wondered when the lockdowns and restrictions would ever end, it was important for the Council, as the governing body of the CMRITO, to keep its eye on the future and plan our strategy for the next three years. Health regulatory colleges, including CMRITO, are a key part of the health care system in Ontario and are charged with ensuring safe and effective patient care.

CMRITO Council members, stakeholders and senior staff met virtually over the fall to discuss and explore the current issues and challenges, and to develop our 2022-2024 Strategic Plan.

Guided by our mission, vision and values, we will implement our Strategic Plan to support the continuing competence of MRITs in the delivery of safe and effective services in this rapidly changing health care environment. We will apply evolving regulatory practices to enhance public protection and strengthen the work we do with our valued partners, both in fulfilling our important regulatory role and service as a trusted resource.

One of the achievements of which I am most proud is the development and release of the new QA ePortfolio on January 1, 2022. Staff informed the QA Committee of an unplanned opportunity to work with our external developers and, on the request of the QA Committee, Council approved the funding to develop our new QA ePortfolio in the last quarter of 2021. The new version of the QA ePortfolio features an updated design and improved user interface that lets CMRITO members quickly and efficiently complete their annual continued competence requirements.

I encourage you to read our Annual Report to learn about our challenges and achievements in 2021. And although I hold no fondness for the last year, I am filled with hope that the profession is well-positioned to adapt and respond to the evolving health care landscape, and confident that CMRITO will continue to meet and enhance our public protection mandate.



Sandra Wilson
President



REGISTRAR & CEO'S MESSAGE



As I reflect on the year 2021, I am in awe of and humbled by the selflessness, care and dedication demonstrated by medical radiation and imaging technologists throughout Ontario, who continued to provide essential medical radiation and imaging technology services to their patients even as the COVID-19 pandemic was unrelenting in its terrible impact on the public, patients and health care workers.

While hospitals struggled with a severe shortage of health care workers to take care of their critically ill patients, MRITs stepped up to leverage their considerable patient care skills outside diagnostic imaging and radiation therapy departments. We heard of radiation therapists administering vaccines, nuclear medicine technologists caring for residents in long-term care homes, and radiographers providing care to patients in hospital medical units.

As the health regulatory college responsible for ensuring that MRITs provide medical radiation and imaging technology services in compliance with the legislative framework and in a safe, effective and ethical manner, CMRITO was pleased that the government passed emergency regulations that permitted MRITs to use their patient care skills outside the scope of practice of the profession with other health care professionals. Some of our most rewarding work in 2021 was collaborating with members to navigate the emergency orders and legislation in a rapidly changing practice environment to recognize how their knowledge, skills and judgement could help patients during this difficult and trying time. It was gratifying to see how individual hospitals and facilities recognized the patient skill sets of MRITs and redeployed them where needed as the local patient care needs and team skill sets rapidly changed.

Despite MRITs responding to calls for emergency assistance for patients and the public, I was dismayed to witness MRITs being repeatedly excluded from safety measures and financial compensation that were provided to other frontline health professionals and colleagues, whether it was personal protective equipment, pandemic pay, or access to vaccinations.

Yet, despite all these inequities and challenges, MRITs continued to provide high quality, compassionate patient care. The pandemic highlighted what we've always known and valued about CMRITO members – that medical radiation and imaging technologists' main concern is patient care.

I'm also truly proud and appreciative of the staff at CMRITO who continued their important work in registration, quality assurance, professional conduct, communications and corporate services while working remotely. Our staff quickly adapted to being fully productive working at home at the beginning of the pandemic, and continued to be highly productive while caring for their families, pre-school children and remote schooling for older children. It has been no easy task!

In 2021, we completed our ambitious five year strategic plan as approved by the College of Medical Radiation Technologists of Ontario (CMRTO) Council in 2016. Our achievements over this time were considerable as we worked towards achieving our vision of being a future-focused, responsive, collaborative regulator committed to excellence. Thanks to the capable guidance provided by our Council members under the leadership of Sandra Willson and Wendy Rabbie, and through collaboration with the Ministry of Health, the public, key partners and stakeholders, we ensured the continued protection of the public and enhanced the confidence of all stakeholders in the regulation of medical radiation and imaging technologists.

The ultimate achievement in ensuring the protection of the public was the regulation of over 4,000 diagnostic medical sonographers with the CMRTO, the new *Medical Radiation and Imaging Technology Act, 2017* which provided us with an updated scope of practice statement, authorized acts, and changed the name of the College to the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO). These changes resulted in a transparent and consistent regulatory framework for all five specialties of medical radiation and imaging technology – radiography, radiation therapy, nuclear medicine, magnetic resonance and diagnostic medical sonography – that ensured the protection of the public.

And so while I'm glad to see 2021 behind us, the College has made tremendous progress protecting the public through the regulation of medical radiation and imaging technologists last year, and continued to build on our vision of being a future-focused, responsive and collaborative regulator by introducing an ambitious Strategic Plan. I invite you to read our Annual Report to learn about our achievements during this most challenging year.

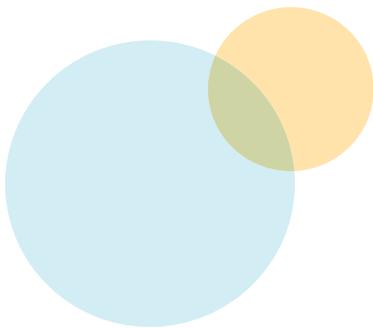


Linda Gough
Registrar & CEO

REPORT FROM COUNCIL

Council

| | | |
|--------------------------------|---------------|--|
| Sandra Willson, President | MRT(N) | District 3 – nuclear medicine <i>(President from June 10, 2021)</i> |
| Wendy Rabbie, President | MRT(R) | District 1 – radiography <i>(to June 10, 2021)</i> |
| Jay A. Needles, Vice President | MRT(MR)(R) | District 4 – magnetic resonance |
| Angela Cashell | MRT(T) | District 2 – radiation therapy <i>(to June 10, 2021)</i> |
| Zainool Dhalla | DMS, MRT(R) | District 5 – diagnostic medical sonography |
| Yasir Khalid | MRT(T) | District 6 – member at large |
| Amanda Lee | MRT(R)(MR) | District 1 – radiography <i>(from June 10, 2021)</i> |
| Ramesh Makhija | Public Member | <i>(from February 11, 2021)</i> |
| Caitlin McCabe | Public Member | |
| Derek Ribeiro | MRT(T) | District 2 – radiation therapy <i>(from June 10, 2021)</i> |
| Victoria Romero | Public Member | |
| Nilay Saha | Public Member | |
| Manjit Singh Saini (Bhondhi) | Public Member | |
| Kieng Tan | MRT(T) | District 7 – academic councillor |
| Scott Tracze | Public Member | <i>(to January 7, 2021)</i> |
| Martin Ward | Public Member | <i>(to February 10, 2021)</i> |



Executive Committee

| | | |
|--------------------------------|---------------|---|
| Sandra Willson, President | MRT(N) | Council Member <i>(President from June 10, 2021)</i> |
| Wendy Rabbie, President | MRT(R) | Council Member <i>(to June 10, 2021)</i> |
| Jay A. Neadles, Vice President | MRT(MR)(R) | Council Member |
| Angela Cashell | MRT(T) | Council Member <i>(to June 10, 2021)</i> |
| Amanda Lee | MRT(R)(MR) | Council Member <i>(from June 10, 2021)</i> |
| Nilay Saha | Public Member | Council Member |
| Kieng Tan | MRT(T) | Council Member <i>(from June 10, 2021)</i> |
| Martin Ward | Public Member | Council Member <i>(to February 10, 2021)</i> |



The following is a summary of what has been another unique, yet still incredibly productive year for Council, its statutory committees and CMRITO staff.

COVID-19

The COVID-19 pandemic has had a profound impact on CMRITO members across the province. As the Ministry of Health spearheaded efforts to control the spread of this virus, new directives shaped how hospitals, independent health facilities, and businesses across Ontario could operate.

CMRITO reacted to this situation by instituting new measures, shifting priorities, and enacting policies to ensure the continuation of CMRITO's regulatory obligation to protect the public, maintain our operations, and provide practice guidance to our members during a very trying time.

Remote operations during COVID-19

CMRITO continued to operate remotely during 2021. Council and committees met virtually, and staff worked from home. In September, CMRITO Council considered the directions provided by the Ontario Government on return to in-person work and determined the College would continue to work remotely and concentrated our efforts and resources on meeting our essential regulatory functions of registration, quality assurance and professional conduct. We carefully monitored the COVID-19 pandemic as it related to the practice of MRITs and to support their ability to provide safe, effective and ethical medical radiation and imaging technology services. We also continued our efforts to promote regulatory accountability among members and deliver on our mandate to protect the public through the regulation of the profession.

Supporting MRITs and hospitals to deliver patient care during the pandemic

In April 2021, the Government of Ontario implemented important measures to provide the necessary supports allowing Ontario public hospitals to focus on delivering patient care during the third wave of the COVID-19 pandemic.

Three new emergency orders were released to address staffing and capacity pressures and to support health care workers and hospitals as they continued to work to maximize system resources. Under one of these orders, O. Reg. 305/21, regulated health professionals, including MRITs, from Ontario or out-of-province, were authorized to engage outside their regular scope of practice to provide services to Ontario hospital patients, provided certain provisions were met.

The new emergency order permitted hospitals to deploy regulated health professionals to respond to, prevent, and alleviate the outbreak of COVID-19. This order enabled some hospitals to address staff shortages, especially nursing shortages, by having MRITs practice outside the scope of practice of the profession by providing direct care to patients in patient units.

CMRITO interpreted the order for MRITs deployed to provide services to hospital patients, and provided guidance to our members who were acting outside their scope of practice in accordance with the new emergency order.

MRITs went above and beyond to take care of their patients under the arduous conditions of the severe third wave of the COVID-19 pandemic by stepping in to provide direct patient care on the nursing floors of hospitals. Similarly, a new order authorized Independent Health Facilities (IHF) to redeploy staff to hospitals on a voluntary basis to help with capacity needs. MRITs demonstrated what an important part of the Ontario health care workforce they are, facing a high degree of uncertainty while being deployed to other patient care areas or facilities. MRITs were required to constantly adapt to their new practices in unfamiliar clinical environments to deliver high-quality health care and ensure the safety of Ontarians.

GOVERNANCE REVIEW

In spring 2021, Council approved the formation of the Governance Working Group to oversee the College's governance review. The goal of the Governance review was to refresh CMRITO's governance model, policies and monitoring. Over the summer and fall, the group met a number of times to reflect on the current regulatory and health care environment, and to review the CMRITO's mission, vision and values in order to develop a new roadmap for the next three years.

The key outcomes of the review included revisions to our mission, vision and values, as well as the development of a robust strategic plan for 2022-2024. In the fall of 2021, the Governance review was completed on schedule and on budget. The draft Strategic Plan and revised governance tools were reviewed and approved by Council at their meeting in December 2021.

Through this review, the CMRITO has built upon its excellent reputation and work in serving and protecting the public of Ontario through the self-regulation of the profession of medical radiation and imaging technology. Our robust governance practices are true to the regulatory and public interest mandate of the organization and responsive to the ever-changing health care environment.

STRATEGIC PLAN 2022-2024

The CMRTO Strategic Plan of 2017-2021 guided the work of the CMRITO over the past five years and focused on the College's successful closure of the previous gap in public protection through the regulation of diagnostic medical sonographers as our profession's fifth specialty. Finally, after years of work by the CMRTO, the OAMRS, stakeholders and the Ministry of Health, the public of Ontario could be assured that no matter what type of medical imaging procedure they received, their medical radiation and imaging technologist was registered with CMRITO and qualified to perform the procedure safely, effectively and ethically. As of December 31, 2021, CMRITO regulates over 4,000 diagnostic medical sonographers and over 11,000 medical radiation and imaging technologists in total. The registration of both MRTs and DMSs helps the public be confident that medical radiation and imaging technologists in all specialties are qualified to practice, maintain their competence, and adhere to the CMRITO Standards of Practice.

Our updated mission, vision and values:

MISSION

The mission of the CMRITO is to regulate the profession of medical radiation and imaging technology to serve and protect the public interest.

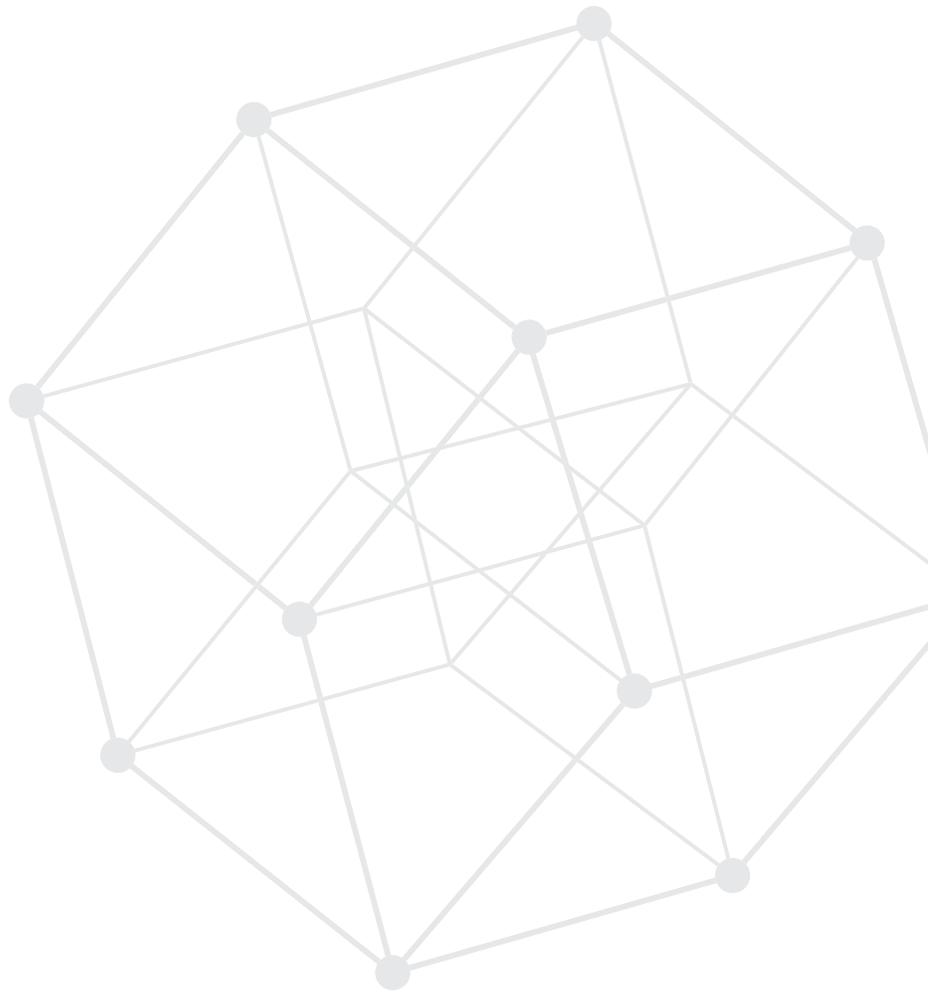
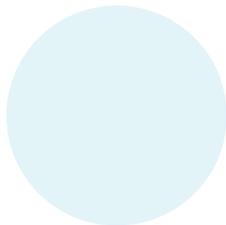
VISION

CMRITO is an effective and collaborative regulator committed to transparency, equity, diversity and inclusion.

VALUES

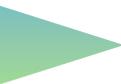
CMRITO's values shape the organizational culture and are demonstrated in our decision-making and actions:

- Integrity
- Equity, Diversity and Inclusion
- Trustworthiness
- Transparency
- Professionalism
- Respect



The new Strategic Plan recognizes the challenges facing the health care system and medical radiation and imaging technologists after two years of unprecedented strain and overwhelming demands resulting from the COVID-19 pandemic. There are many changes still evolving as public health restrictions are reduced, and expectations for a more equitable, diverse and inclusive society in all areas emerge.

As part of this plan, the following strategic goals were identified to help guide CMRITO activities and projects:

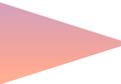



GOAL

Actively monitor, evaluate and apply evolving regulatory practices to enhance public protection.

We will accomplish this by:

- reviewing our existing programs and practices to ensure that they support equity, diversity, and inclusion
 - refining our Quality Assurance Program as necessary to best support medical radiation and imaging technologists in providing safe and effective patient care
-

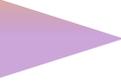



GOAL

Maximize the impact of our communications to support our mission, mandate and strategic objectives.

We will accomplish this by:

- developing educational strategies to support registrant compliance with standards and guidelines
 - developing targeted communications campaigns in conjunction with risk
-




GOAL

Increase organizational capacity to anticipate and respond to external forces and future challenges with awareness, flexibility and openness.

We will accomplish this by:

- ensuring that all program areas have the resources and infrastructure they need to meet increasing demand
- ensuring our senior management team has the resources and support it needs to maintain continuity and continue to build on its strengths

QA ePORTFOLIO

Throughout 2021, CMRITO worked to improve the Quality Assurance ePortfolio, replacing the previous version with one on a new platform using the latest technology.

One of the key components of self-regulation of the profession of medical radiation and imaging technology in the public interest is the Quality Assurance (QA) Program. The purpose of the QA Program is to assure the quality of practice of the profession and to promote continuing evaluation, competence and improvement among the members. At the heart of the QA Program is the QA ePortfolio. The ePortfolio is completed each calendar year by every member of CMRITO. The portfolio allows members to describe their practice, and to keep a record of continuing education and professional development activities completed each year.

Some features of the new QA ePortfolio include:

- a dashboard at the top of every page that tracks members' progress toward completing their QA responsibilities in real time
- easy access to the QA Profile, Self-Assessment and Record of Continuing Education and Professional Development (CE&PD) sections through clickable boxes in the dashboard
- short instructional videos found in each section with tips and examples to help members complete each piece
- a summary table of all the member's CE&PD activities for quick reference
- links to previous years' ePortfolios

The ePortfolio was successfully released on January 1, 2022.

COMMUNICATIONS OUTREACH

Webinars and videos

Despite the challenges presented by remote operations, CMRITO still delivered two important webinars in the fall of 2021. The webinars were designed to be practical and informative sessions for new and established MRITs alike.

Webinar topics:

- Standard of Practice #5: Relationships with patients – attended by nearly 600 MRITs
- What you must know about ... performing transvaginal ultrasound examinations – attended by over 370 MRITs

The webinars were posted on the CMRITO YouTube channel, resulting in over over 1,100 additional views.

Our webinars and videos allow us to connect with many MRITs and share information in a cost-effective and flexible manner that is especially conducive to our current remote operations. We continue identifying topics that are of greatest relevance to our members in meeting their professional accountabilities.

Conferences and presentations

2021 saw the continued postponement or cancellation of in-person presentations and conferences. However, CMRITO staff and Council members still attended 15 conferences virtually. CMRITO staff were also active in delivering live virtual presentations and recorded video presentations at academic institutions. The Registrar & CEO, Deputy Registrar, Quality Assurance Director, Quality Assurance Manager, and Member Services Manager delivered a total of six virtual presentations to an audience of over 650. CMRITO also hosted virtual booths at two conferences resulting in nearly 600 virtual visits.

Email communications

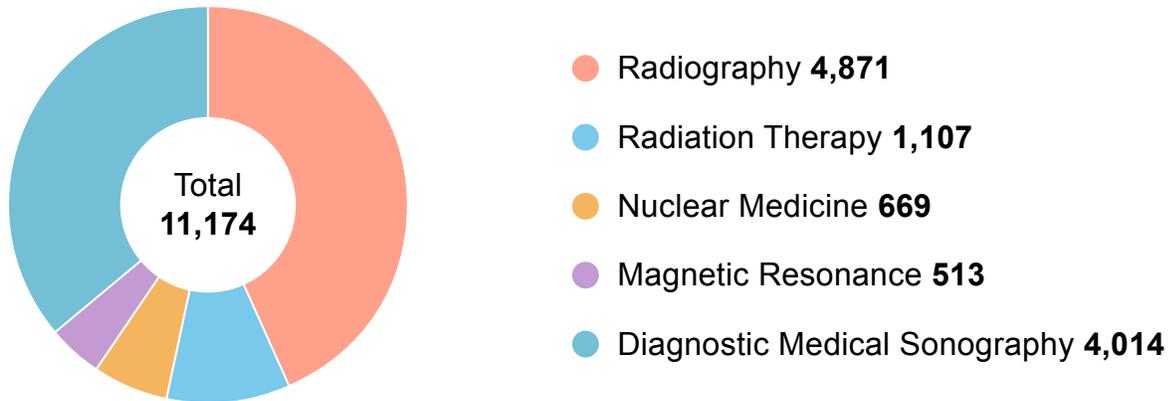
Since 2016, when CMRTO switched to electronic communications and publications, the College has continued our online communication with members and applicants. In 2021, 14 targeted bulk email messages were sent to members and applicants to inform them of new developments, outline their obligations as regulated health professionals, and keep them up to date on the latest information regarding COVID-19. This focus on online communication proved very effective, as demonstrated by a delivery rate of 99.79% and more than 10,850 in-message clicks. These stats show that CMRITO members and applicants take their professional obligations seriously by reviewing and learning more about the topics covered in the email messages they received.

Social media

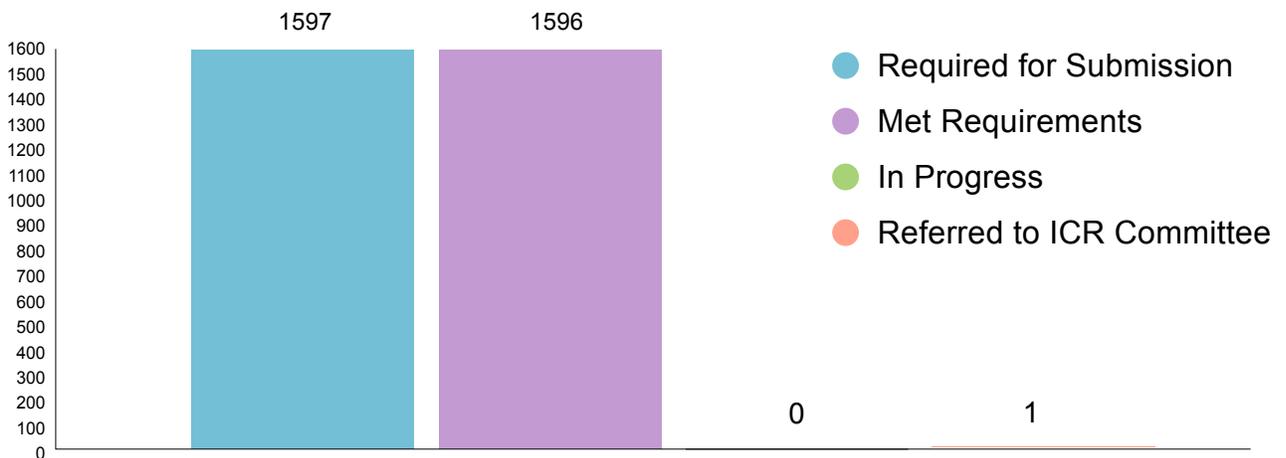
In 2021, LinkedIn took the top spot over Facebook and Twitter in new follower numbers with an increase of 28.51% to Facebook's 7.31% and Twitter's 9.11%. However, Facebook carried higher engagement with 3,013 likes, shares, comments, clicks, etc. on 92 posts over the course of the year. The College's Twitter account saw 969 engagements on 89 tweets, while our LinkedIn account saw an impressive 1,407 engagements and social actions resulting from 87 updates. CMRITO continued our commitment to sharing content on social media in 2021. A year where being able to reach our audience base through these channels was of pivotal importance.

CMRITO DASHBOARD 2021: JAN 1 – DEC 31, 2021

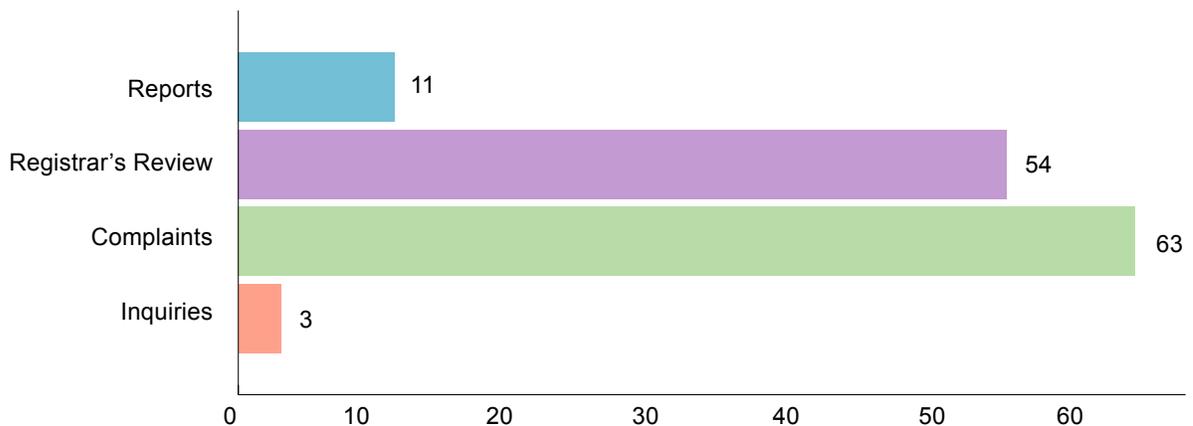
Active members by primary specialty



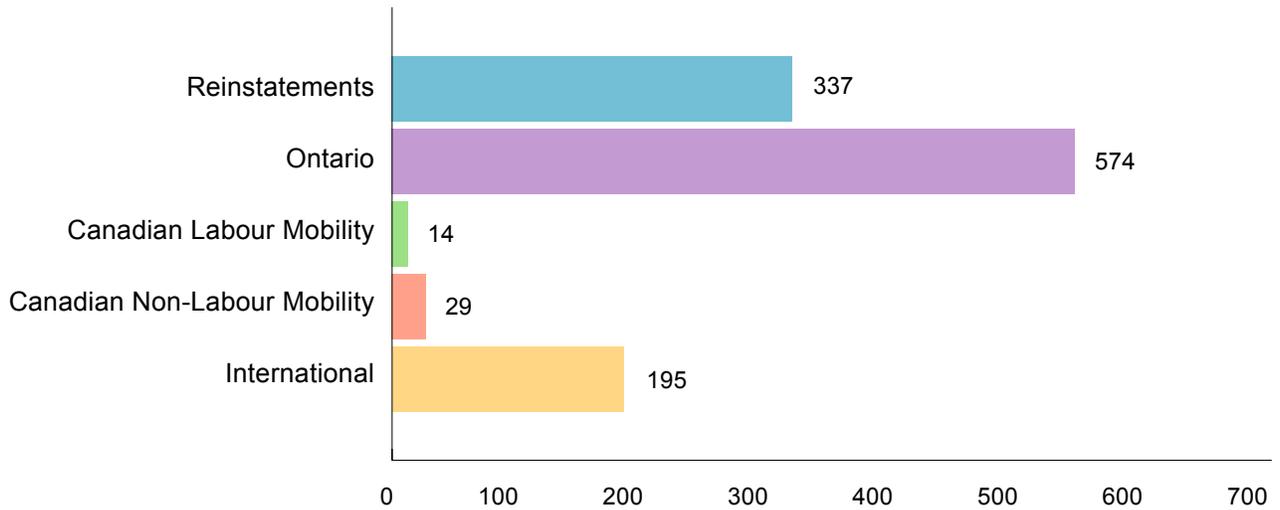
Quality Assurance Assessments



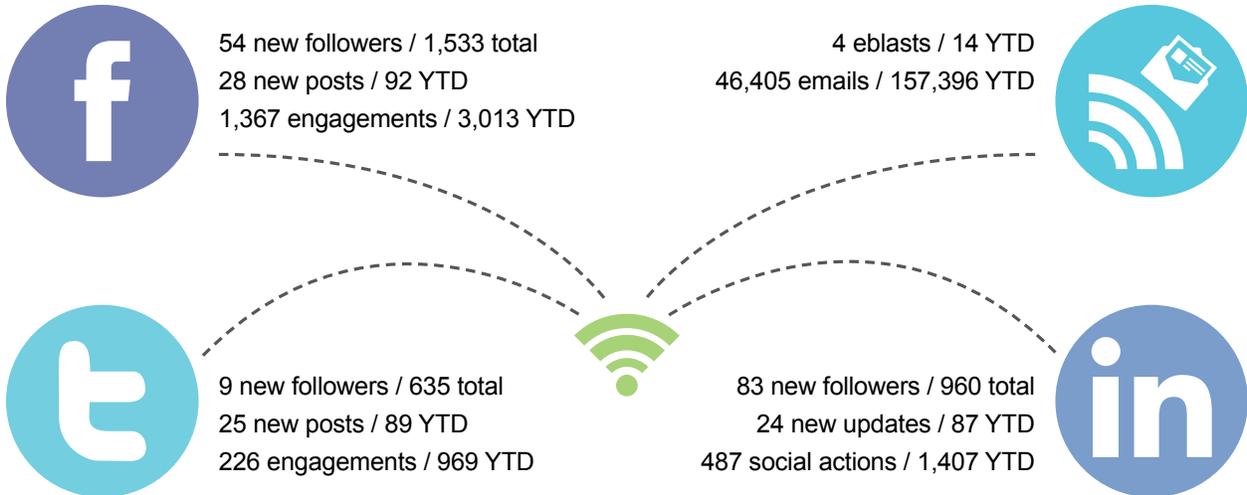
Professional Conduct New Cases



Registration Applications



Communications



COMMITTEE REPORTS

Inquiries, Complaints and Reports Committee

| | | |
|-----------------------|---------------|--|
| Caitlin McCabe, Chair | Public Member | Council Member (Chair from June 10, 2021) |
| Angela Cashell, Chair | MRT(T) | Council Member (Chair to June 10, 2021) |
| Rania Arabi | MRT(N)(MR) | Appointed Member |
| Angela Brunetti | MRT(T) | Appointed Member (to June 10, 2021) |
| Lisa Giampa | MRT(N) | Appointed Member |
| Tarja Heiskanen | MRT(T) | Appointed Member |
| Jia Inacio | MRT(R), DMS | Appointed Member (from June 10, 2021) |
| Yasir Khalid | MRT(T) | Council Member |
| Ramesh Makhija | Public Member | Council Member (from June 10, 2021) |
| Kim Anh Phan | DMS | Appointed Member |
| Derek Ribeiro | MRT(T) | Council Member (from June 10, 2021) |
| Janet K. Scherer | MRT(R) | Appointed Member |
| Titus Stan | DMS | Appointed Member |
| Kimberly Thorvaldson | MRT(R) | Appointed Member |
| Martin Ward | Public Member | Council Member (to February 10, 2021) |

The Inquiries, Complaints and Reports (ICR) Committee is the statutory committee under the *Regulated Health Professions Act, 1991* (the RHPA) responsible for handling all complaints, reports and inquiries regarding member conduct.

The Chair of the ICR Committee has appointed two separate panels, the Inquiry Panel and the Complaints and Reports Panel. The panels hold separate meetings and deal with distinct matters and therefore their data is tracked separately.

Inquiry Panel

Inquiry cases involve issues related to a member's fitness to practise. The inquiry is focused on identifying if a member is suffering from a physical or mental condition or disorder, the nature and extent of the condition or disorder and whether to refer the matter to the Fitness to Practise Committee for a hearing. These cases are handled by the Inquiry Panel of the ICR Committee.

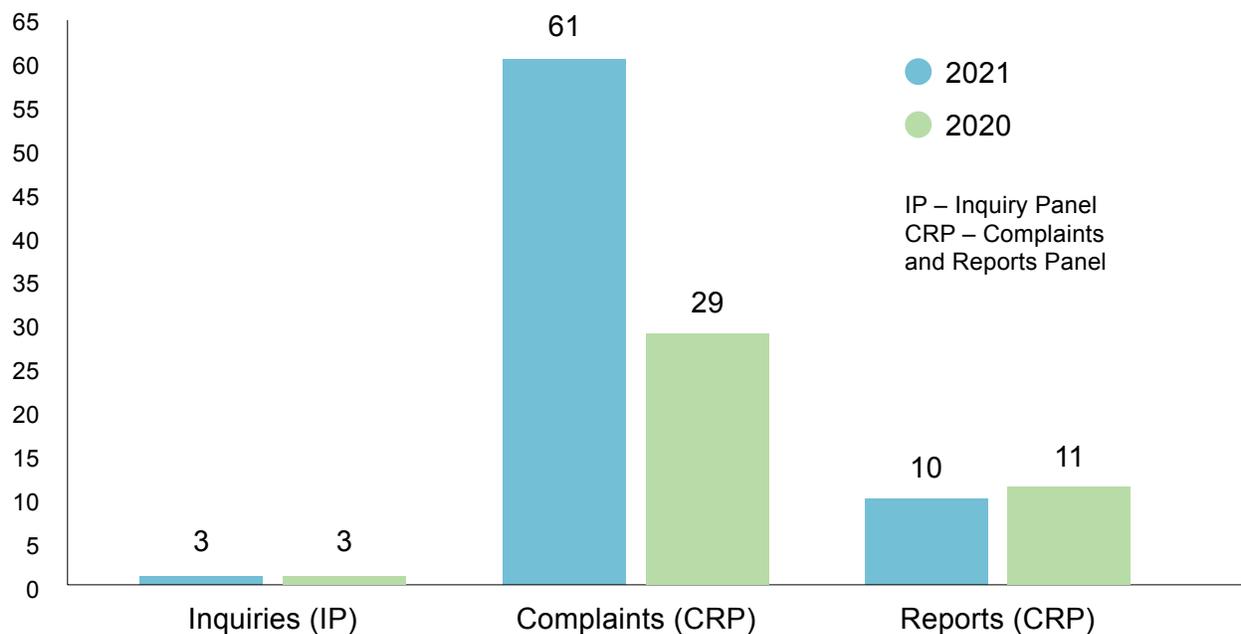
Complaints and Reports Panel

Complaint cases are opened when the College receives a written/recorded complaint regarding the conduct of a member. These cases are investigated by the Complaints and Reports Panel of the ICR Committee.

The Complaints and Reports Panel of the ICR Committee also considers reports made by the Registrar regarding the results of an investigation conducted by an investigator appointed by the Registrar. With the approval of the ICR Committee, the Registrar may appoint an investigator to conduct an investigation to determine whether a member has engaged in professional misconduct or is incompetent.

In 2021, panels of the ICR Committee reviewed a total of 74 new cases. Of those cases, 61 were complaints, ten were reports and three were inquiries.

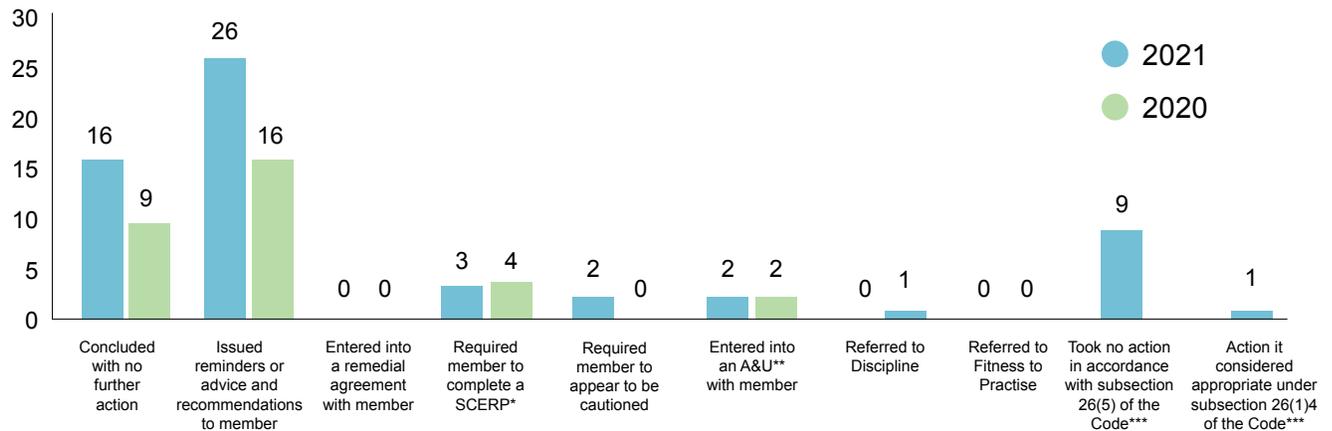
Total number of cases reviewed by panels of the ICR Committee in 2021 and 2020



In 2021, panels of the ICR Committee issued a total of 57 decisions.

Below are charts that show the outcomes of the decisions issued by the ICR Committee in 2021, as well as a breakdown of the complaints and reports by the related practice standard. Please note that a decision may involve more than one outcome and more than one practice standard.

Decision outcomes issued by panels of the ICR Committee in 2021 and 2020

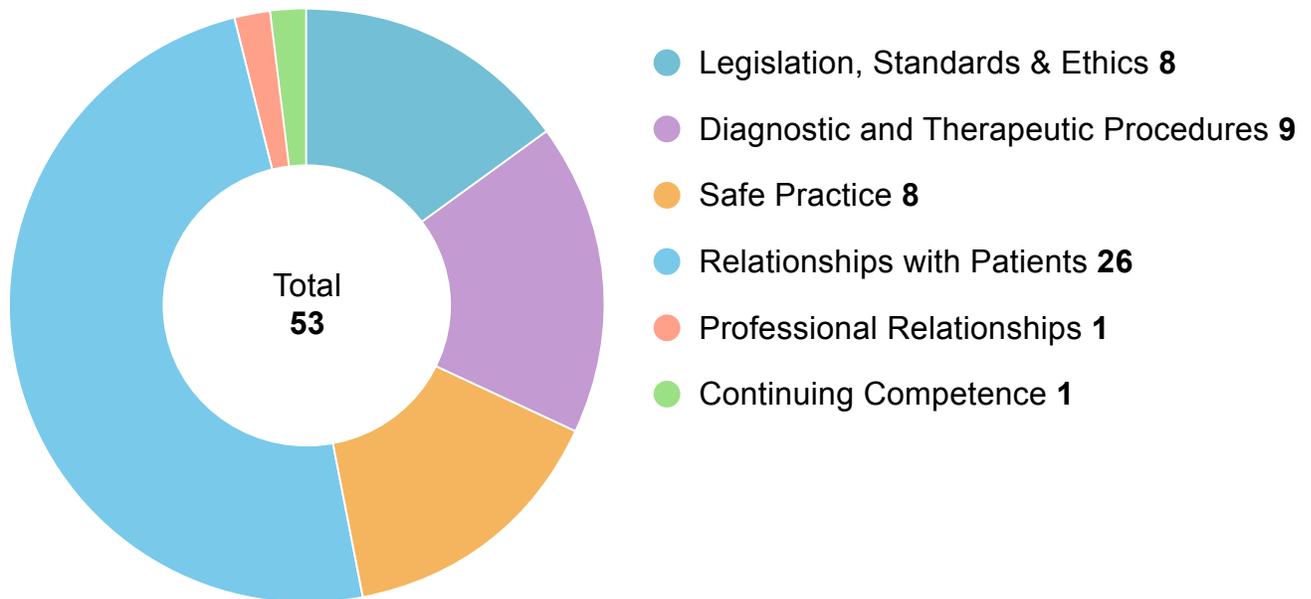


*SCERP, specified continuing education and remediation program

**A&U, acknowledgement & understanding

***outcome not measured in 2020

Complaints and Reports by Practice Standard in 2021



*A complaint or report may involve more than one practice standard. The total number of practice standards may not equal the total number of complaints and reports decisions issued. The practice standards involved in a complaint or report are assigned at the time the decision is issued.

Health Professions Appeal and Review Board

The Health Professions Appeal and Review Board (HPARB) is an agency of the government, independent of the CMRITO that is responsible for reviewing the decisions of the Inquiries, Complaints and Reports (ICR) Committee regarding complaints. HPARB can review both the adequacy of the investigation and the reasonableness of the decision. A review may be requested by either the complainant or the member who is the subject of the complaint.

There were two HPARB decisions issued in 2021. In both cases, HPARB confirmed the decision of the ICR Committee.

Discipline Committee

| | | |
|------------------------------|---------------|---|
| Jay A. Needles, Chair | MRT(MR)(R) | Council Member |
| Andre Bowen | MRT(N) | Appointed Member <i>(from June 10, 2021)</i> |
| Renate Bradley | MRT(T) | Appointed Member |
| Zainool Dhalla | DMS, MRT(R) | Council Member |
| Lisa Di Prospero | MRT(T) | Appointed Member |
| Simrat Grewal | DMS | Appointed Member |
| Jia Inacio | MRT(R), DMS | Appointed Member <i>(to June 10, 2021)</i> |
| Amanda Lee | MRT(R)(MR) | Council Member <i>(from June 10, 2021)</i> |
| Ramesh Makhija | Public Member | Council Member |
| Wendy Rabbie | MRT(R) | Appointed Member <i>(from June 10, 2021)</i> |
| Victoria Romero | Public Member | Council Member |
| Nilay Saha | Public Member | Council Member |
| Manjit Singh Saini (Bhondhi) | Public Member | Council Member <i>(from June 10, 2021)</i> |
| Scott Tracze | Public Member | Council Member <i>(to January 7, 2021)</i> |
| Martin Ward | Public Member | Council Member <i>(to February 10, 2021)</i> |
| Sandra Willson | MRT(N) | Council Member |

The Discipline Committee is responsible for holding hearings related to professional misconduct and incompetence matters referred by the Inquiries, Complaints and Reports Committee. There were no referrals to the Discipline Committee in 2021.

There was one hearing held in 2021. This hearing related to a referral from 2020. A summary of the hearing is set out below.

Summary of Discipline Hearing – Janice G. Mizen, MRT(R)

On September 2, 2021, a panel of the Discipline Committee (the Panel) found Janice G. Mizen to have committed acts of professional misconduct in that they:

- failed to maintain the standards of practice of the profession;
- contravened a federal, provincial, or territorial law, a municipal by-law, or a by-law or rule of a hospital within the meaning of the Public Hospitals Act, by accessing the personal health information and/or electronic medical records for one or more patients without consent or proper authorization while employed at St. Mary's General Hospital in Kitchener, Ontario, contrary to the *Personal Health Information Protection Act, 2004*, and/or the rules of the hospital; and
- engaged in conduct or performed an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, when they accessed the personal health information and/or electronic medical records for one or more patients without consent or authorization.

The hearing proceeded by way of an agreed statement of facts. The Panel accepted a joint position on penalty and made the following order:

- requiring Janice G. Mizen to appear before the Panel of the Discipline Committee via video to be reprimanded on September 2, 2021;
- directing the Registrar to impose specified terms, conditions and limitations on Janice G. Mizen's certificate of registration, requiring that they must successfully complete 1) all of the modules of CMRITO's online Jurisprudence Course and the associated online quiz, and 2) the online Privacy Awareness in Health Care Training – Ontario course offered by Corridor Interactive, at their expense, by no later than November 1, 2021; and
- directing Janice G. Mizen to pay CMRITO's costs in the amount of three thousand five hundred dollars (\$3,500.00), payable by no later than September 2, 2022.

Fitness to Practise Committee

| | | |
|------------------|---------------|------------------|
| Kieng Tan, Chair | MRT(T) | Council Member |
| Renate Bradley | MRT(T) | Appointed Member |
| Christine MacRae | DMS | Appointed Member |
| Victoria Romero | Public Member | Council Member |

The Fitness to Practise Committee is responsible for holding hearings related to incapacity matters referred by the Inquiries, Complaints and Reports Committee.

There were no referrals to the Fitness to Practise Committee in 2021 and no hearings were held in 2021.

Patient Relations Committee

| | | |
|---------------------------|---------------|---|
| Sandra Willson, President | MRT(N) | Council Member <i>(President from June 10, 2021)</i> |
| Wendy Rabbie, President | MRT(R) | Council Member <i>(to June 10, 2021)</i> |
| Angela Cashell | MRT(T) | Council Member <i>(to June 10, 2021)</i> |
| Amanda Lee | MRT(R)(MR) | Council Member <i>(from June 10, 2021)</i> |
| Jay A. Needles | MRT(MR)(R) | Council Member |
| Nilay Saha | Public Member | Council Member |
| Kieng Tan | MRT(T) | Council Member <i>(from June 10, 2021)</i> |
| Martin Ward | Public Member | Council Member <i>(to February 10, 2021)</i> |

The Patient Relations Committee is responsible for the CMRITO's Patient Relations Program. The Patient Relations Program includes measures for preventing and dealing with sexual abuse of patients, including educational requirements for members, guidelines for the conduct of members with their patients, training for CMRITO's staff and the provision of information for the public.

At the CMRITO, the Executive Committee also acts as the Patient Relations Committee, reflecting the importance of the role and the fact that the Patient Relations Program and any patient relations initiatives should permeate all activities undertaken by the CMRITO and should not be restricted to the activities of a single committee.

The Patient Relations Committee is also responsible for administering the fund for therapy and counselling for patients who allege they have been sexually abused by a member. There was one application for funding for therapy or counselling in 2021.

Quality Assurance Committee

| | | |
|--------------------------|---------------|--|
| Sandra Willson, Chair | MRT(N) | Council Member |
| Nathalie Bolduc | MRT(R) | Appointed Member |
| Tatiana Grankina | DMS | Appointed Member |
| Constance Krajewski | MRT(R) | Appointed Member |
| Merrylee McGuffin | MRT(T) | Appointed Member |
| John Andrew Mogg | MRT(R)(MR) | Appointed Member |
| Derek Ribeiro | MRT(T) | Council Member <i>(Appointed Member to June 10, 2021)</i> |
| Diana Victoria Stenhouse | MRT(R), DMS | Appointed Member <i>(from June 10, 2021)</i> |
| Lyn A. Vanhoutteghem | DMS | Appointed Member <i>(from June 10, 2021)</i> |
| Martin Ward | Public Member | Council Member <i>(to February 10, 2021)</i> |
| Ramesh Makhija | Public Member | Council Member <i>(from February 23, 2021)</i> |

The role of the Quality Assurance Committee is to develop and administer a quality assurance program that includes:

- continuing education or professional development to promote continuing competence and continuing quality improvement among members
- self, peer and practice assessments, and
- a mechanism to maintain members' participation in, and compliance with, the program

The Quality Assurance Committee held seven meetings in 2021.

Quality Assurance Declaration

The Quality Assurance Declaration is completed each year by every member at the time of their annual renewal of registration. Members confirm whether they have complied with the requirements of the QA Program and that they understand the requirements of the QA Program.

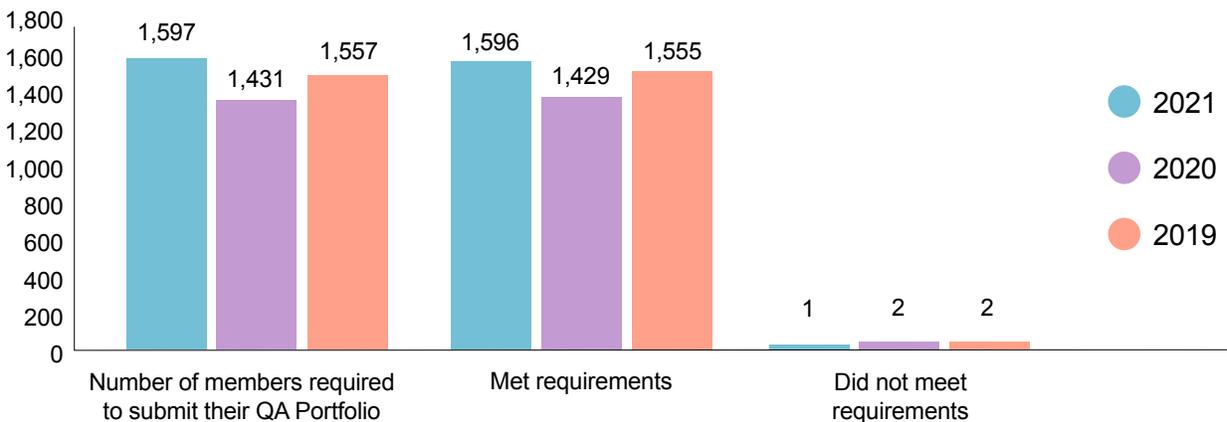
The QA Committee monitors the declarations of members' participation in the QA Program and follows up with members that have declared noncompliance.

Quality Assurance ePortfolio

The QA ePortfolio is completed each calendar year by every member. The QA ePortfolio includes a self-assessment based on the standards of practice, a QA profile which describes the member's practice, and a method to keep a record of continuing education and professional development activities completed each year. Each member is required to complete and record at least 25 hours of continuing education and professional development activities each year. A member may be required to submit their QA ePortfolio for assessment by the QA Committee. The assessment may be completed by the QA Committee or an assessor.

For the 2021 QA year, 15% of members were randomly selected to submit their 2020 QA records (QA Portfolio) for assessment in 2021.

2021 QA ePortfolio Assessments with 2020 and 2019 comparison



Hours of Continuing Education and Professional Development

The majority of members who submitted their QA ePortfolios for assessment in 2021 recorded considerably more continuing education and professional development hours than the minimum required 25 hours, with some members recording over 100 hours. This evidence of member engagement is seen consistently every year.

Multi-Source Feedback (MSF) Assessment

The peer and practice assessment by means of a multi-source survey is completed by individual members randomly selected by the QA Committee in accordance with the QA Regulation. The assessment includes a self, peer and co-worker, and patient assessments of a member's practice, based on the standards of practice. A report of this assessment is prepared by the QA Committee, a copy of which is provided to the member.

The criteria for members to complete the MSF assessment include:

- sufficient number of peers and co-workers
- involved in clinical practice in Ontario

The CMRITO Council canceled the College's Multi-Source Feedback Assessment in 2021 due to the ongoing COVID-19 pandemic.

Individual Practice Assessment (IPA)

A member will be selected by the QA Committee to participate in an IPA with an assessor when, based on an assessment of the QA Portfolio or an MSF assessment, the QA Committee is of the opinion that there may be a gap in a member's practice and a further assessment of the member's practice is required.

There were no Individual Practice Assessments conducted in 2021.

REGISTRATION COMMITTEE

| | | |
|-------------------------------------|---------------|---|
| Manjit Singh Saini (Bhondhi), Chair | Public Member | Council Member <i>(from February 23, 2021)</i> |
| Martin Ward, Chair | Public Member | Council Member <i>(to February 10, 2021)</i> |
| Valentina Al-Hamouche | MRT(R) | Appointed Member |
| Zafar Bajwa | DMS | Appointed Member |
| Ruvette Coelho | MRT(T) | Appointed Member |
| Laura D'Alimonte | MRT(T) | Appointed Member |
| Redon Hoxhaj | MRT(N) | Appointed Member |
| Cara Mazur | DMS, MRT(R) | Appointed Member |
| Jennifer McDonald | DMS | Appointed Member <i>(from June 10, 2021)</i> |
| Kelly McDonald | MRT(R) | Appointed Member |
| Jean Nash | MRT(R)(MR) | Appointed Member <i>(from June 10, 2021)</i> |
| Cathryne Palmer | MRT(T) | Appointed Member <i>(from June 10, 2021)</i> |
| Anna Simeonov | MRT(MR)(R) | Appointed Member |
| Kieng Tan | MRT(T) | Council Member |

The role of the Registration Committee is to assess applications for registration which have been referred to the Committee by the Registrar to determine whether the applicants meet the requirements for registration to practise the profession in Ontario in accordance with the provisions set out in the registration regulation and in a fair, transparent, objective and impartial manner.

The Registration Committee held eight days of meetings to discharge its statutory responsibilities in 2021.

During the eight days of meetings, the Committee reviewed and approved the following:

Internationally educated applicants

- reviewed 162 new applications for registration from internationally educated individuals
- issued 149 decisions where the panel approved the applications for registration following the completion of certain requirements, including the successful completion of the CMRITO approved examinations (either the Canadian Association of Medical Radiation Technologists' national certification examination or the Sonography Canada national certification examination(s))

Applicants trained in Ontario

- reviewed three applications for registration from applicants who completed their education in Ontario. The panel approved two applications for registration following the completion of certain requirements

Applicants trained in Canada outside of Ontario

- reviewed one application for registration from an applicant who completed their education in Canada in a province outside of Ontario. The panel approved their application for registration following the completion of certain requirements

Applications from past members

- the panel reviewed and approved one application for reinstatement of a member's certificate of registration

Health Professions Appeal and Review Board

The Health Professions Appeal and Review Board (HPARB) is an agency of the government, independent of the CMRITO that is responsible for reviewing decisions of the Registration Committee upon request of the applicant. In 2021, there was one HPARB decision issued, which upheld the decision of the Registration Committee.

Office of the Fairness Commissioner (OFC)

The CMRITO submitted the 2020 Fair Registration Practices Report to the Office of the Fairness Commissioner (OFC) in April 2021, and the CMRITO response to the OFC Risk Informed Compliance Framework Forward Looking Risk questionnaire in December 2021.

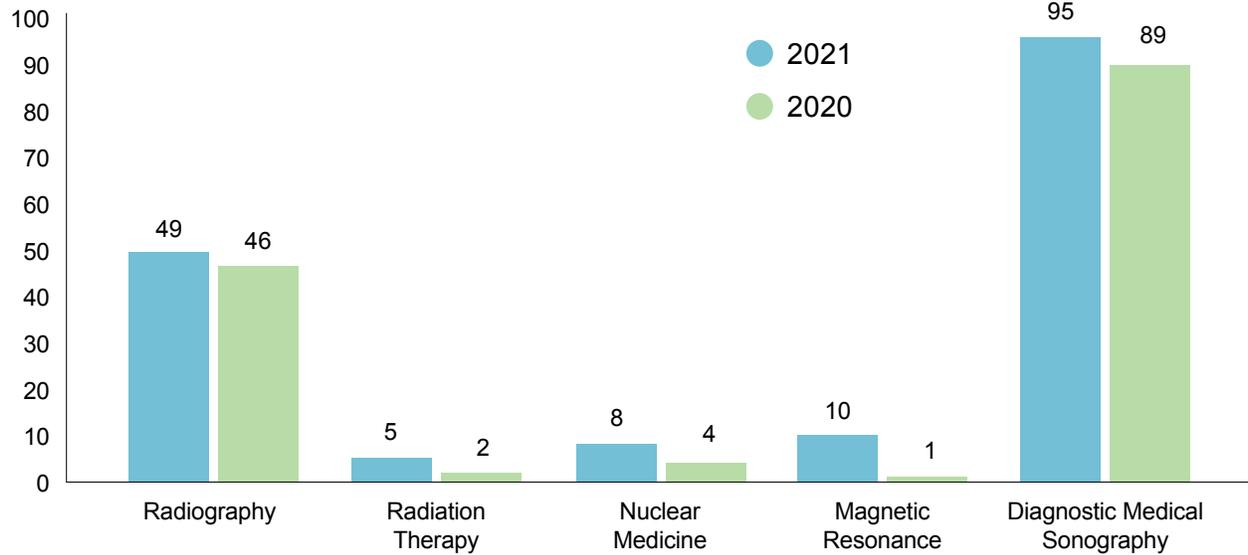
In August 2021, CMRITO received the OFC's Compliance Category Letter assigning the College a full compliance status for 2021.

Education and Training

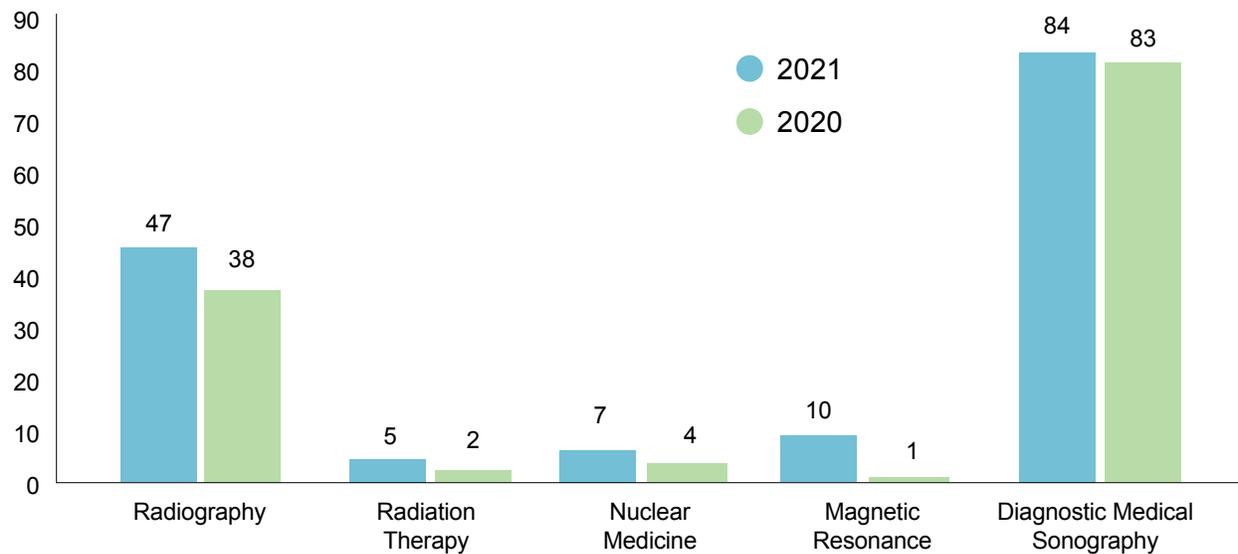
Members of the Registration Committee completed the following education in 2021:

1. orientation and training on the *Regulated Health Professions Act, 1991* (RHPA) legislative framework
2. orientation and training on CMRITO's registration regulation and policies, and the Registration Committee processes and procedures
3. Health Professions Regulators of Ontario (HPRO) governance training for RHPA colleges
4. orientation and training on Right Touch Regulation and Prior Learning Assessment Recognition (PLAR) Processes

Applications reviewed by the Registration Committee by specialty in 2021 with 2020 comparison

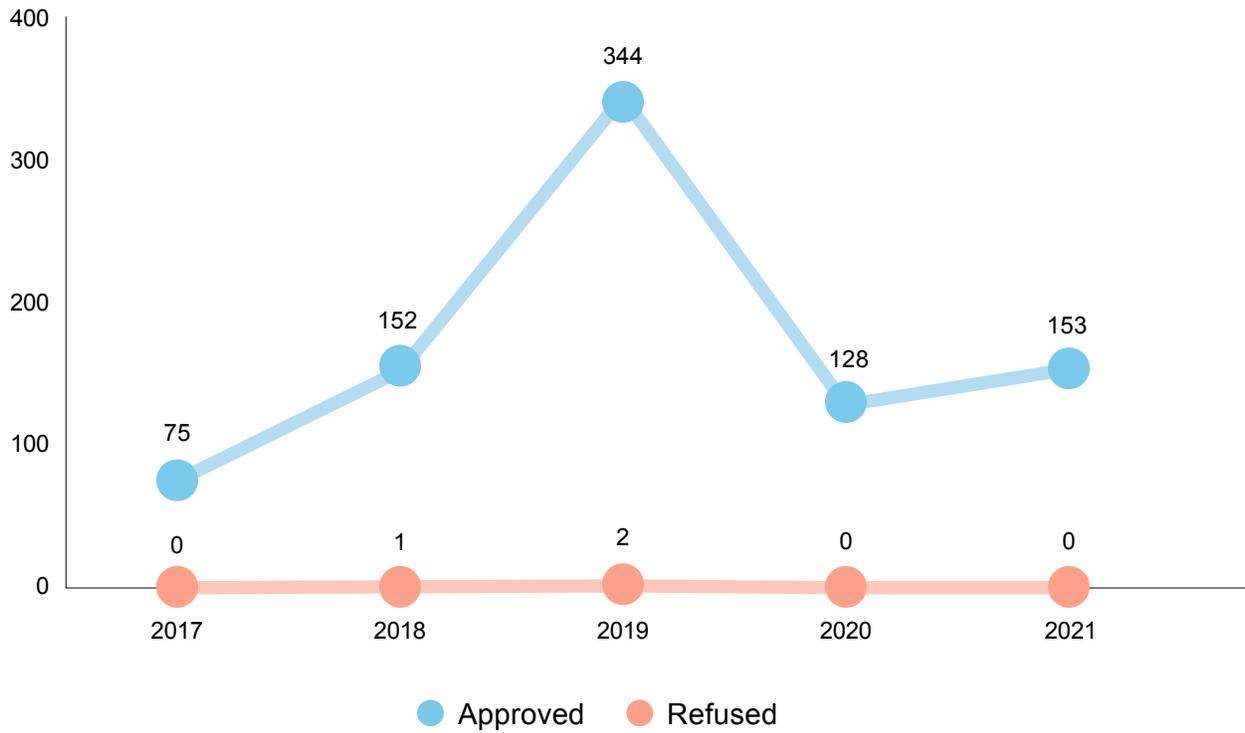


Decisions issued by the Registration Committee by specialty in 2021 with 2020 comparison



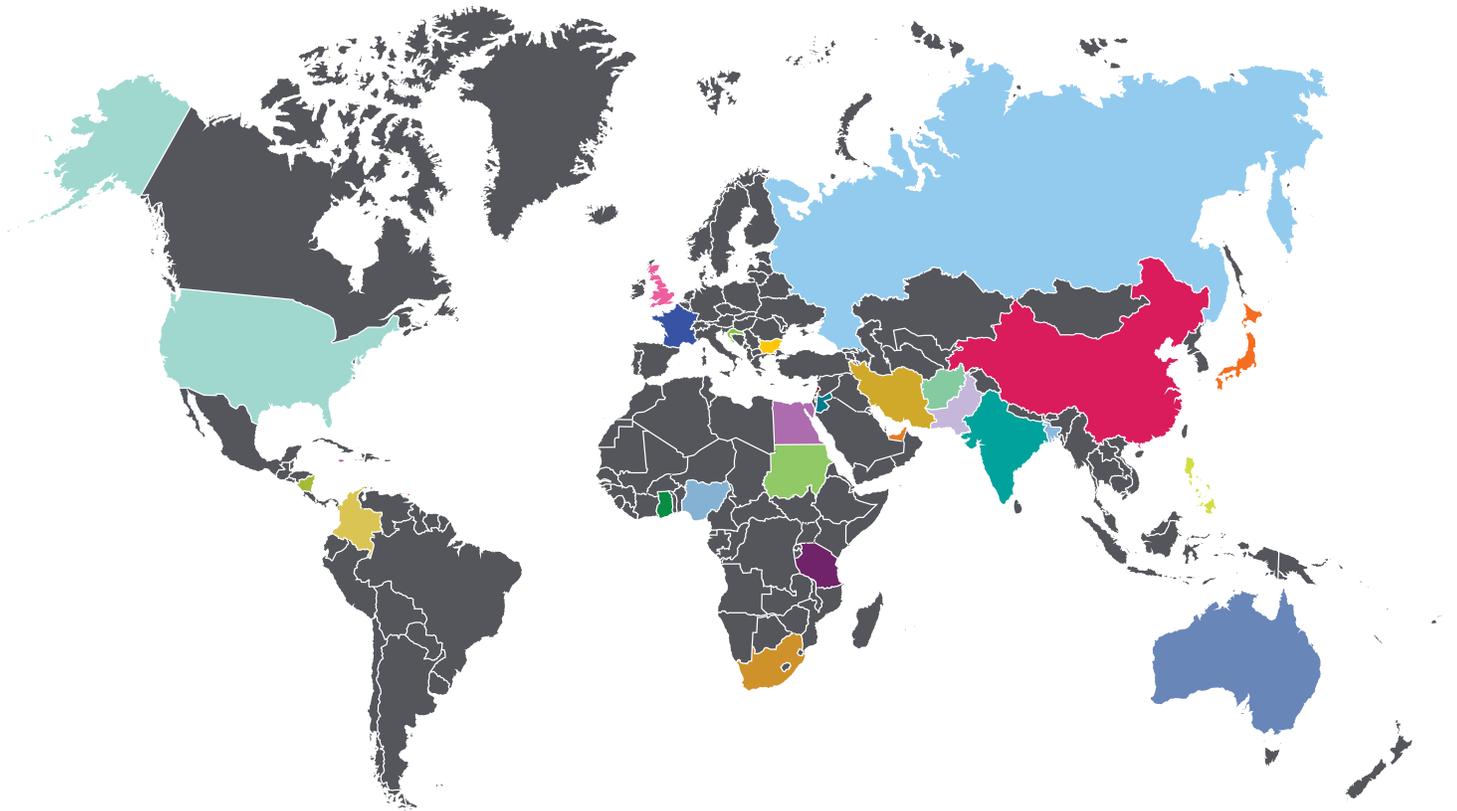
**The total number of decisions may not correspond to the total number of applications reviewed as decisions may be pending receipt of additional information or decisions may be issued for applications reviewed in the previous calendar year.*

Decisions issued by the Registration Committee annually 2017-2021



**The total number of decisions issued by the Registration Committee includes decisions for all types of applications referred to the Committee including Ontario educated applicants, internationally educated applicants and past members.*

Countries where education in medical radiation and imaging technology was completed for international applications reviewed in 2021



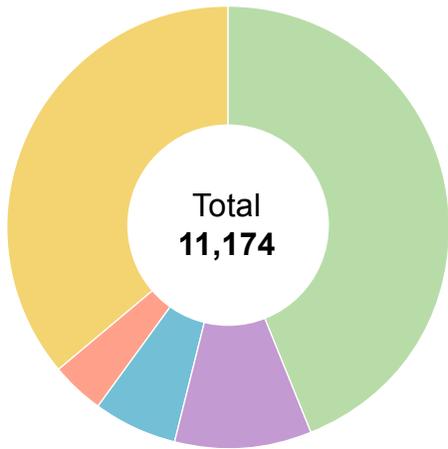
- | | | |
|-----------------|---------------|------------------------------|
| ● Afghanistan 2 | ● Hong Kong 1 | ● Philippines 10 |
| ● Australia 2 | ● India 26 | ● Russia 1 |
| ● Bangladesh 3 | ● Iran 33 | ● South Africa 2 |
| ● Bulgaria 1 | ● Jamaica 3 | ● Sudan 4 |
| ● China 4 | ● Japan 1 | ● Tanzania 1 |
| ● Columbia 1 | ● Jordan 1 | ● Trinidad and Tobago 1 |
| ● Croatia 1 | ● Lebanon 2 | ● United Kingdom 1 |
| ● Egypt 2 | ● Nicaragua 1 | ● United Arab Emirates 1 |
| ● France 1 | ● Nigeria 4 | ● United States of America 7 |
| ● Ghana 1 | ● Pakistan 41 | |

**The total number of countries in which international applicants completed their education in medical radiation and imaging technology for new applications received in 2021 does not correspond to the total number of applications reviewed, or decisions issued, as the total number of applications reviewed includes applications from Canadian applicants.*

MEMBERSHIP PROFILE

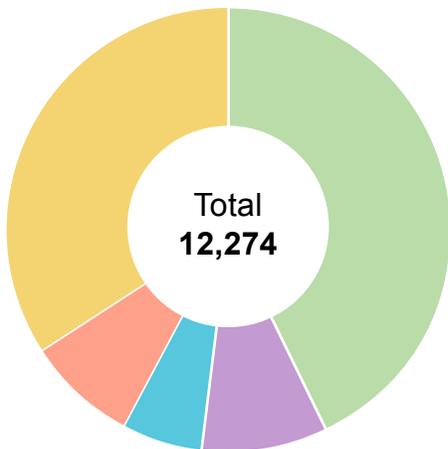
| Active | 2021 | 2020 | 2019 |
|---|---------------|---------------|---------------|
| Specialty (Primary) | | | |
| Radiography | 4,871 | 4,857 | 4,829 |
| Radiation Therapy | 1,107 | 1,129 | 1,124 |
| Nuclear Medicine | 667 | 686 | 701 |
| Magnetic Resonance | 513 | 484 | 456 |
| Diagnostic Medical Sonography | 4,014 | 3,926 | 3,904 |
| Employment Specific | | | |
| Nuclear Medicine | 2 | 2 | 3 |
| Total Active | 11,174 | 11,084 | 11,017 |
| Resigned | | | |
| Specialty (Primary) | | | |
| Radiography | 342 | 310 | 303 |
| Radiation Therapy | 101 | 81 | 95 |
| Nuclear Medicine | 52 | 46 | 43 |
| Magnetic Resonance | 30 | 24 | 19 |
| Diagnostic Medical Sonography | 247 | 254 | 156 |
| Employment Specific | | | |
| Nuclear Medicine | 0 | 1 | 2 |
| Total Resigned | 772 | 716 | 618 |
| Suspended (for failure to pay fees) | | | |
| Specialty (Primary) | | | |
| Radiography | 2 | 5 | 11 |
| Radiation Therapy | 3 | 0 | 1 |
| Nuclear Medicine | 0 | 2 | 1 |
| Magnetic Resonance | 0 | 0 | 0 |
| Diagnostic Medical Sonography | 11 | 9 | 3 |
| Total Suspended | 16 | 16 | 16 |
| Total Active, Resigned and Suspended | 11,962 | 11,816 | 11,651 |

Active members on December 31, 2021 by primary specialty



- Radiography **4,871** (44%)
- Radiation Therapy **1,107** (10%)
- Nuclear Medicine **669** (6%)
- Magnetic Resonance **513** (4%)
- Diagnostic Medical Sonography **4,014** (36%)

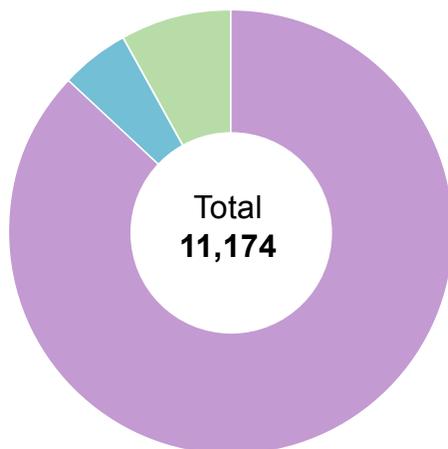
Active specialty certificates December 31, 2021



- Radiography **5,205** (43%)
- Radiation Therapy **1,150** (9%)
- Nuclear Medicine **702** (6%)
- Magnetic Resonance **1,002** (8%)
- Diagnostic Medical Sonography **4,215** (34%)

**A member may hold one or more specialty certificates.*

Active members on December 31, 2021 by location of initial education in medical radiation and imaging technology



- Ontario **9,741** (87%)
- Canadian (outside Ontario) **523** (5%)
- Outside Canada **910** (8%)

Summary Financial Statements

HILBORNLLP

Report of the Independent Auditor on the Summary Financial Statements

To the Council of the College of Medical Radiation and Imaging Technologists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2021, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Medical Radiation and Imaging Technologists of Ontario (the “College”) for the year ended December 31, 2021.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor’s report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor’s report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated March 31, 2022.

Management’s Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor’s Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

The logo for Hilborn LLP, featuring the word "Hilborn" in a stylized, cursive blue font, followed by "LLP" in a smaller, sans-serif blue font.

Toronto, Ontario
March 31, 2022

Chartered Professional Accountants
Licensed Public Accountants

SUMMARY STATEMENT OF FINANCIAL POSITION

| December 31 | 2021 \$ | 2020 \$ |
|---|-------------------------|-------------------------|
| ASSETS | | |
| Current assets | | |
| Cash | 602,591 | 411,740 |
| Investments | 733,148 | - |
| Prepaid expenses | 78,730 | 81,731 |
| | <u>1,414,469</u> | <u>493,471</u> |
| Long-term investments | 1,720,000 | 2,228,098 |
| Capital assets | 232,947 | 297,826 |
| Intangible assets | 271,253 | 428,071 |
| | <u>2,224,200</u> | <u>2,953,995</u> |
| | <u><u>3,638,669</u></u> | <u><u>3,447,466</u></u> |
| LIABILITIES | | |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 316,316 | 202,395 |
| Deferred registration fees | 2,704,377 | 2,209,494 |
| | <u>3,020,693</u> | <u>2,411,889</u> |
| Deferred lease incentives | 128,112 | 144,126 |
| | <u>3,148,805</u> | <u>2,556,015</u> |
| NET ASSETS | | |
| Invested in capital and intangible assets | 504,200 | 725,897 |
| Unrestricted | (14,336) | 165,554 |
| | <u>489,864</u> | <u>891,451</u> |
| | <u><u>3,638,669</u></u> | <u><u>3,447,466</u></u> |

SUMMARY STATEMENT OF OPERATIONS

| Year ended December 31 | 2021 | 2020 |
|---|------------------|------------------|
| | \$ | \$ |
| Revenues | | |
| Registration fees | 4,737,326 | 5,001,843 |
| Investment income | 25,050 | 46,117 |
| | 4,762,376 | 5,047,960 |
| Expenses | | |
| Human resources | 3,077,983 | 2,959,440 |
| Operating | 904,983 | 884,821 |
| Communications and legal | 455,426 | 450,245 |
| Committee meetings | 235,668 | 83,535 |
| Education and quality assurance | 206,070 | 120,634 |
| Amortization - capital assets | 84,160 | 85,159 |
| Amortization - intangible assets | 199,673 | 204,386 |
| | 5,163,963 | 4,788,220 |
| Excess of revenues over expenses (expenses over revenues) for year | (401,587) | 259,740 |

NOTE TO SUMMARY FINANCIAL STATEMENTS

December 31, 2021

1. Basis of presentation

These summary financial statements are derived from the audited financial statements of the College of Medical Radiation and Imaging Technologists of Ontario (the “College”) for the year ended December 31, 2021, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include a statement for each statement included in the audited financial statements, except for the statements of changes in net assets and cash flows;
- (b) information in the summary financial statements agrees with the related information in the audited financial statements; and
- (c) major subtotals, totals and comparative information from the audited financial statements are included.

The audited financial statements of the College are available on the College website.



300 - 375 University Avenue
Toronto, Ontario, Canada
M5G 2J5
416.975.4353
1.800.563.5847
www.cmrito.org

Copyright 2022 © CMRITO. All rights reserved.

Design: C(GROUP) cgroupdesign.com



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario