



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario

2022

ANNUAL REPORT

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PRESIDENT'S MESSAGE



Sandra Willson
President

The past year has remained a time of profound change as the world continued to adapt to the COVID-19 pandemic and its far-reaching effects. This period has highlighted both the fragility and resilience of our society and has forced us to adapt to new ways of living and working. As we emerge from the pandemic, it is likely these trends will continue to shape the nature of work, business, and society as a whole.

One of the most noticeable changes of the past few years has been the widespread shift towards remote work and a greater reliance upon digital communication tools and processes, allowing people to remain connected and highly productive while working from home. Health care facilities, clinics, professionals and regulatory bodies such as ours have had to adapt our work processes and operations to accommodate remote work while maintaining a laser focus on protecting patients and the public interest.

And that's exactly what the CMRITO has done.

This report demonstrates that the CMRITO is a dynamic regulator that moves quickly to embrace change and deliver essential regulatory advances to address the needs of the public, the government, and the profession.

We have seen measurable activity to address the three key goals of our 2022-2024 Strategic Plan – evolving regulatory practices, maximizing communications impact, and increasing organizational capacity. We launched a streamlined Quality Assurance ePortfolio with an improved user interface that allows members to monitor their progress easily throughout the year. We initiated a formal review of the MSF assessment to evaluate its ability to support medical radiation and imaging technologists in providing safe and effective patient care. We delivered timely and informative webinars on performing procedures, illegal practice and professional accountability, launched several new educational video series, and delivered a number of presentations that combined to reach more than 6,400 MRITs over the year. And we strengthened and expanded our social media presence to ensure that the information we post is being seen by our members and stakeholders.

The most significant evolution at CMRITO in 2022 was permanently moving our operations from a physical office to a remote work arrangement for all staff. Since 2020, we have successfully met all our strategic, regulatory, and operational obligations while working from home by leveraging new technologies and equipment and implementing updated processes and procedures. In light of this success, changes in our staffing structure, and emerging employment best practices, we decided to make this change permanent.

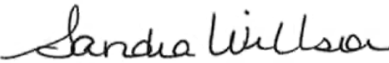
Members and stakeholders will recall that 2022 was Linda Gough’s final year as Registrar & CEO of the CMRITO. Linda joined the College in 1998 and was appointed Registrar in 2007.

Linda’s passion for improving the profession’s regulatory environment in the public interest has inspired and motivated us all to work towards a better future for medical radiation and imaging technology in Ontario. Her leadership and vision have been instrumental in shaping our regulatory landscape and her legacy will endure for years to come. Linda’s commitment to upholding ethical and professional standards has set a benchmark for excellence in the broader health care community. And as Registrar, Linda has embodied CMRITO’s core values, including transparency, fairness, ethical conduct and a commitment to public protection.

I know I speak for Council, CMRITO staff and the profession as whole when I express our deepest gratitude to Linda for her tireless efforts in ensuring the highest standards in the regulation of the medical radiation and imaging technology profession in Ontario.

Earlier this year, Council selected Pree Tyagi, former Registrar & CEO of the Alberta College of Medical Diagnostic and Therapeutic Technologists, to succeed Linda as CMRITO Registrar & CEO. We look forward to continuing to work with Pree and CMRITO staff to build on the solid foundation set by Linda over her 27 year career with the College.

As my final year of leading the CMRITO comes to a close, I can’t help but reflect on the changes that have taken place since I joined Council in 2014. In an everchanging landscape, the CMRITO has distinguished itself through its exceptional management of the impact of the changes on our profession, demonstrating unwavering dedication to the safety and well-being of the public in all of its decisions and actions. I am proud of the work that we have done, and excited about the work we will continue to do going forward.



Sandra Willson
President



REGISTRAR & CEO'S MESSAGE



Pree Tyagi
Registrar & CEO

The CMRITO has long been a leader in the regulation of medical radiation and imaging technologists in Canada, and I am eager to uphold the legacy of Linda Gough and Sharon Saberton, the College's first Registrar, before her and continue the College's work at the forefront of health regulation.

Ontario's health care system is constantly evolving. There is a pressing need for regulatory frameworks and organizations that keep pace with these changes and ensure the highest standards of patient care. Moreover, there are rapidly changing societal expectations that regulatory bodies such as ours actively contribute to a more equitable, diverse and inclusive community in all areas of our work.

The College's 2022-2024 Strategic Plan addresses this changing landscape and is perfectly aligned with how I see regulatory colleges needing to transform to shape the future of health care in Ontario and across Canada.

Our Strategic Plan anchors us in three key goals that will unlock our ability to fulfill our mandate to ensure public protection and promote the safe, effective, and ethical practice of medical radiation and imaging technology in the province of Ontario. They equip the College to develop innovative solutions and drive positive change in Ontario's regulatory environment on behalf of the patients we serve and the medical radiation and imaging technologists who are our members.

As I embark on this new journey with CMRITO, I am looking forward to working on pivotal initiatives like developing educational strategies to support registrant compliance with standards and guidelines and ensuring that our programs have the resources and infrastructure they need to meet increasing demand.

Similarly, I look forward to continuing our partnership with the Ministry of Health, patient organizations, health care sector stakeholders, and other organizations that engage medical radiation and imaging technologists to support and improve a health care system that serves the greater good.

By working together, we can ensure that the people of this province receive the highest standards of care and protection in medical radiation and imaging technology. I am honored to be part of this noble mission and excited to contribute to its success.

I invite you to read our Annual Report to learn about our achievements during a year filled with change and progress.



Pree Tyagi
Registrar & CEO



REPORT FROM COUNCIL

COUNCIL

Sandra Willson, President	MRT(N)	District 3 – nuclear medicine
Amanda Lee, Vice President	MRT(R)(MR)	District 1 – radiography <i>(Vice President from June 16, 2022)</i>
Jay A. Needles, Vice President	MRT(MR)(R)	District 4 – magnetic resonance <i>(to June 16, 2022)</i>
Zainool (Zani) Dhalla	DMS, MRT(R)	District 5 – diagnostic medical sonography <i>(from February 24, 2022)</i>
Ovais Iqbal	Public Member	District 6 – member at large <i>(to June 16, 2022)</i>
Yasir Khalid	MRT(T)	
Ramesh Makhija	Public Member	
Caitlin McCabe	Public Member	
Zaynab Muraj	MRT(T)	District 6 – member at large <i>(from June 16, 2022)</i>
Derek Ribeiro	MRT(T)	District 2 – radiation therapy
Victoria Romero	Public Member	
Nilay Saha	Public Member	
Anna Simeonov	MRT(MR)(R)	District 4 – magnetic resonance <i>(from June 16, 2022)</i>
Manjit Singh Saini (Bhondhi)	Public Member	
Kieng Tan	MRT(T)	District 7 – academic councillor

EXECUTIVE COMMITTEE

Sandra Willson, President	MRT(N)	Council Member
Amanda Lee, Vice President	MRT(R)(MR)	Council Member <i>(Vice President from June 16, 2022)</i>
Jay A. Needles, Vice President	MRT(MR)(R)	Council Member <i>(to June 16, 2022)</i>
Ovais Iqbal	Public Member	Council Member <i>(from June 16, 2022)</i>
Derek Ribeiro	MRT(T)	Council Member <i>(from June 16, 2022)</i>
Nilay Saha	Public Member	Council Member
Kieng Tan	MRT(T)	Council Member

The following is a summary of the notable undertakings and accomplishments of Council, its statutory committees and College staff over the last year.

STRATEGIC PLAN 2022-2024

The College's previous strategic plan guided the regulation of diagnostic medical sonographers (DMSs) as the profession's fifth specialty, addressing a significant gap in public protection. With that work now complete through the coming into force of the *Medical Radiation and Imaging Technology Act, 2017* (MRIT Act) in 2020, leading to the successful integration of DMSs as CMRITO members, it was time for the College to develop a fresh strategic plan with new priorities.

In the fall of 2021, Council and senior staff met to discuss the changing 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 new 2022-2024 Strategic Plan was approved by Council in December 2021.

CMRITO's Strategic Plan recognizes and attempts to address the current challenges facing the health care system and medical radiation and imaging technologists after years of unprecedented strain and overwhelming demands. The plan has the flexibility and agility to adapt and evolve as new measures are introduced to tackle emerging issues and expectations continue to shift to a more equitable, diverse and inclusive society for all.

The 2022-2024 Strategic Plan focuses on three key goals – evolving regulatory practices, maximizing communications impact, and increasing organizational capacity – to help the College deliver on its mandate to strengthen public protection and ensure the safe, effective and ethical practice of medical radiation and imaging technology in the province.

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

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

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

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

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

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

QUALITY ASSURANCE

Throughout 2022, the QA Committee and staff have worked to evaluate, update, and refine the QA Program.

The new QA ePortfolio and QuickQA app

On January 1, 2022, CMRITO launched the new and improved Quality Assurance ePortfolio. The new version is more streamlined, has an improved user interface, and allows members to monitor progress easily throughout the year.

New features of the QA ePortfolio include:

- 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
- a helpful dashboard at the top of every page that tracks progress toward completing annual QA requirements in real time
- short instructional videos in each section with tips and examples to help complete each piece
- a summary table of all CE&PD activities for quick reference

CMRITO also developed a new and improved version of the popular QuickQA app that seamlessly integrates with the new QA ePortfolio, allowing MRITs to record CE&PD activities quickly and easily on any type of mobile device.

Multi-Source Feedback assessment

One of the initiatives in the strategic plan was a review of the CMRITO peer and practice assessment, including the Multi-Source Feedback (MSF) assessment. As part of this process, the QA Committee proposed a formal review of the MSF assessment to evaluate its ability to support medical radiation and imaging technologists in providing safe and effective patient care. The project was approved by Council as part of the 2022 Operational Plan, with recommendations expected to be delivered in 2023.

The peer and practice assessment component of the QA Program has been conducted on a randomly selected group of members by means of a MSF assessment which requires a self-assessment, peer and co-worker assessments, and patient assessments using a survey tool based on the CMRITO Standards of Practice. The College suspended the use of the MSF assessment at the beginning of the COVID-19 pandemic due to the difficulties in maintaining infection control practices while asking patients to complete paper feedback surveys about their MRIT.

MOVE TO VIRTUAL ORGANIZATION

CMRITO began 2022 operating remotely, with Council and committees continuing to meet virtually and staff continuing to work from home.

At the March Council meeting, the Registrar & CEO provided an update on the College's productivity during emergency remote operations, and outlined how CMRITO has continued to meet all of its strategic, regulatory, and operational obligations successfully during this time. The Registrar & CEO described CMRITO's proactive efforts to incorporate new technologies and equipment into its operations, and outlined the updates to processes and procedures that allowed the College to thrive under these conditions. She also identified research from public health and business management experts that the College had reviewed, and the results of a detailed survey of CMRITO staff about the potential return to the office. Moreover, the Registrar & CEO outlined several cost and time savings and the introduction of multiple new efficiencies that had resulted from the move to remote operations.

Ultimately, these factors led Council to decide to move CMRITO operations from a physical office to a permanent remote office arrangement.

Our primary responsibility remains the same: to serve and protect the public interest. We continue to establish the standards of practice for the profession and set entry to practice requirements for medical radiation and imaging technologists. Our virtual operations provide Ontarians equal and seamless access to the CMRITO. Similarly, we continue to set priorities and goals based on our strategic plan and provide responsible financial oversight and accountability to ensure that resources and activities are appropriately considered and managed.

CMRITO SUPPORTING EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

CMRITO's vision, as set out in the Strategic Plan 2022-2024, states that the "CMRITO is an effective and collaborative regulator committed to transparency, equity, diversity and inclusion."

To support this vision and the College's strategic initiative to review our existing programs and practices to ensure they support equity, diversity and inclusion, CMRITO is now an employer partner with the Canadian Centre for Diversity and Inclusion (CCDI).

As a result, CMRITO Council, committee members and staff now have access to the extensive resources and expertise of CCDI to support this important work.

ADDITIONAL ORDERING AUTHORITY FOR CT AND MRI SCANS

As a result of changes to regulations under the *Healing Arts Radiation Protection Act* (HARP Act) and the *Regulated Health Professions Act, 1991* (RHPA), Nurse Practitioners (NPs) are able to order computerized tomography (CT) scans and magnetic resonance imaging (MRI) scans, and members of the Royal College of Dental Surgeons of Ontario holding a certificate of registration in the specialty of Oral and Maxillofacial Surgery are able to order MRIs, effective July 1, 2022.

These changes to O. Reg. 543/90 (X-ray Safety Code) and O. Reg. 107/96 (Controlled Acts) reduce unnecessary delays in patient care by decreasing the need for multiple visits and lessening wait times to access care from authorized providers.

CMRITO revised our ‘What you must know about ... performing procedures’ publication to accommodate these additional health professionals becoming authorized to order CTs and MRIs and discussed these changes in our webinar of the same name in August.

SELECTION AND RECRUITMENT OF NEW REGISTRAR & CEO

At Council’s March meeting, President Sandra Willson announced the retirement of CMRITO Registrar & CEO Linda Gough effective January 31, 2023.

Following this announcement, a selection committee of Council conducted an extensive search to find an influential leader with a proven track record of operational excellence committed to the regulation of the profession to serve and protect the public interest.

After a robust interview and selection process, CMRITO was pleased to announce the appointment of Pree Tyagi as the new Registrar & CEO, effective March 1, 2023.

COMMUNICATIONS OUTREACH

Webinars, videos, and presentations

CMRITO delivered three informative webinars for medical radiation and imaging technologists in 2022. The webinars were designed to provide practical and topical information for new and established MRTs and DMSs.

Webinar topics:

- What you must know about ... performing procedures
- What you must know about ... illegal practice
- What you must know about ... professional accountability

Over 1,200 CMRITO members attended the live broadcast of the webinars or watched a recording of these new sessions on the College’s website and YouTube channel.

In addition to these webinars, CMRITO developed two new online recording series to help members complete their annual Quality Assurance requirements and educate students about the CMRITO:

- QA ePortfolio
- Professional Practice: What MRITS need to know, Parts 1-3

These two series of recordings attracted over 2,500 viewings over the course of the year, providing audiences with relevant and timely information to help them complete their requirements and aid them in their journey to become medical radiation and imaging technologists.

Combined with presentations by the Registrar & CEO, Deputy Registrar, and members of the Professional Practice team at conferences and to educational institutions, more than 6,400 individuals viewed CMRITO webinars, recordings, and presentations in 2022.

CMRITO's growing collection of webinars and videos allow us to connect with many MRITs and share information in a flexible manner that is especially conducive to remote operations. We continue to identify relevant topics and areas of interest to help our members grow as health care professionals and meet their professional accountabilities.

Email communications

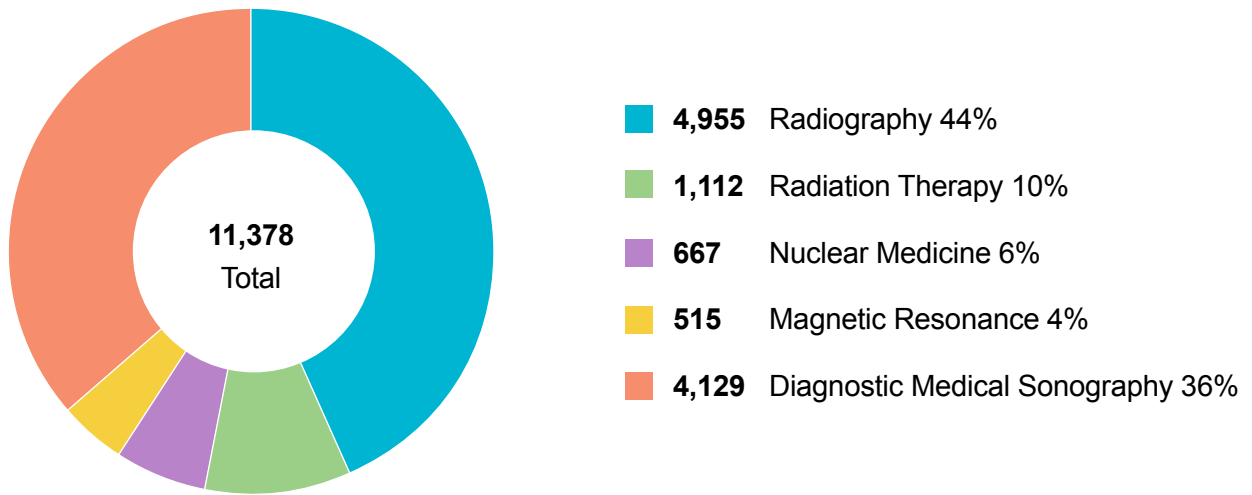
In 2022, 27 targeted bulk email messages (or 244,260 individual emails) were sent to members and applicants to inform them of new developments, outline their obligations as regulated health professionals, and keep them up to date on the latest information regarding the profession. We achieved a delivery rate of 99.73% and almost 135,000 interactions. These figures demonstrate that CMRITO members and applicants take their professional obligations seriously by reviewing and learning more about the topics covered in the messages they receive from the regulator.

Social Media

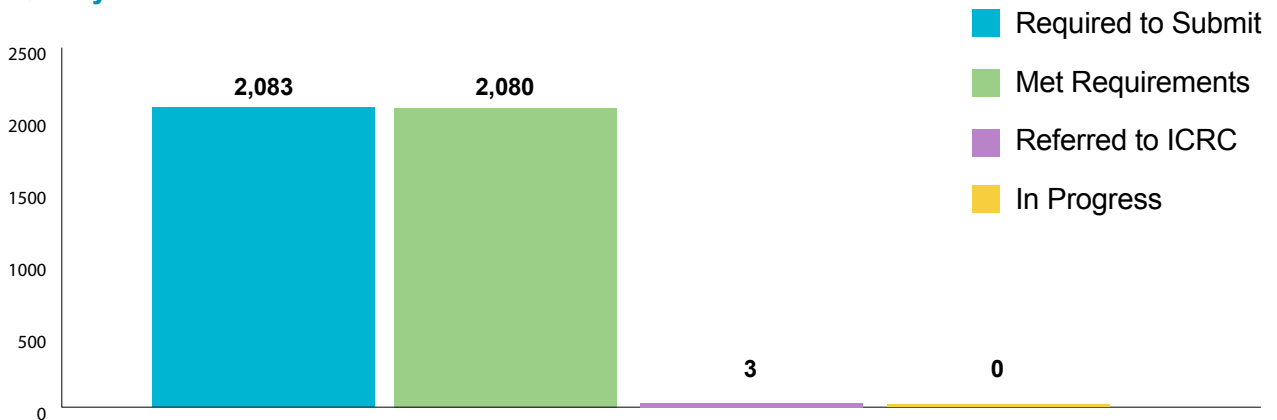
CMRITO continued our commitment to share content on social media in 2022 to ensure that the information we post is reaching our members and stakeholders. The College posted a combined 344 times on our social media platforms and gained 659 new social media followers over the course of the year. This growth in followers reflects the connection CMRITO has formed with members, applicants, and stakeholders, who are increasingly seeking new channels to receive important information from the College. The number of social media engagements increased to 7,460 in 2022 from 5,389 in 2021, reinforcing that our messages are resonating with our audiences on Facebook, LinkedIn, and Twitter, and warranting a continued commitment to communicate with our key audiences on these platforms.

CMRITO DASHBOARD 2022: JANUARY 1 – DECEMBER 31, 2022

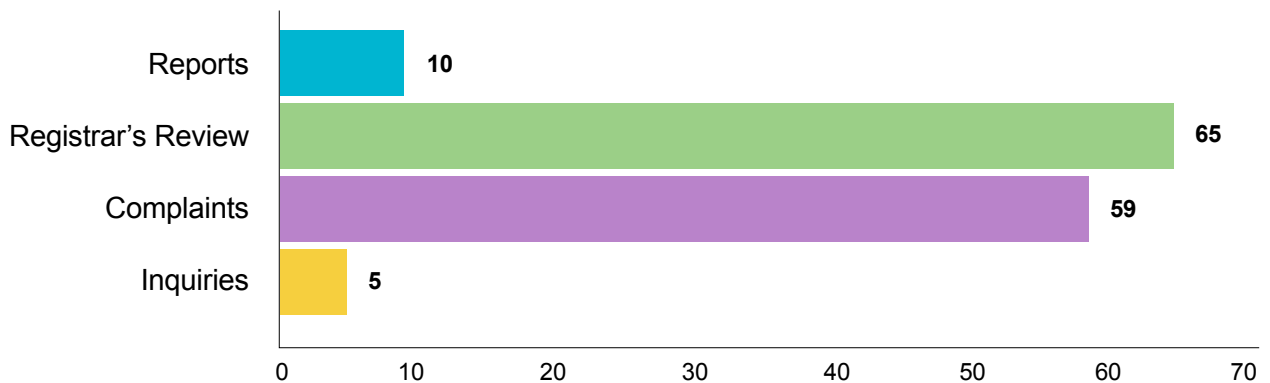
Active members by primary specialty



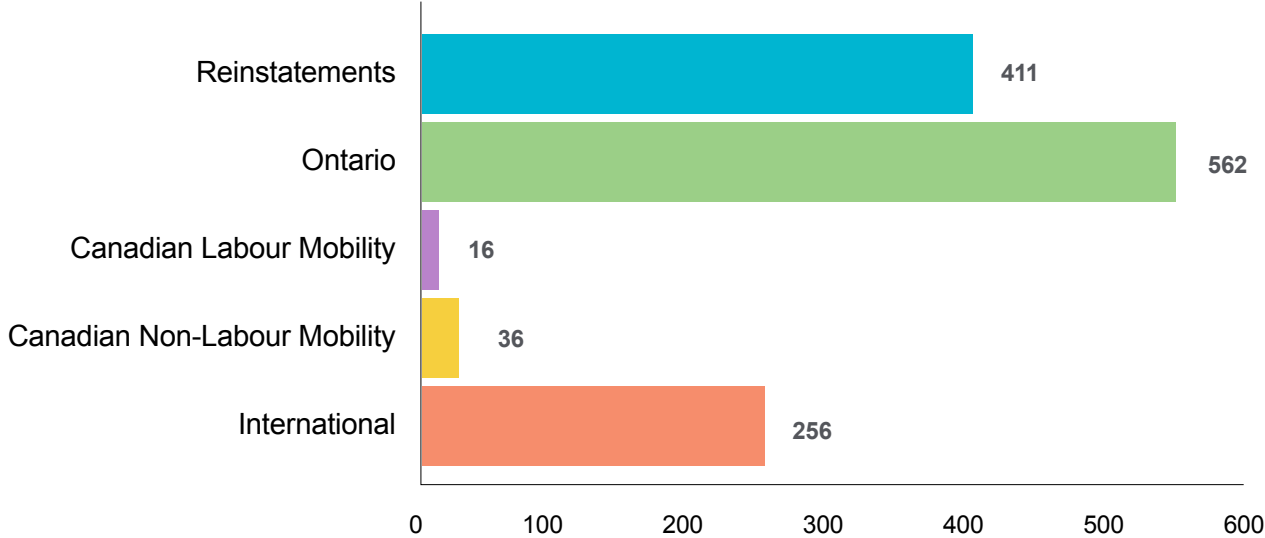
Quality Assurance assessments



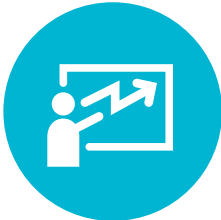
Professional Conduct new cases



Registration applications



Communications



9

New Presentations & Webinars



1,268

Number of views on webinars on website



659

New followers on social media platforms



7,460

Number of social media engagements

COMMITTEE REPORTS

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Caitlin McCabe, Chair	Public Member	Council Member
Rania Arabi	MRT(N)(MR)	Appointed Member
Angela Cashell	MRT(T)	Appointed Member
Zainool (Zani) Dhalla	DMS, MRT(R)	Council Member <i>(from June 16, 2022)</i>
Lisa Giampa	MRT(N)	Appointed Member
Tarja H. Heiskanen	MRT(T)	Appointed Member
Jia Inacio	MRT(R), DMS	Appointed Member
Yasir Khalid	MRT(T)	Appointed Member <i>(Council Member to June 16, 2022, Appointed Member from June 16, 2022)</i>
Ramesh Makhija	Public Member	Council Member
Zaynab Muraj	MRT(T)	Council Member <i>(from June 16, 2022)</i>
Kim Anh Phan	DMS	Appointed Member
Derek Ribeiro	MRT(T)	Council Member <i>(to June 16, 2022)</i>
Janet K. Scherer	MRT(R)	Appointed Member
Titus Stan	DMS	Appointed Member
Kimberly Thorvaldson	MRT(R)	Appointed Member
Michelle Tran	DMS	Appointed Member <i>(from June 16, 2022)</i>

The Inquiries, Complaints and Reports (ICR) Committee is the statutory committee under the *Regulated Health Professions Act, 1991*, responsible for handling all complaints, reports and inquiries regarding member conduct. The ICR Committee also conducts inquiries related to a member's fitness to practise.

A complaint is opened when the College receives a written/recorded complaint regarding the conduct of a member and the complainant consents to proceed. Complaints are investigated by a panel of the ICR Committee.

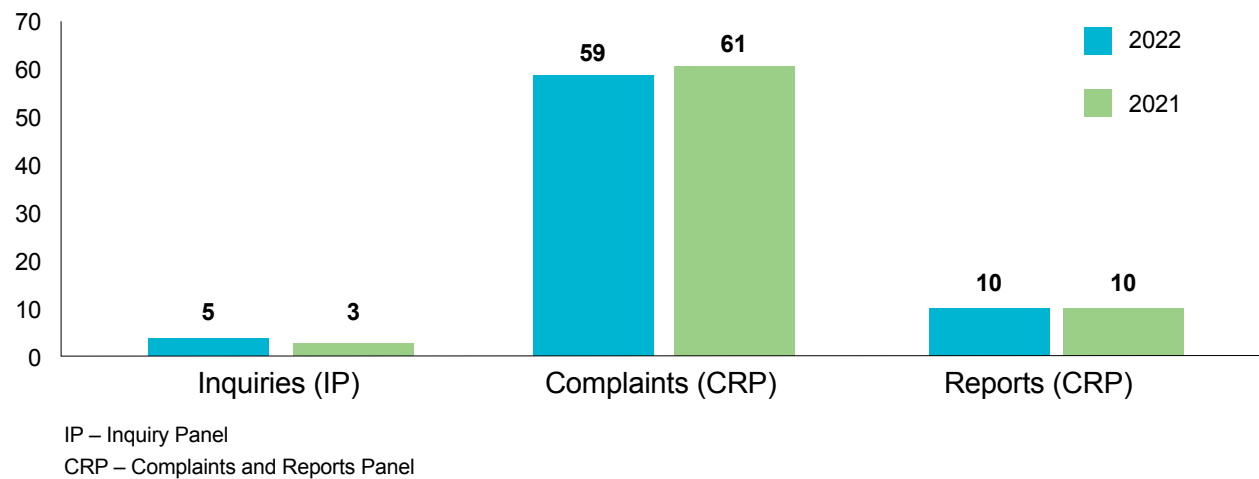
Panels of the ICR Committee also consider reports made by the Registrar regarding the results of an investigation conducted by an investigator appointed by the Registrar. With the approval of the ICR Committee, the Registrar may appoint an investigator to conduct an investigation to determine whether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

An inquiry involves 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 an Inquiry Panel of the ICR Committee.

Historically, the ICR Committee was separated into two panels: one panel to investigate complaints and consider reports, and a second to make inquiries into a member’s fitness to practise. However, in light of increased volumes, the Chair of the ICR Committee appointed three separate panels following the Council meeting on June 16, 2022. These three panels held separate meetings and dealt with distinct matters.

In 2022, panels of the ICR Committee reviewed a total of 74 new cases. Of those cases, five were inquiries, 59 were complaints, and 10 were reports.

Total number of case reviewed by panels of the ICR Committee in 2022 and 2021

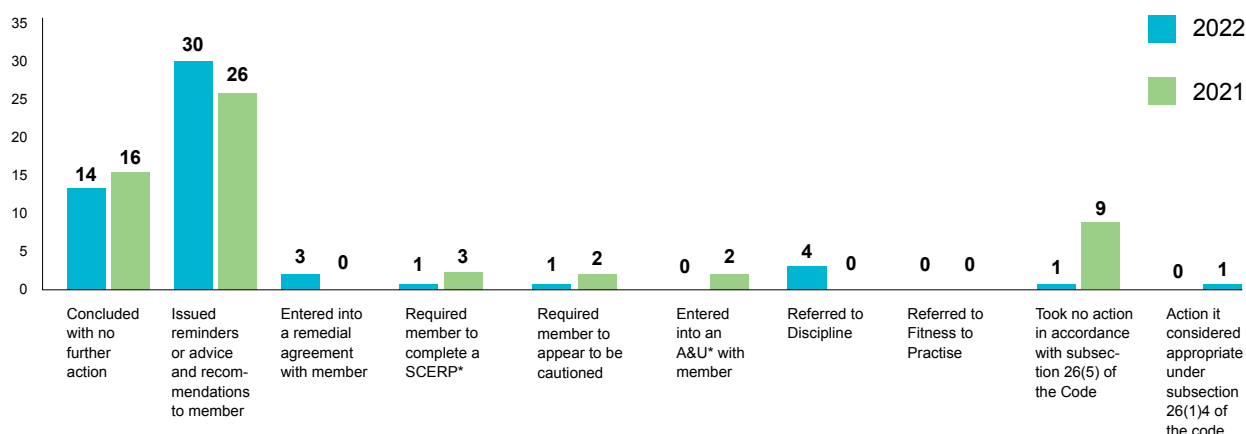


In 2022, panels of the ICR Committee issued a total of 54 decisions.

Below are charts that show the outcomes of the decisions issued by the ICR Committee in 2022 and 2021, as well as a breakdown of complaints and reports by related practice standard.

Please note that a decision may involve more than one outcome and more than one practice standard.

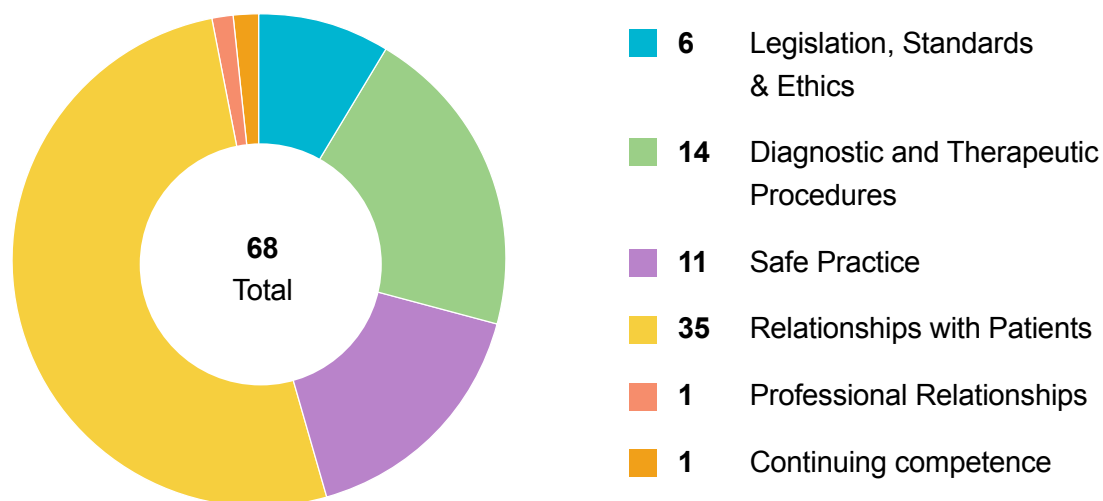
Decision outcomes issued by panels of the ICR Committee in 2022 and 2021



*SCERP – specified continuing education and remediation program

*A&U – acknowledgment & undertaking

Complaints and reports by practice standard in 2022



*A complaint or report may involve more than one practice standard. Therefore, the total number of practice standards may not equal the total number of complaints and reports decisions issued in 2022. The practice standards involved in a complaint or report are assigned at the time the decision is issued. In 2022, there were no complaints or reports assigned to either Practice Standard 2, Equipment and Materials or Practice Standard 7, Records and Reporting.

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 three HPARB decisions issued in 2022. In all cases, HPARB confirmed the decision of the ICR Committee.

DISCIPLINE COMMITTEE

Victoria Romero, Chair	Public Member	Council Member <i>(Chair from June 16, 2022)</i>
Andre Bowen	MRT(N)	Appointed Member
Renate Bradley	MRT(T)	Appointed Member
Zainool (Zani) Dhalla	DMS, MRT(R)	Council Member <i>(to June 16, 2022)</i>
Lisa Di Prospero	MRT(T)	Appointed Member
Simrat Grewal	DMS	Appointed Member
Vikram Kumar	DMS	Appointed Member <i>(from June 16, 2022)</i>
Amanda Lee	MRT(R)(MR)	Council Member
Ramesh Makhija	Public Member	Council Member
Jay A. Needles	MRT(MR)(R)	Appointed Member <i>(Council Member & Chair to June 16, 2022, Appointed Member from June 16, 2022)</i>
Wendy Rabbie	MRT(R)	Appointed Member
Nilay Saha	Public Member	Council Member
Anna Simeonov	MRT(MR)(R)	Council Member <i>(from June 16, 2022)</i>
Manjit Singh Saini (Bhondhi)	Public Member	Council Member
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 four referrals to the Discipline Committee in 2022. Of those four referrals, one hearing was held in 2022. A summary of the hearing is set out below.

Summary of Discipline Hearing – Christopher V. Malcolm, MRT(N)

On November 29, 2022, a panel of the Discipline Committee (the Panel) found Christopher V. Malcolm, MRT(N), to have committed acts of professional misconduct in that they:

- contravened the *Medical Radiation and Imaging Technology Act, 2017*, the *Regulated Health Professions Act, 1991*, and/or the regulations under those Acts,
- 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, and

- failed to comply with a requirement or order of a Committee or a panel of a Committee of the College, namely the Inquiries, Complaints and Reports (ICR) Committee.

Christopher V. Malcolm admitted the allegations which relate to their failure to comply with a specified continuing education or remediation program (SCERP) ordered by the ICR Committee in December 2020. The SCERP was aimed at improving their understanding of their professional obligations related to the College’s Quality Assurance Program.

The hearing proceeded by way of an agreed statement of facts. The Panel accepted a joint submission on penalty from the College and Christopher V. Malcolm and made an order:

- requiring Christopher V. Malcolm to appear before the Panel to be reprimanded, immediately following the hearing on November 29, 2022, and
- requiring Christopher V. Malcolm to pay the College’s costs and expenses in the amount of two thousand five hundred dollars (\$2,500.00), by November 29, 2023.

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 2022 and no hearings were held in 2022.

PATIENT RELATIONS COMMITTEE

Sandra Willson, Chair	MRT(N)	Council Member
Amanda Lee	MRT(R)(MR)	Council Member
Jay A. Neadles	MRT(MR)(R)	Council Member <i>(to June 16, 2022)</i>
Ovais Iqbal	Public Member	Council Member <i>(from June 16, 2022)</i>
Derek Ribeiro	MRT(T)	Council Member <i>(from June 16, 2022)</i>
Nilay Saha	Public Member	Council Member
Kieng Tan	MRT(T)	Council Member

The Patient Relations Committee is responsible for the CMRITO's Patient Relations Program. The Patient Relations Program includes measure 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 were two applications for funding for therapy or counselling approved by the Patient Relations Committee in 2022.

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
Lyn A. MacDougall	DMS	Appointed Member
Ramesh Makhija	Public Member	Council Member
Merrylee McGuffin	MRT(T)	Appointed Member
John Andrew Mogg	MRT(R)(MR)	Appointed Member
Derek Ribeiro	MRT(T)	Council Member
Diana Victoria Stenhouse	MRT(R), DMS	Appointed Member

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 QA Committee held nine meetings in 2022, including two workshops.

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.

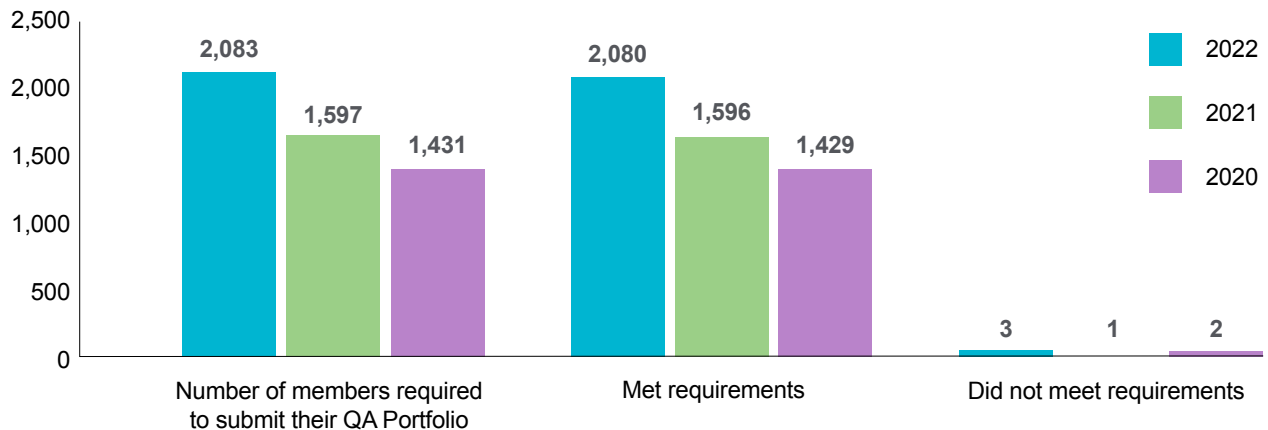
The QA Committee monitors the declarations of members' participation in the QA Program and follows up with members that declare non-compliance.

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.

In 2022, a total of 2,083 members (or 20% of the total CMRITO membership) were randomly selected to submit their QA ePortfolios for assessment.

2022 QA ePortfolio assessments with 2021 and 2020 comparison



Hours of continuing education and professional development activities

The majority of members that submitted their QA ePortfolios for assessment in 2022 recorded considerably more continuing education and professional development hours than the minimum requirement of 25 hours, with some members recording over 100 hours. This evidence of member engagement is seen consistently every year.

Multi-Source Feedback assessment

The Multi-Source Feedback (MSF) assessment was first introduced to the QA Program in 2006 and updated in 2014. During the COVID-19 pandemic, it was no longer feasible or appropriate to attempt a paper-based patient survey with the infection controls, social distancing, and restrictions in place in health care settings. As a result, Council has suspended the MSF assessments for the past three years.

The CMRITO Strategic Plan 2022-2024 includes the following goal: “Refining our Quality Assurance Program as necessary to best support medical radiation and imaging technologists in providing safe and effective patient care.”

In response to this goal, the QA Committee proposed reviewing the MSF assessment to evaluate its ability to support medical radiation and imaging technologists in providing safe and effective patient care. The project was approved by Council as part of the Operational Plan and the QA Committee managed this project throughout 2022.

Individual Practice Assessment

A member will be selected by the QA Committee to participate in an Individual Practice Assessment (IPA) with an assessor when, based on an assessment of the QA ePortfolio 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 IPAs conducted in 2022.

REGISTRATION COMMITTEE

Manjit Singh Saini (Bhondhi), Chair	Public Member	Council Member
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
Ayesha Dost	DMS	Appointed Member (from June 16, 2022)
Redon Hoxhaj	MRT(N)	Appointed Member
Cara M. Mazur	MRT(R), DMS	Appointed Member
Jennifer McDonald	DMS	Appointed Member
Kelly McDonald	MRT(R)	Appointed Member
Jean Jiang Nash	MRT(R)(MR)	Appointed Member
Cathryne Palmer	MRT(T)	Appointed Member
Anna Simeonov	MRT(MR)(R)	Council 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 13 days of meetings to discharge its statutory responsibilities in 2022.

During the 13 days of meetings, the Committee reviewed and approved the following:

Internationally educated applicants

- reviewed 237 new applications for registration from internationally educated individuals, an increase of 46.3% over 2021
- issued 232 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)), an increase of 55.7% over 2021

Applicants trained in Ontario

- reviewed one application for registration from an applicant who completed their education in Ontario. The panel approved two applications for registration (one carried over from 2021) 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

Office of the Fairness Commissioner

On April 1, 2022, the Office of the Fairness Commissioner (OFC) assigned the CMRITO a low-risk rating under their new Risk-Informed Compliance Framework (RICF). This rating reflects CMRITO's full compliance with the OFC's objectives and recommendations and a low-risk rating for future fairness risks.

On June 3, 2022, CMRITO participated in the OFC Fair Registration Practices Report consultation to gather feedback on the revised format for the 2021 Report.

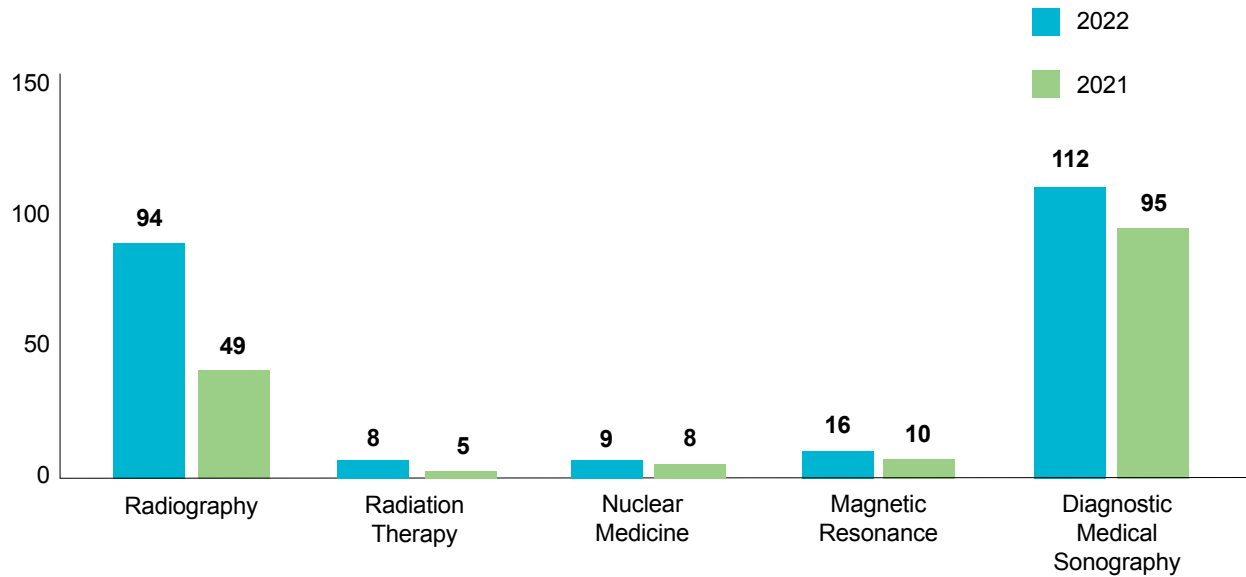
The CMRITO submitted the Office of the Fairness Commissioner (OFC) Practices Report 2021 on December 14, 2022.

Education and Training

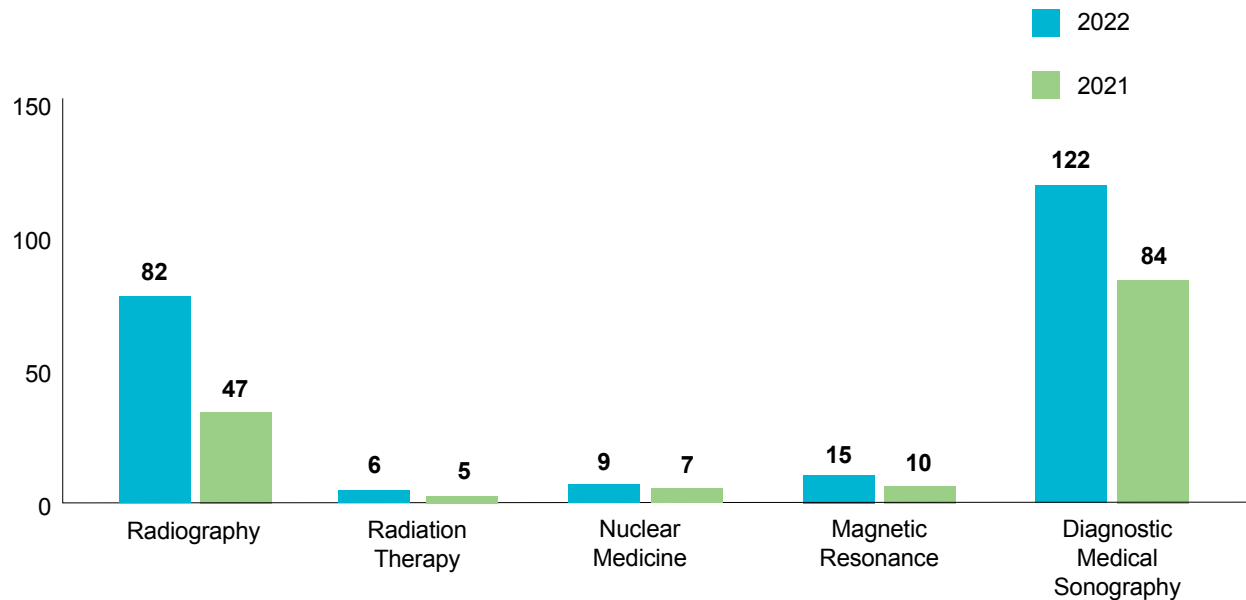
Members of the Registration Committee completed the following education in 2022:

1. orientation and training on the *Regulated Health Professions Act, 1991* (RHPA) legislative framework
2. orientation and training on CMRITO registration committee processes and procedures
3. OFC Education Session on Incorporating Equity, Diversity, and Inclusion Principles into Fair Registration Practices

Applications reviewed by the Registration Committee by specialty in 2022 with 2021 comparison

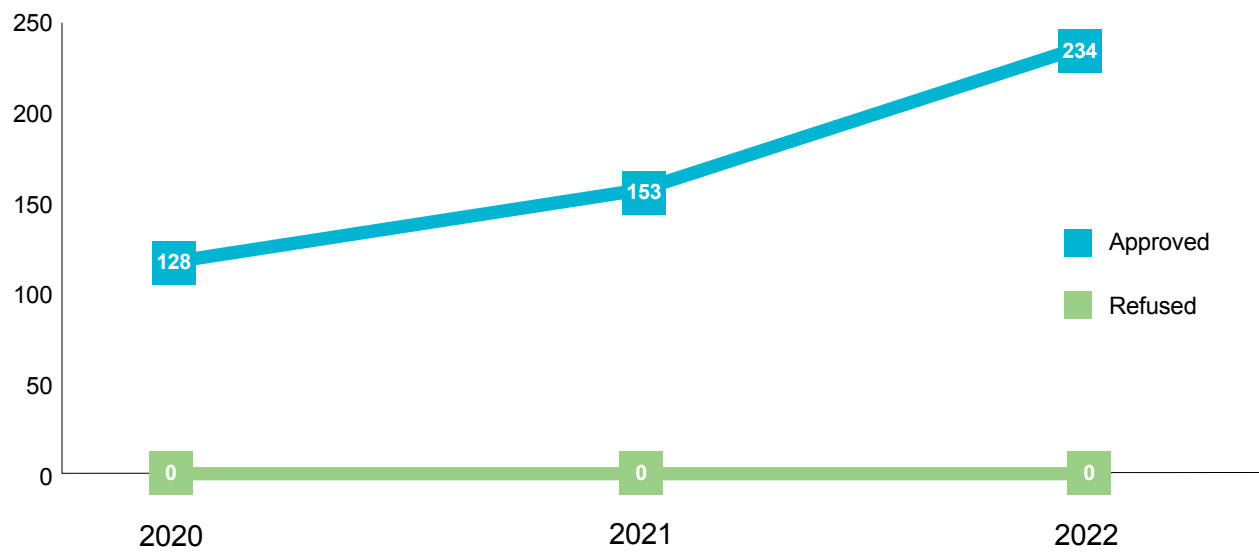


Decisions issued by the Registration Committee by specialty in 2022 with 2021 comparison



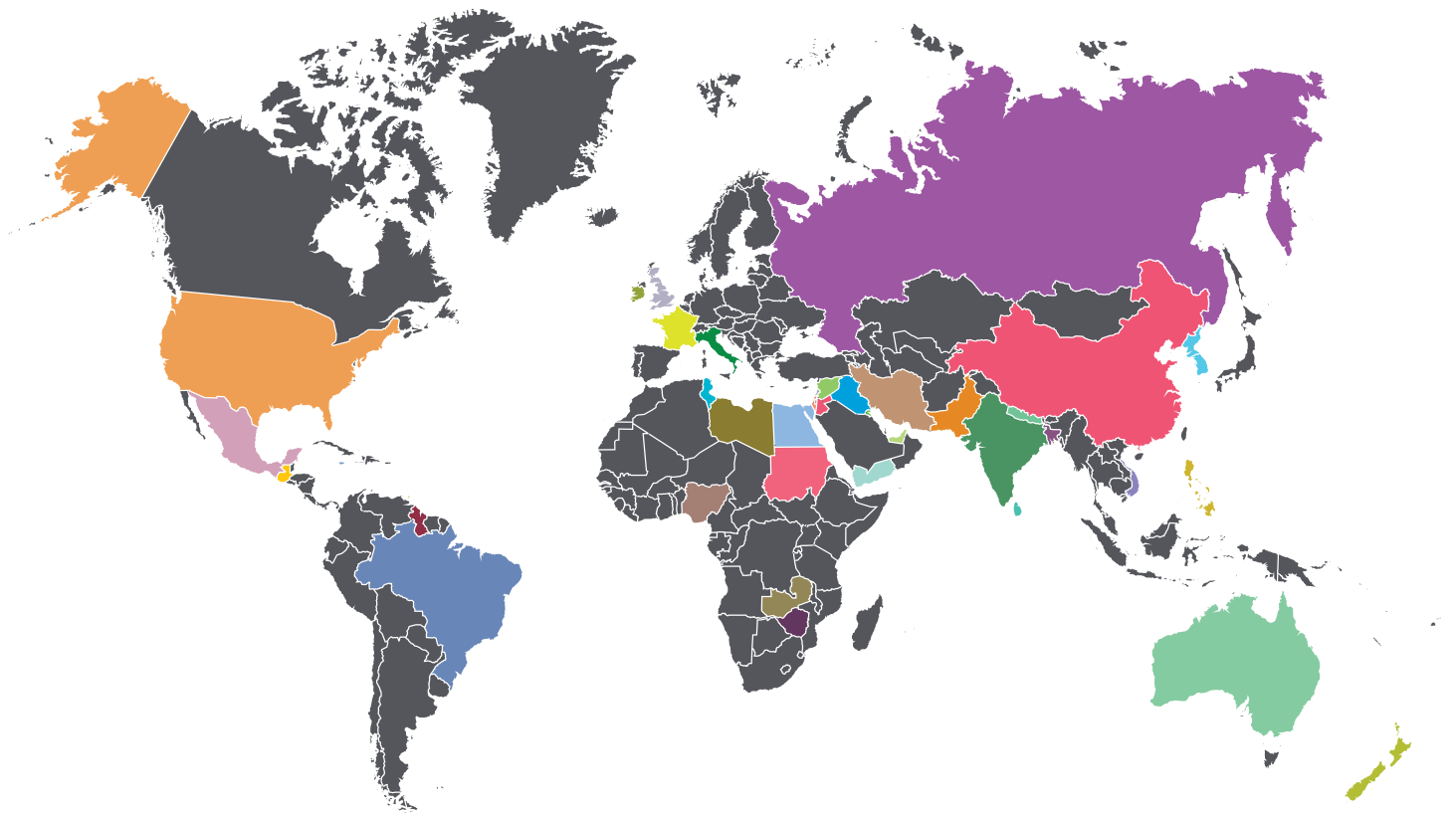
**The total number of decisions may not correspond to the total number of applications reviewed as decisions may be pending receipt of additional information or decisions may be issued for applications reviewed in the previous calendar year.*

Decisions issued by the Registration Committee annually 2020-2022



**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 applicants in 2022



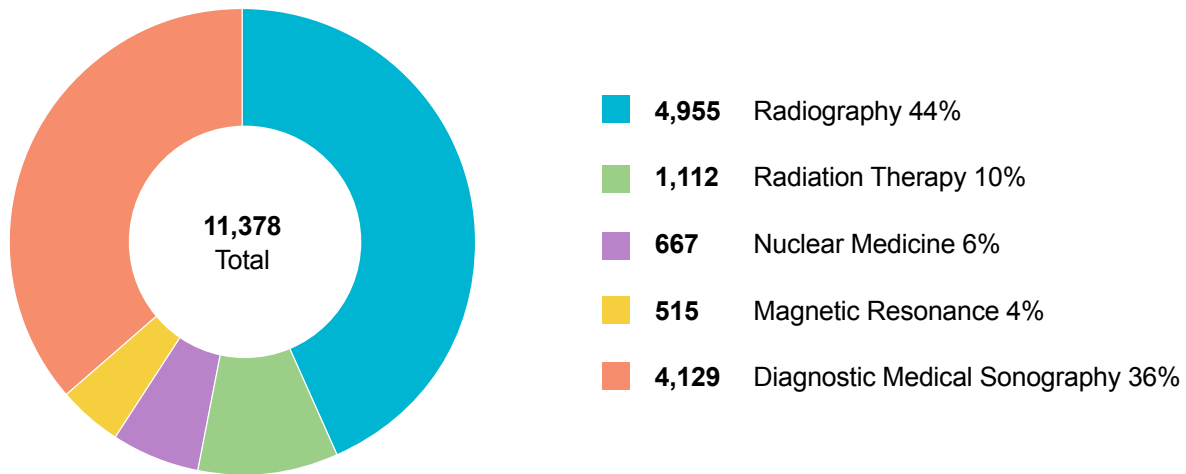
■ Australia 2	■ Italy 1	■ Singapore 1
■ Bangladesh 2	■ Jamaica 1	■ South Korea 1
■ Brazil 1	■ Jordan 2	■ Sri Lanka 1
■ China 4	■ Kuwait 1	■ Sudan 1
■ Egypt 6	■ Lebanon 3	■ Syrian Arab Republic 1
■ France 1	■ Libya 1	■ Trinidad and Tobago 1
■ Guatemala 1	■ Mexico 1	■ Tunisia 2
■ Guyana 1	■ Nepal 3	■ United Arab Emirates 1
■ Hong Kong 7	■ New Zealand 1	■ United Kingdom 2
■ India 40	■ Nigeria 1	■ United States 12
■ Iran 47	■ Pakistan 47	■ Vietnam 3
■ Iraq 2	■ Palestine 1	■ Yemen 1
■ Ireland 3	■ Philippines 25	■ Zambia 1
■ Israel 2	■ Russian Federation 1	■ Zimbabwe 1

**The total number of countries in which international applicants completed their education in medical radiation technology for new applications received in 2022 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.*

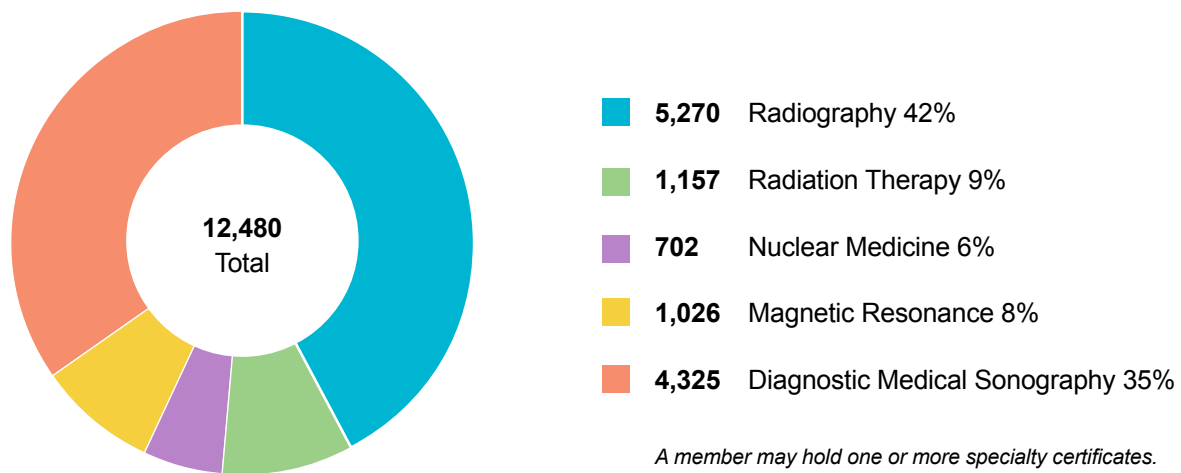
Membership Profile on December 31, 2022

Active	2022	2021	2020
<i>Primary Specialty</i>			
Radiography	4,955	4,871	4,857
Radiation Therapy	1,112	1,107	1,129
Nuclear Medicine	665	667	686
Magnetic Resonance	515	513	484
Diagnostic Medical Sonography	4,129	4,014	3,926
Employment Specific			
Nuclear Medicine	2	2	2
Total Active	11,378	11,174	11,084
Suspended			
Diagnostic Medical Sonography	0	1	0
Suspended for failure to pay fees			
<i>Primary Specialty</i>			
Radiography	5	2	5
Radiation Therapy	4	3	0
Nuclear Medicine	0	0	2
Magnetic Resonance	0	0	0
Diagnostic Medical Sonography	13	11	9
Total Suspended	22	17	16
Resigned			
<i>Primary Specialty</i>			
Radiography	338	342	310
Radiation Therapy	95	101	81
Nuclear Medicine	46	52	46
Magnetic Resonance	38	30	24
Diagnostic Medical Sonography	260	247	254
Employment Specific			
Nuclear Medicine	0	0	1
Total Resigned	777	772	716
Total Active, Suspended, and Resigned	12,177	11,963	11,816

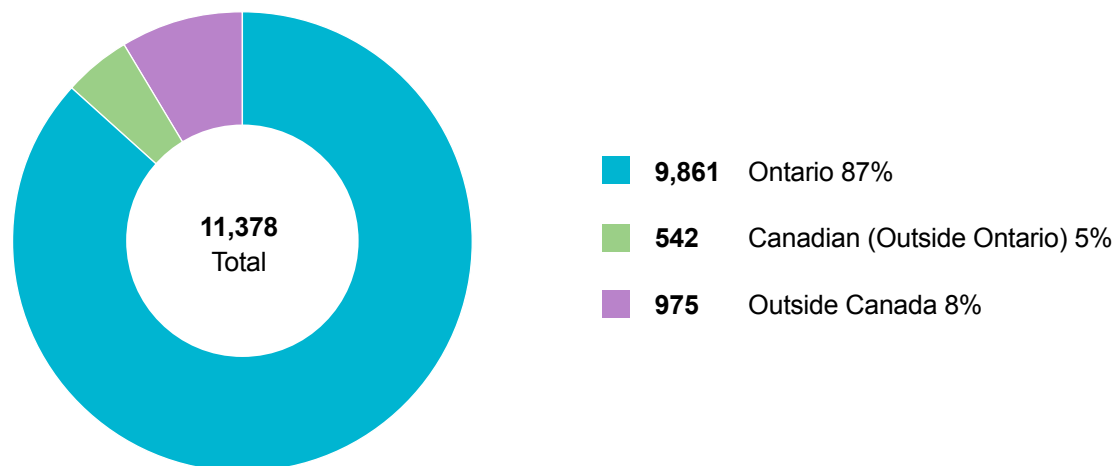
Active members by primary specialty on December 31, 2022



Active specialty certificates on December 31, 2022



Active members on December 31, 2022 by location of initial education in medical radiation and imaging technology



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, 2022, 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, 2022.

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, 2023.

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*.



Toronto, Ontario
March 31, 2023

Chartered Professional Accountants
Licensed Public Accountants

SUMMARY STATEMENT OF FINANCIAL POSITION

December 31	2022	2021
	\$	\$
ASSETS		
Current assets		
Cash	425,269	602,591
Investments	929,251	733,148
Prepaid expenses	35,632	78,730
	1,390,152	1,414,469
Long-term investments	1,770,000	1,720,000
Capital assets	205,143	232,947
Intangible assets	254,546	271,253
	2,229,689	2,224,200
	3,619,841	3,638,669
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	416,405	316,316
Deferred registration fees	2,773,416	2,704,377
	3,189,821	3,020,693
Deferred lease incentives	112,098	128,112
	3,301,919	3,148,805
NET ASSETS		
Invested in capital and intangible assets	459,689	504,200
Unrestricted	(141,767)	(14,336)
	317,922	489,864
	3,619,841	3,638,699

SUMMARY STATEMENT OF OPERATIONS

Year ended December 31	2022	2021
	\$	\$
Revenues		
Registration fees	5,451,569	4,737,326
Investment income	53,610	25,050
	5,505,179	4,762,376
Expenses		
Human resources	3,433,274	3,077,983
Operating	980,715	904,983
Communications and legal	664,531	455,426
Committee meetings	239,617	235,668
Education and quality assurance	199,641	206,070
Amortization - capital assets	60,841	84,160
Amortization - intangible assets	98,502	199,673
	5,677,121	5,163,963
Excess of expenses over revenues for year	(171,942)	(401,587)

NOTE TO SUMMARY FINANCIAL STATEMENTS

December 31, 2022

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, 2022, 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.



CMRITO

Regulator of medical radiation and
imaging technologists in Ontario

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cmrito.org



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