



CMRITO

Regulator of medical radiation and
imaging technologists in Ontario

2023

ANNUAL REPORT

TABLE OF CONTENTS

Chair's Message	4
Registrar & CEO's Message	6
College Highlights	8
Committee Reports	16
Inquiries, Complaints and Reports Committee	16
Discipline Committee	19
Fitness to Practise Committee	21
Patient Relations Committee	21
Quality Assurance Committee	22
Registration Committee	25
Registrant Profile	29
Summary Financial Statements	31



Amanda Lee

Chair

CHAIR'S MESSAGE

2023 was an action-packed, whirlwind of a year full of change and opportunity. At CMRITO, the year began with the announcement of a new Registrar & CEO in Pree Tyagi, who joined the College in March. For an organization with only two Registrars in its previous 30-plus years of existence, this was a big change.

The search committee found a leader in Pree that is thoughtful, measured, passionate about regulation, and future-focused. The College extends our sincere appreciation to Linda Gough for her 27 years of service and wishes her a wonderful and fulfilling retirement.

In many ways, change became the theme for the year as a whole. Throughout 2023, the College collaborated with the Ministry of Health and the other regulatory colleges in Ontario to develop a new registration class to aid in the delivery of health system services in the event of another health emergency.

In response to the COVID-19 pandemic and the pressures it put upon the health care system, the government sought to bolster health human resources by working with the colleges to develop a temporary emergency class of registration that would allow regulators to quickly register qualified health professionals on a limited time basis when the need arose.

At CMRITO, this resulted in a significant amount of planning and strategizing that led to a series of public consultations calling for feedback from registrants, stakeholders, and the public on proposed changes to By-law No. 60 and the Registration Regulation to facilitate the creation of an emergency class of registration.

After receiving input from registrants, stakeholders, the public, and the Ministry of Health and incorporating that feedback into the proposed revisions to By-law No. 60, CMRITO Council approved the changes at its December meeting and implemented them immediately.

Change was a clear theme of 2023, but one that the College is familiar with as an organization. And it will in all likelihood remain a theme in 2024 and beyond. As an effective and collaborative

regulator committed to transparency, equity, diversity, and inclusion, CMRITO continues to embrace change and be at the forefront of health profession regulation. This commitment to positive change will be evident throughout 2024 as we complete work on the current Strategic Plan and engage in developing a new Strategic Plan that will map out our path and priorities for the next few years.

To close, I would like to address the medical radiation and imaging technologists of Ontario to express my heartfelt appreciation for your unwavering dedication and commitment to excellence in patient care. Your expertise in your fields and your compassion for your patients and their families are essential to the wellbeing of the people of Ontario. Likewise, your professionalism and commitment to upholding the profession's ethical standards points toward a bright future for the health of Ontarians.

We hope you will enjoy reading the 2023 CMRITO Annual Report to learn more about the College's priorities and activities over the past year.

A handwritten signature in black ink that reads "Amanda Lee". The signature is fluid and cursive, with the first name "Amanda" and last name "Lee" clearly distinguishable.

Amanda Lee

Chair



REGISTRAR & CEO'S MESSAGE



Pree Tyagi
Registrar & CEO

As the regulator of Ontario's medical radiation and imaging technologists, CMRITO aspires to a higher standard in serving the public in the face of an evolving health care landscape. In 2023, the CMRITO Council, Committees, and staff demonstrated steadfast dedication to this goal, leading from strength to strength through continual change as we delivered on our mandate to protect the public.

This commitment was most evident in the creation of a new emergency class of registration. Early last year, the Ministry of Health asked all health profession regulators to develop a new emergency class of registration to facilitate new practitioners to step in and fill roles in the health care system during a period of emergency. This regulatory change necessitated by-law and policy changes as well. Every group within CMRITO reviewed their workflows, processes, systems, policies, and teams and adjusted their core activities. By December 31st, we had a viable plan ready to execute in the event of an emergency.

Teamwork and collaboration continued to be the hallmarks of our organizational culture. The Quality Assurance Team worked in concert with the QA Committee to review and refine the CMRITO QA Program, resulting in a revised QA Program. At the same time, they assessed the most QA ePortfolios in the College's history, and introduced a new Jurisprudence module on patient- and family-centred care to ensure registrants were aware of and applying best practices in their day-to-day work.

Over the past four years, the number of internationally educated applicants has doubled, Ontario educated applicants have risen by 25%, and reinstatements have climbed by 30%. To manage the increased volume of applications, we increased the composition of both the Registration Team and Registration Committee and introduced new measures to ensure applications are processed as quickly as possible to ensure a steady supply of MRITs into the workforce.

Following years of registrant growth, the Professional Conduct team and its committees have similarly experienced increased workloads. To contend with this rise in activity, the Inquiries, Complaints and Reports Committee sat as three panels in 2023, with each panel constructed to leverage the technical expertise (as it relates to the profession's five specialties) required to deal with the distinct matters that it is charged with overseeing. This and other recently introduced efficiencies are expected to continue to improve processing times going forward.

As part of our goal of delivering regulatory excellence, we are driven to engage, empower, and enable our registrants. To that end, the Professional Practice Team developed new resources and an enhanced web presence to make it easier for registrants to find additional practice advice and regulatory support as needed. As the bridge between the profession and the regulator, the Professional Practice Team continues to occupy an important role at the College. Similarly, CMRITO's support teams – Communications, Finance, Human Resources, and Corporate Services – all continued to support core program areas and made numerous meaningful contributions to the success of the College over the past year. They are the backbone of CMRITO's operations and enable the program teams to operate at maximum efficiency.

I want to extend my warmest gratitude to our recently retired Registrar, Linda Gough, for ensuring CMRITO entered 2023 with a strong foundation in place. A lot of our success as an organization over the past year traces back to the plans and activities put in place before Linda left the College.

We hope you will enjoy reading about our progress and achievements, what we learned, and how we strengthened our capacity to meet the evolving needs of the public in this 2023 CMRITO Annual Report.

A handwritten signature in black ink, reading "Pree Tyagi". The signature is fluid and cursive, with a colon at the end.

Pree Tyagi
Registrar & CEO

COLLEGE HIGHLIGHTS

COUNCIL

Amanda Lee, Chair	MRT(R)(MR)	District 1 – radiography (Vice-Chair to June 15, 2023, Chair from June 15, 2023)
Sandra Willson, Chair	MRT(N)	District 3 – nuclear medicine (Chair to June 15, 2023)
Derek Ribeiro, Vice-Chair	MRT(T)	District 2 – radiation therapy (Vice-Chair from June 15, 2023)
Rania Arabi	MRT(N)	District 3 – nuclear medicine (from June 15, 2023)
Zainool (Zani) Dhalla	DMS, MRT(R)	District 5 – diagnostic medical sonography (from August 31, 2023)
Delanah Gobio	Public Member	
Ovais Iqbal	Public Member	
Ramesh Makhija	Public Member	
Caitlin McCabe	Public Member	(to October 30, 2023)
Zaynab Muraj	MRT(T)	District 6 – registrant-at-large
Victoria Romero	Public Member	
Nilay Saha	Public Member	(to September 12, 2023)
Anna Simeonov	MRT(MR)(R)	District 4 – magnetic resonance
Manjit Singh Saini (Bhondhi)	Public Member	
Kieng Tan	MRT(T)	District 7 – academic councillor

EXECUTIVE COMMITTEE

Amanda Lee, Chair	MRT(R)(MR)	Council Member (Vice-Chair to June 15, 2023, Chair from June 15, 2023)
Sandra Willson, Chair	MRT(N)	Council Member (Chair to June 15, 2023)
Derek Ribeiro, Vice-Chair	MRT(T)	Council Member (Vice-Chair from June 15, 2023)
Ovais Iqbal	Public Member	Council Member
Nilay Saha	Public Member	Council Member (to June 15, 2023)
Anna Simeonov	MRT(MR)(R)	Council Member (from June 15, 2023)
Manjit Singh Saini (Bhondhi)	Public Member	Council Member (from June 15, 2023)
Kieng Tan	MRT(T)	Council Member

The following summary outlines key elements of a highly productive and noteworthy year for Council, its statutory committees, and CMRITO staff.

STRATEGIC PLAN 2022-2024



1

GOAL

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
-

2

GOAL

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
-

3

GOAL

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

In December 2021, Council approved the CMRITO 2022-2024 Strategic Plan. The 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.

The second year of the Plan saw goals turn into actions and produce results on several fronts. A considerable amount of activity was accomplished in 2023, with additional work now underway, putting the College in strong position to deliver on the goals outlined in the 2022-2024 Strategic Plan over the coming year.

The Quality Assurance Committee moved forward with revisions to the College's QA Program, applying evolving regulatory practices and refining the requirements to align with new realities and needs. Similarly, the College emphasized incorporating equity, diversity, inclusion, and accessibility values into our offerings.

The College continued to leverage communications efforts to enhance the impact on registrants and stakeholders, developing and refining new and existing communications pieces to reinforce CMRITO's mandates and objectives.

Lastly, the College experienced a significant change in leadership as Registrar & CEO Linda Gough retired and new Registrar & CEO Pree Tyagi joined the CMRITO in March. The smooth transition between Registrars led to the winding up of several key projects and the introduction of fresh perspectives and approaches to other seminal activities going forward. The change in Registrar was mirrored by a change in Council leadership as well, as long-serving Council Member and Chair Sandra Willson retired from Council and a new Chair, Amanda Lee, was elected. As a result, 2023 represented a substantive shift in the College's operations.

REGISTRAR & CEO TRANSITIONS

After an accomplished career as a medical radiation technologist and regulator, Linda Gough retired as Registrar & CEO of the CMRITO on February 28, 2023.

Linda joined the College as Deputy Registrar in 1996 and became Registrar & CEO in 2007. The impact of her leadership and achievements at the College over this period is considerable.

- Linda managed the addition of the specialties of magnetic resonance and diagnostic medical sonography to the College
- she was a founding member and President of the Alliance of Medical Radiation and Imaging Technologists Regulators of Canada
- Linda also served as President and sat on the Management Committee of the Health Profession Regulators of Ontario (HPRO)
- she led the evolution of CMRITO's visual identity, publications, and multiple new websites
- Linda oversaw the coming into force of the *Medical Radiation and Imaging Technology Act, 2017*, which changed the College's name to the College of Medical Radiation and Imaging Technologists of Ontario, and the name of the profession to medical radiation and imaging technology

Over her 45 year career, Linda made these and countless other contributions to the profession and its regulation.

When Linda announced her retirement in 2022, Council convened a selection committee that 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, Council announced the appointment of Pree Tyagi as the new Registrar & CEO, effective March 1, 2023.

An experienced, highly respected, and knowledgeable medical radiation and imaging technology regulator, Pree has brought a thoughtful and inspiring leadership style to CMRITO and has seamlessly continued implementing and executing the College's vision of being an effective and collaborative regulator committed to transparency, equity, diversity and inclusion.

QUALITY ASSURANCE PROGRAM: CONTINUED EVOLUTION

One of the initiatives in the current CMRITO Strategic Plan was to refresh the Quality Assurance (QA) Program. The College considered both right-touch regulation and a risk-based approach while respecting the regulatory requirements for QA programs in carrying out this work.

Based on the recommendations of the Quality Assurance Committee, the Council updated the QA Program as follows:

- the Multi-Source Feedback (MSF) assessment was removed. It had been a component of the CMRITO QA Program since 2006. However, because the MSF assessment process was driven by paper-based patient surveys, CMRITO has been unable to conduct any of these intensive assessments since 2020 due to various restrictions, practices, and protocols put in place during the COVID-19 pandemic.
- the ePortfolio was refreshed to include:
 - an update on the current practice profile that will enhance the focus on personal risks and provide supporting resources to help mitigate these risks
 - an update on the Self-Assessment that focuses the registrant's attention on two of the Standards of Practice with resources that will allow them to confirm their understanding and application of those Standards
- supporting MRITs in understanding the Standards of Practice in the context of their practice by embedding resources such as links to the College's *What you must know about ...* publications, webinars, and other publications

The revisions were released with the new QA cycle in January 2024.

BY-LAW CONSULTATION

On September 15, 2023, Council determined that proposed amendments to CMRITO By-law No. 60 should be circulated to registrants and stakeholders for comment. The proposed amendments related to governance modernization, emergency class registrants, and a minor housekeeping matter.

Council directed that the proposed revised By-law No. 60 be circulated for 60 days to registrants and stakeholders for comment. The consultation ended December 4, 2023. Council considered all comments received regarding proposed changes to the by-law at its December meeting, and approved the amendments to CMRITO By-law No. 60 described below:

Governance modernization

- revising terminology to better reflect CMRITO's role as a regulator
 - 'member' to 'registrant'
 - 'President' to 'Chair'
 - 'Vice-President' to 'Vice-Chair'

Emergency class registrants

- amending section 26 to reflect the fee exemptions set out in the recently revised registration regulation, which exempts emergency class registrants applying for a specialty certificate of registration from added application and evaluation fees

Housekeeping

- amending section 12.4 to clarify that the term of office for college officers (professional Council Members) begins at the first regular meeting after the election each year

The CMRITO team began working diligently to incorporate the terminology changes into the website and electronic work processes. Updates to publications also began in 2023 and will continue throughout 2024 until completed.

COMMUNICATIONS OUTREACH

Webinars, videos, and presentations

CMRITO delivered three webinars in 2023:

- From x-ray technician to medical radiation and imaging technologist: a reflection on the advancement and evolution of the profession in Ontario
- What you must know about ... consent
- What you must know about ... preventing sexual abuse

These free lunchtime webinars provided registrants and applicants with critical and practical information to help them in their practice as medical radiation and imaging technologists.

Over 1,700 CMRITO registrants attended the live broadcast of the webinars or watched recordings of these sessions on the College's website and YouTube channel.

Other videos and web recordings garnered almost 7,300 additional views in 2023. Combined with presentations by the Registrar & CEO, Deputy Registrar, and members of the Professional Practice Team at conferences and to educational institutions, CMRITO webinars, recordings, and presentations were viewed almost 9,500 times in 2023, an increase of 44% over 2022 viewings.

CMRITO's commitment to producing timely and informative webinars, presentations, and videos allows us to connect with registrants, applicants, and stakeholders and share essential information in a flexible manner. Going forward, CMRITO will continue to identify emerging themes in the practice of medical radiation and imaging technology and develop new presentations on key areas of interest to help our registrants grow and meet their professional accountabilities.

Email communications

In 2023, 18 targeted bulk email messages (or 181,510 individual emails) were sent to CMRITO registrants 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. These messages covered important College news (e.g., the appointment of a new Registrar & CEO), identified opportunities for registrants to serve on CMRITO Council and Committees, announced consultations on important topics such as amendments to By-law No. 60 and the creation of an Emergency Registration Class, and announced the release of new CMRITO publications and other materials.

CMRITO successfully delivered 99.87% of these messages, which resulted in almost 124,000 interactions (opens, clicks, reactions, etc.) from recipients. The high number of interactions reflects strong audience engagement, and the commitment of registrants and applicants to their professional obligations and interest in learning more about the topics covered in these messages.

Social media

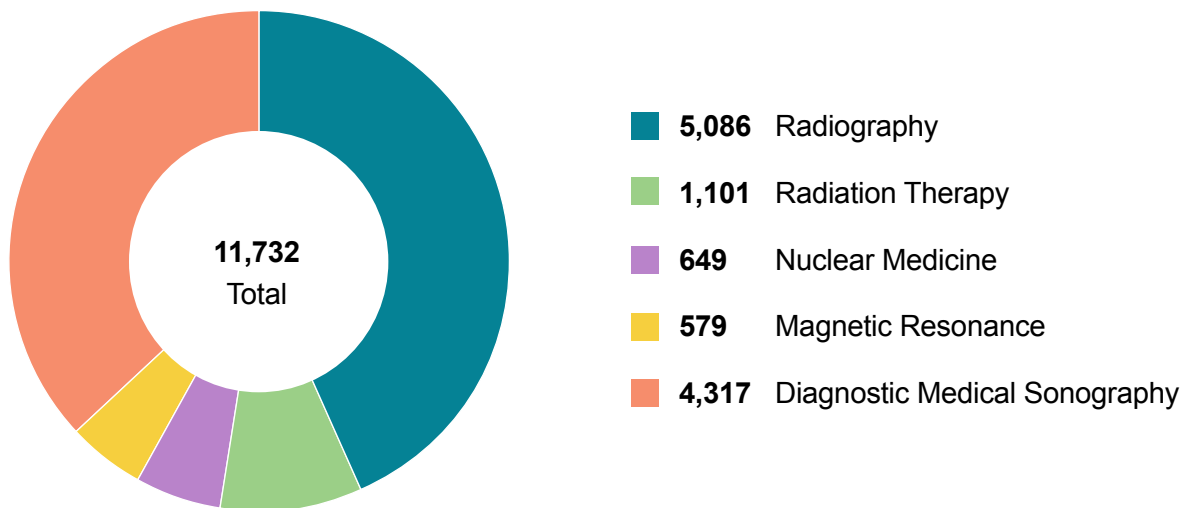
Throughout 2023, CMRITO shared content on social media to ensure that registrants, applicants, and stakeholders continue to be able to access important College information through their preferred channels.

The College posted a combined 589 times on our social media platforms (Facebook, LinkedIn, and Twitter/X) and gained 411 new followers over the course of the year.

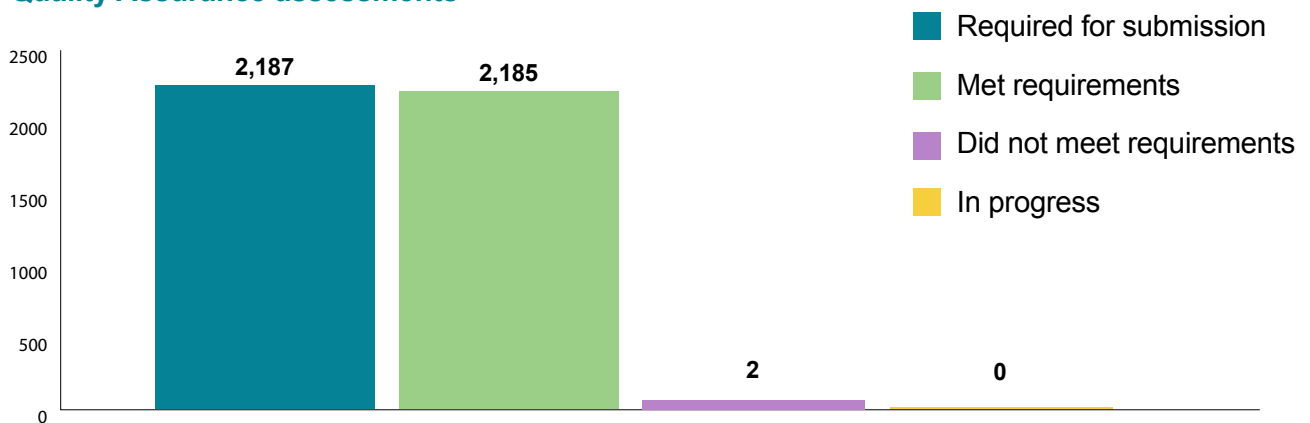
This increase in followers reflects the strong connection CMRITO has formed with registrants, applicants, and stakeholders, who are increasingly seeking new channels and diverse ways to receive valuable information from the College. Followers continued to find the content of these posts informative and helpful, as reflected in the almost 5,700 social media engagements (likes, shares, comments, replies, clicks etc.) these posts received in the past year. This elevated level of engagement emphasizes that these posts are effective and resonate with audiences on Facebook, LinkedIn, and Twitter/X, and reinforces the importance of continuing to communicate with these groups on these platforms.

CMRITO DASHBOARD 2023: JANUARY 1 – DECEMBER 31, 2023

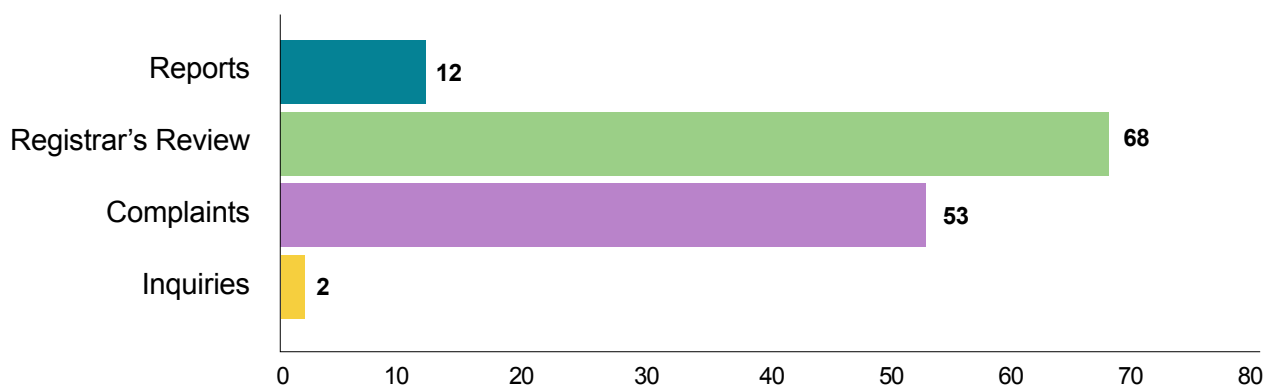
Active registrants by primary specialty



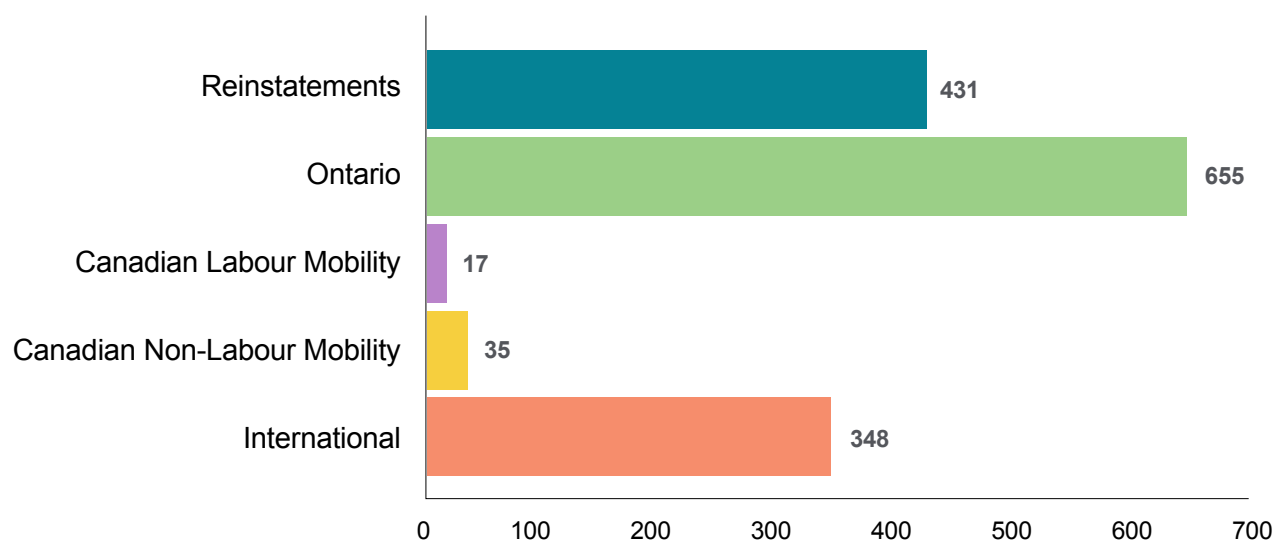
Quality Assurance assessments



Professional Conduct new cases



Registration applications



Communications



4

New presentations
& webinars



7,531

Number of views of
webinars on website



411

New followers on
social media platforms



5,669

Number of social
media engagements

COMMITTEE REPORTS

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Rania Arabi, Chair	MRT(N)(MR)	Council Member (Chair from June 15, 2023, Appointed Member to June 15, 2023)
Caitlin McCabe, Chair	Public Member	Council Member (to June 15, 2023)
Angela Cashell	MRT(T)	Appointed Member
Hon Lam Choi	DMS	Appointed Member (from June 15, 2023)
Tina Corriveau	DMS, MRT(R)	Appointed Member (from June 15, 2023)
Zainool (Zani) Dhalla	DMS, MRT(R)	Council Member
Lisa Giampa	MRT(N)	Appointed Member
Delanah Gobio	Public Member	Council Member (from September 15, 2023)
Tarja H. Heiskanen	MRT(T)	Appointed Member
Jia Inacio	MRT(R), DMS	Appointed Member
Yasir Khalid	MRT(T)	Appointed Member
Louiza Loizides	DMS	Appointed Member (from June 15, 2023)
Ramesh Makhija	Public Member	Council Member
Zaynab Muraj	MRT(T)	Council Member (to June 15, 2023)
Kim Anh Phan	DMS	Appointed Member
Nilay Saha	Public Member	Council Member (from June 15 2023 to September 12, 2023)
Janet K. Scherer	MRT(R)	Appointed Member (to June 15, 2023)
Titus Stan	DMS	Appointed Member
Kimberly Thorvaldson	MRT(R)	Appointed Member
Michelle Tran	DMS	Appointed Member
Christopher M. Ward	MRT(R)	Appointed Member (to June 15, 2023)

The Inquiries, Complaints and Reports (ICR) Committee is the statutory committee under the *Regulated Health Professions Act, 1991* responsible for investigating complaints and considering reports regarding the conduct of registrants and disposing of them in accordance with legislation. The ICR Committee also conducts inquiries related to a registrant's fitness to practise.

An inquiry involves issues related to a registrant's fitness to practise. The inquiry is focused on identifying if a registrant 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.

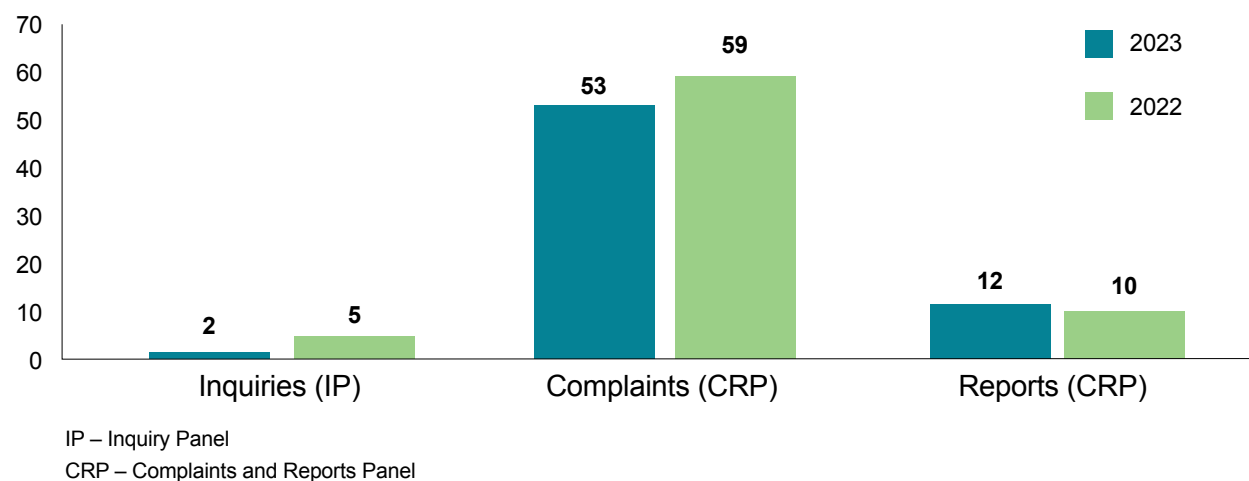
A complaint is opened when the College receives a written/recorded complaint regarding the conduct of a registrant and the complainant consents to proceed with the College's complaints process. Complaints are investigated by a panel of the ICR Committee.

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 registrant has engaged in professional misconduct or is incompetent.

In 2023, the Chair determined that the ICR Committee would sit as three panels. These three panels held separate meetings and dealt with distinct matters.

In 2023, panels of the ICR Committee reviewed a total of 67 new cases. Of those cases, 2 were inquiries, 53 were complaints, and 12 were reports.

Total number of new cases reviewed by panels of the ICR Committee in 2023 and 2022

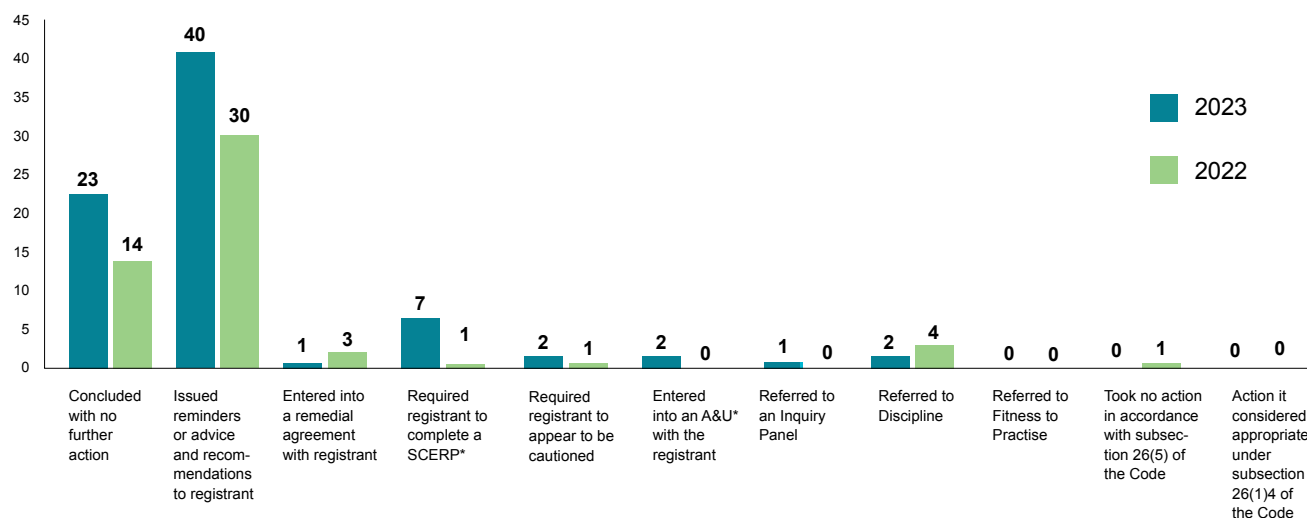


In 2023, panels of the ICR Committee issued a total of 76 decisions.

Below are charts that show the outcomes of the decisions issued by the ICR Committee in 2023, 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.

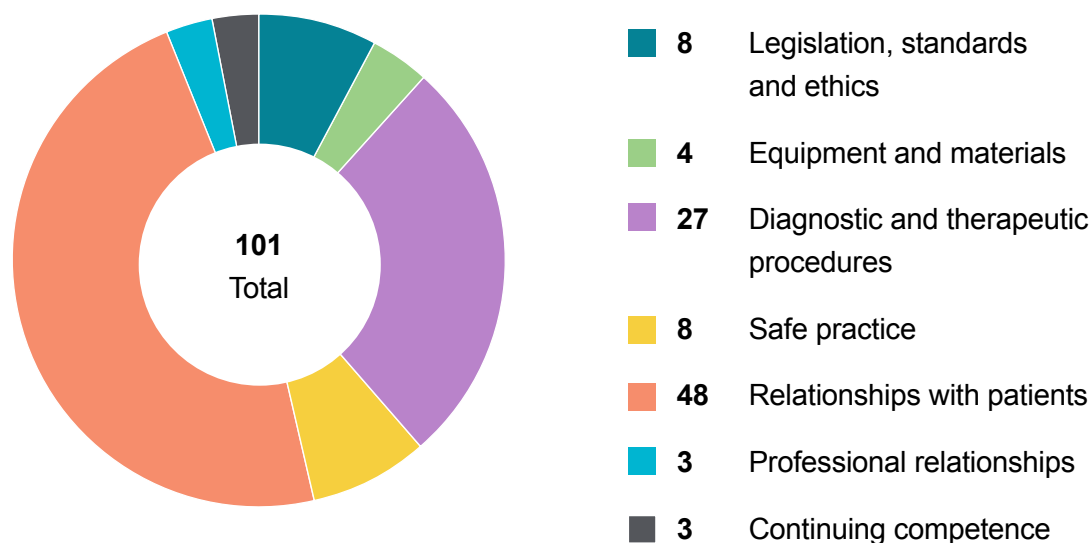
Decision outcomes issued by panels of the ICR Committee in 2023 and 2022



*SCERP – specified continuing education and remediation program

*A&U – acknowledgment & undertaking

Complaints and reports by practice standard in 2023



*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 2023. The practice standards involved in a complaint or report are assigned at the time the decision is issued. In 2023, there were no complaints or reports assigned to 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 registrant who is the subject of the complaint.

There were two HPARB decisions issued in 2023. In both cases, HPARB confirmed the decision of the ICR Committee.

DISCIPLINE COMMITTEE

Victoria Romero, Chair	Public Member	Council Member
Andre Bowen	MRT(N)	Appointed Member
Renate D. Bradley	MRT(T)	Appointed Member
Lisa Di Prospero	MRT(T)	Appointed Member
Simrat Grewal	DMS	Appointed Member
Vikram Kumar	DMS	Appointed Member
Amanda Lee	MRT(R)(MR)	Council Member
Ramesh Makhija	Public Member	Council Member (to June 15, 2023)
Caitlin McCabe	Public Member	Council Member (from June 15, 2023 to October 30, 2023)
Zaynab Muraj	MRT(T)	Council Member (from June 15, 2023)
Jay A. Needles	MRT(MR)(R)	Appointed Member (to June 15, 2023)
Wendy Rabbie	MRT(R)	Appointed Member
Nilay Saha	Public Member	Council Member (to June 15, 2023)
Anna Simeonov	MRT(MR)(R)	Council Member
Manjit Singh Saini (Bhondhi)	Public Member	Council Member
Sandra Willson	MRT(N)	Council Member (to June 15, 2023)

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 two referrals to the Discipline Committee in 2023. Neither hearing was held in 2023.

One hearing and one motion to adjourn were held in 2023, both of which related to referrals from 2022. Summaries are set out below.

Summary of Discipline Hearing – Luis Fernandez

A panel of the Discipline Committee (the Panel) of the College of Medical Radiation and Imaging Technologists of Ontario (the College) found Luis Fernandez 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 registrants 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 Committee.

The contested hearing proceeded virtually by way of video conference. Luis Fernandez did not attend the hearing and the Panel granted leave for the hearing to continue despite Luis Fernandez's non-attendance. The Panel entered a plea on Luis Fernandez's behalf denying all allegations contained in the Notice of Hearing.

On April 19, 2023, the Panel imposed the following order:

- Luis Fernandez shall attend for a reprimand on a date to be determined by the Registrar;
- The Registrar is directed to suspend Luis Fernandez's certificate of registration immediately for a period of five months or longer until Luis Fernandez has completed the term, condition or limitation set out below;
- The Registrar is directed to impose the following terms, conditions or limitations on Luis Fernandez's certificate of registration, all of which are to be completed at Luis Fernandez's expense:
 - Luis Fernandez shall successfully complete all outstanding specified continuing education or remediation program requirements, including the College's Jurisprudence Course and the quiz associated with each module of that course, and shall provide proof of successful completion to the Registrar prior to their return to practise;
 - Luis Fernandez shall successfully complete an individualized ethics course by a College-approved course provider on the issues raised in this case and shall provide proof of successful completion to the Registrar within five months of this order;
 - Luis Fernandez shall respond to all College communications within fifteen days; and
 - Luis Fernandez shall advise the College of any change to any required contact information within fifteen days; and
- Luis Fernandez is required to pay the College's costs in the amount of \$12,000.00.

Motion to Adjourn – Mohammed Soussi

On August 26, 2022, a panel of the Inquiries, Complaints and Reports (ICR) Committee of the College of Medical Radiation and Imaging Technologists of Ontario (the College) referred to the Discipline Committee of the College the allegation that Mohammed Soussi has committed an act or acts of professional misconduct.

On June 11, 2023, Mohammed Soussi signed an undertaking to resign and never reapply.

On June 21, 2023, a panel of the Discipline Committee (the Panel) of the College adjourned the hearing into the allegations set out in the Notice of Hearing dated September 12, 2022 indefinitely.

The Statement of Allegations, Undertaking, and the Panel's reasons for decision are available on Mohammed Soussi's public register profile.

FITNESS TO PRACTISE COMMITTEE

Kieng Tan, Chair	MRT(T)	Council Member
Renate D. 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 2023 and no hearings were held in 2023.

PATIENT RELATIONS COMMITTEE

Amanda Lee, Chair	MRT(R)(MR)	Council Member (Chair from June 15, 2023)
Sandra Willson, Chair	MRT(N)	Council Member (to June 15, 2023)
Ovais Iqbal	Public Member	Council Member
Derek Ribeiro	MRT(T)	Council Member
Nilay Saha	Public Member	Council Member (to June 15, 2023)
Anna Simeonov	MRT(MR)(R)	Council Member (from June 15, 2023)
Manjit Singh Saini (Bhondhi)	Public Member	Council Member (from June 15, 2023)
Kieng Tan	MRT(T)	Council Member

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 registrants, guidelines for the conduct of registrants 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 counseling for patients who allege they have been sexually abused by a registrant. There was one request for funding for therapy or counselling in 2023.

QUALITY ASSURANCE COMMITTEE

Derek Ribeiro, Chair	MRT(T)	Council Member (Chair from June 15, 2023)
Sandra Willson, Chair	MRT(N)	Council Member (to June 15, 2023)
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
Diana Victoria Stenhouse	MRT(R), DMS	Appointed Member

The Quality Assurance Committee is responsible for developing and administering a quality assurance program that includes:

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

The QA Committee held seven meetings in 2023, including one workshop.

Quality Assurance Declaration

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

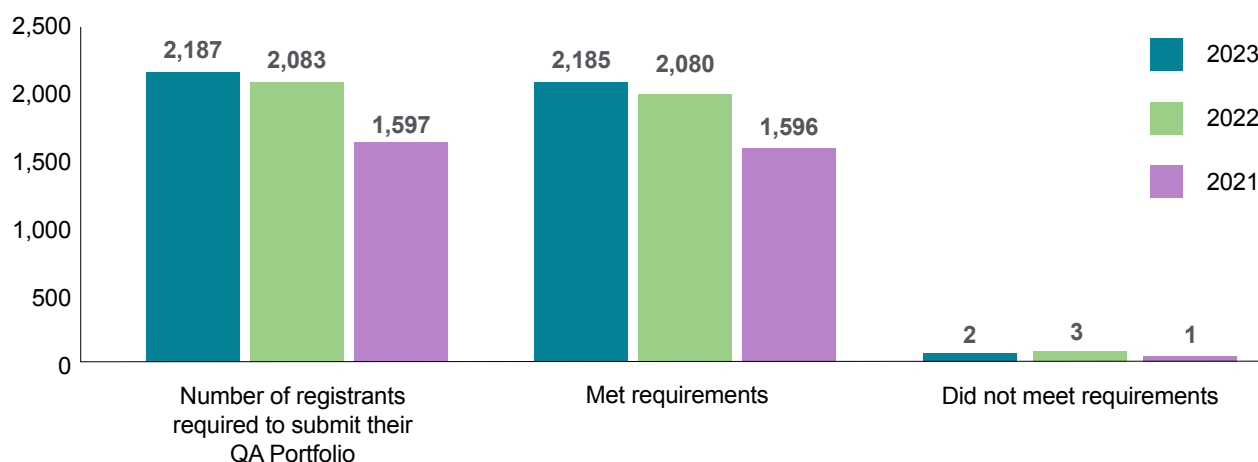
The QA Committee monitors the declarations of registrants' participation in the QA Program and follows up with registrants that declare non-compliance.

Quality Assurance ePortfolio

The QA ePortfolio is completed each calendar year by every CMRITO registrant. The QA ePortfolio includes a self-assessment based on the Standards of Practice, a QA profile which describes the registrant's practice, and a method to keep a record of continuing education and professional development activities completed each year. Each registrant is required to complete and record at least 25 hours of continuing education and professional development activities each year. A registrant 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 2023, a total of 2,187 registrants (or 20% of all CMRITO registrants) were randomly selected to submit their QA ePortfolio for assessment.

2023 QA ePortfolio Assessments with 2022 and 2021 comparison



Hours of continuing education and professional development activities

Many registrants that submitted their QA ePortfolios for assessment in 2023 recorded considerably more than the required 25 hours of continuing education and professional development activities, with some recording over 100 hours of activities. This evidence of registrant engagement is seen consistently every year.

Individual Practice Assessment

A registrant 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, the QA Committee is of the opinion that there may be a gap in a registrant's practice and a further assessment of the registrant's practice is required.

No IPAs were conducted in 2023.

Continued refinement of the Quality Assurance Program

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 Multi-Source Feedback (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 CMRITO Operational Plan and the QA Committee managed this project throughout 2022 and 2023.

The MSF assessment was introduced 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 had suspended the MSF assessments for the past three years.

On March 31, 2023, Council decided to remove the MSF assessment process from the QA Program and build a risk-based assessment into the existing ePortfolio in its place. As a result, registrants will no longer be randomly selected to complete an MSF assessment.

Throughout 2023, CMRITO worked to enhance the QA ePortfolio, enhancing the earlier version with resources to the QA Profile and Self-Assessment sections to promote continuing evaluation, competence, and improvement among registrants.

These enhancements were successfully released on January 1, 2024.

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
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 14 days of meetings to discharge its statutory responsibilities in 2023.

During the 14 days of meetings, the Committee reviewed and approved the following:

Internationally educated applicants

- reviewed 311 new applications for registration from internationally educated individuals
- issued 289 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 examinations or the Sonography Canada national certification examinations)

Applicants trained in Ontario

- reviewed two 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 two applications for registration from applicants who completed their education in Canada in a province outside of Ontario

Office of the Fairness Commissioner

The CMRITO submitted the Office of the Fairness Commissioner (OFC) Practices Report regarding registration practices for 2022 on February 2, 2023.

On July 27, 2023, the CMRITO submitted the OFC Fair Registration Practices Report regarding registration practices for 2022.

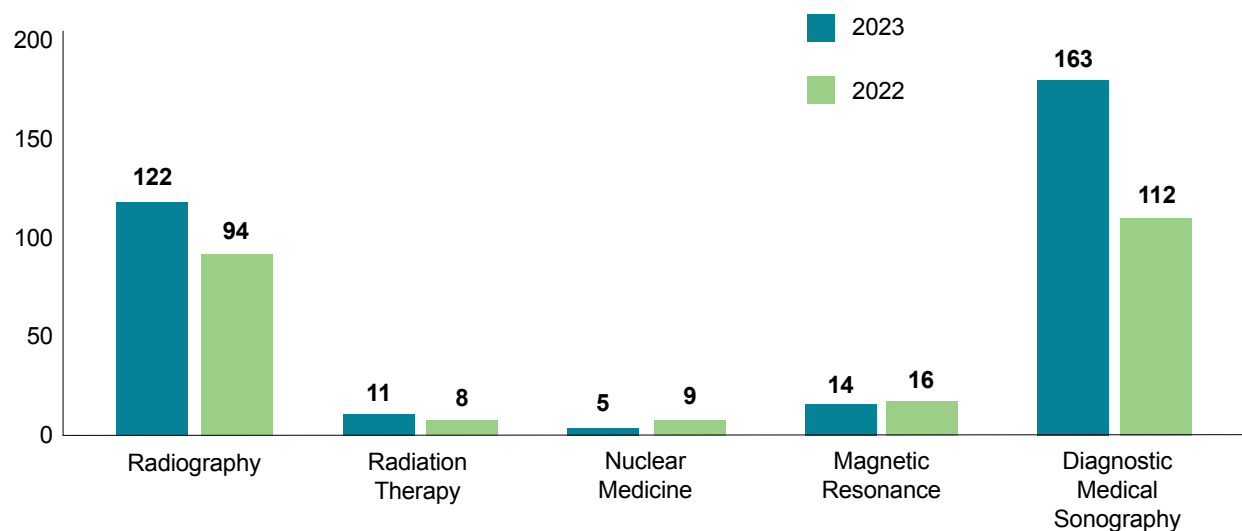
On December 15, 2023, the CMRITO submitted the report for the 2023 OFC's Risk Informed Compliance Framework (RICF).

Education and Training

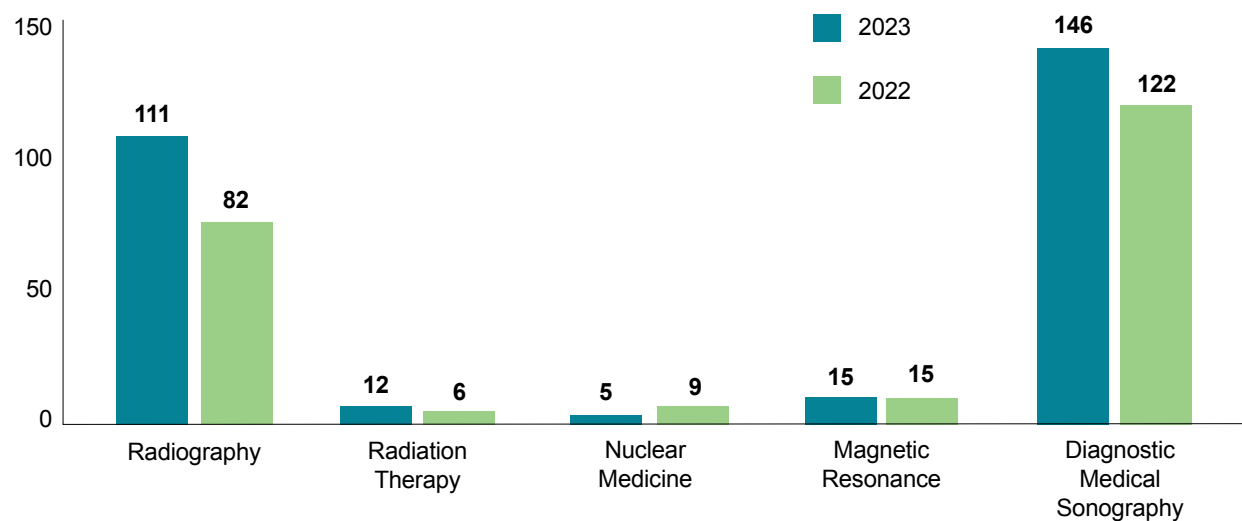
Members of the Registration Committee completed the following education activities in 2023:

1. orientation and training on the *Regulated Health Professions Act* (RHPA) legislative framework
2. orientation and training on CMRITO Registration Committee processes and procedures
3. an education session on Navigating Human Rights and Public Protection, provided by Raj Anand, LLB

Applications reviewed by the Registration Committee by specialty in 2023 with 2022 comparison

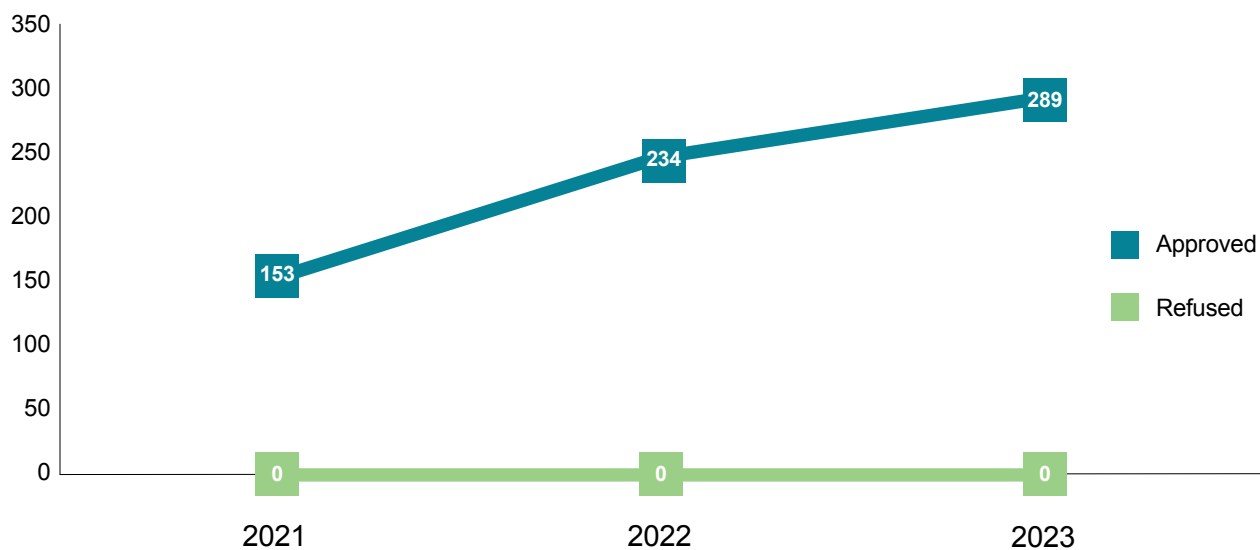


Decisions issued by the Registration Committee by specialty in 2023 with 2022 comparison



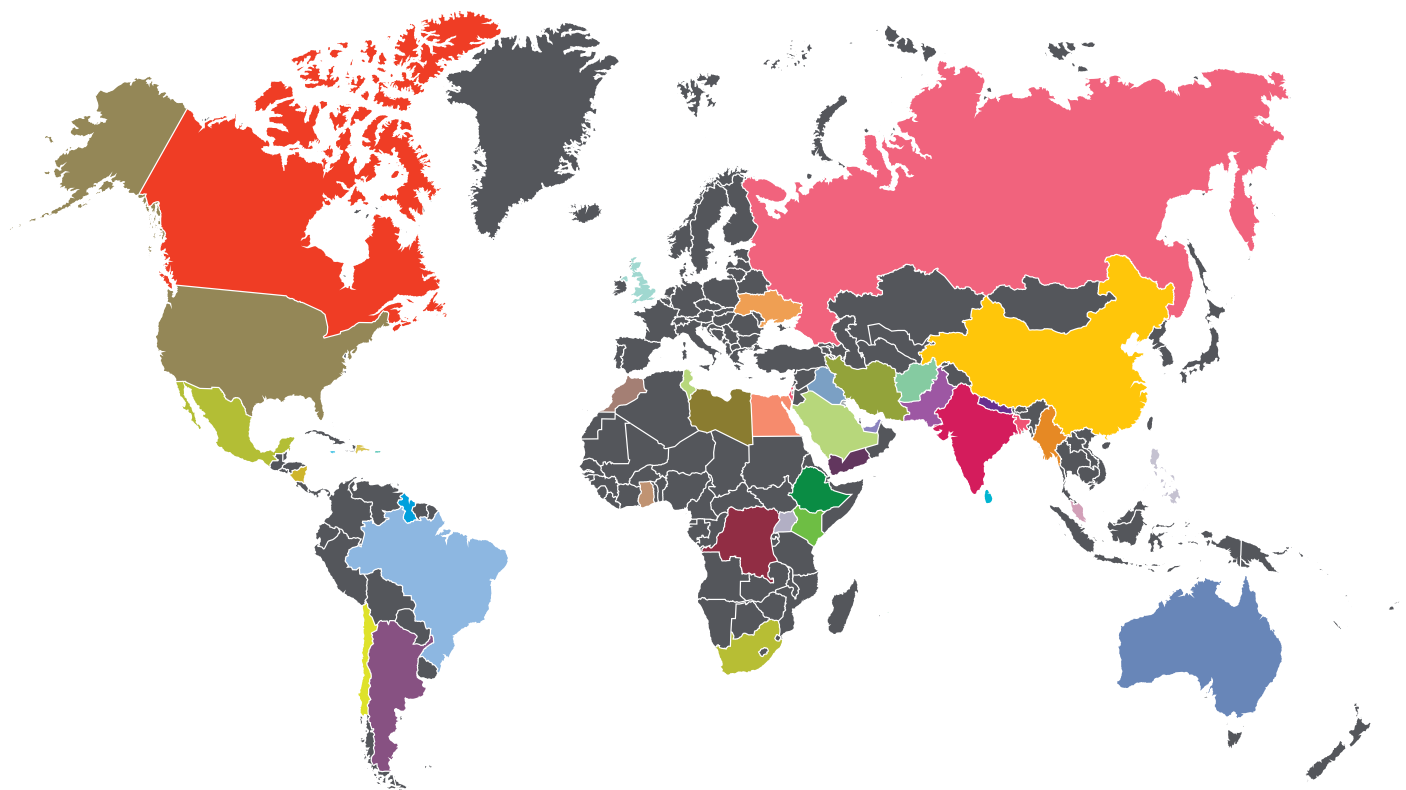
**The total number of decisions may not correspond to the total number of applications reviewed as decisions may be pending receipt of additional information or decisions may be issued for applications reviewed in the previous calendar year.*

Decisions issued by the Registration Committee annually 2021-2023



**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 registrants.*

**Countries where education in medical radiation and imaging technology
was completed for new applications reviewed in 2023**

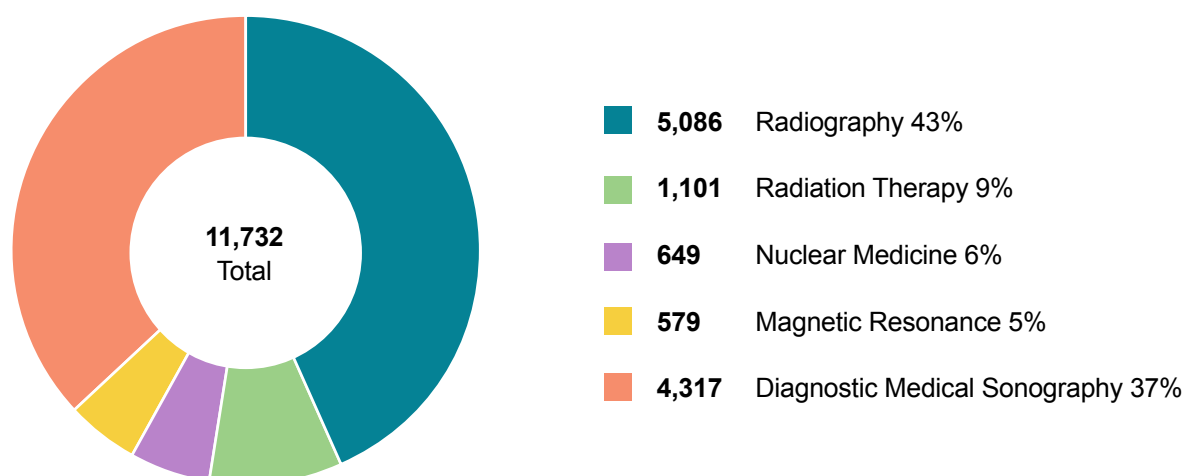


◆ Afghanistan 3	◆ India 49	◆ Nigeria 2
◆ Argentina 2	◆ Iran 70	◆ Pakistan 37
◆ Australia 3	◆ Iraq 2	◆ Philippines 51
◆ Bangladesh 7	◆ Israel 2	◆ Puerto Rico 1
◆ Brazil 1	◆ Jamaica 4	◆ Russian Federation 5
◆ Canada 4	◆ Kenya 3	◆ Saudi Arabia 2
◆ Chile 1	◆ Kuwait 1	◆ South Africa 2
◆ China 2	◆ Libya 3	◆ Sri Lanka 3
◆ Democratic Republic of the Congo 1	◆ Malaysia 1	◆ Tunisia 2
◆ Dominican Republic 1	◆ Mauritius 1	◆ Uganda 2
◆ Egypt 6	◆ Mexico 1	◆ Ukraine 3
◆ Ethiopia 2	◆ Morocco 1	◆ United Arab Emirates 1
◆ Ghana 1	◆ Myanmar 1	◆ United Kingdom 1
◆ Guyana 2	◆ Nepal 4	◆ United States 11
◆ Hong Kong 11	◆ Nicaragua 1	◆ Yemen 1

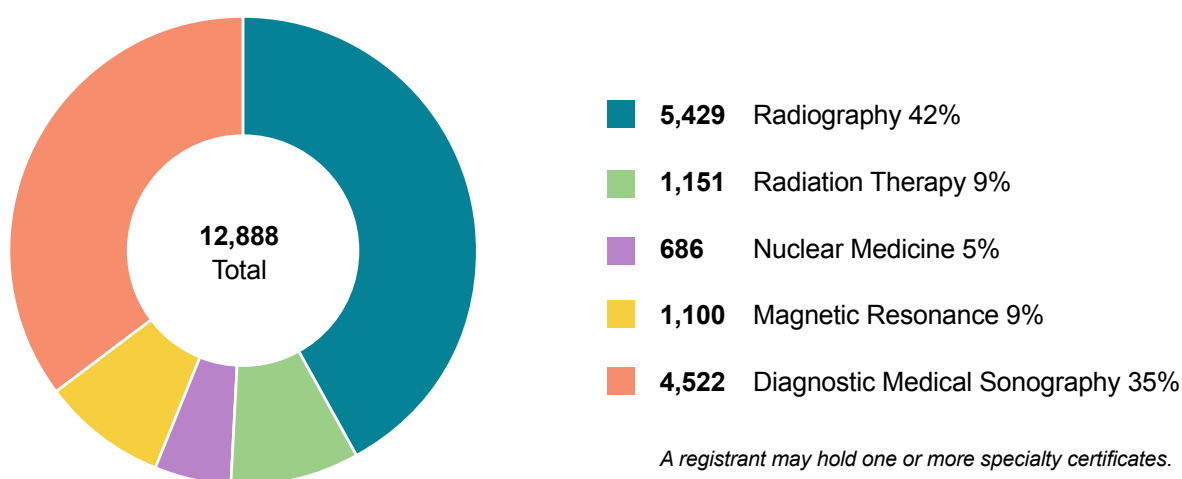
Registrant Profile on December 31, 2023

Active	2023	2022	2021
Primary Specialty			
Radiography	5,086	4,955	4,871
Radiation Therapy	1,101	1,112	1,107
Nuclear Medicine	648	665	667
Magnetic Resonance	579	515	513
Diagnostic Medical Sonography	4,317	4,129	4,014
Employment Specific			
Nuclear Medicine	1	2	2
Total Active	11,732	11,378	11,174
Suspended			
Diagnostic Medical Sonography	0	0	1
Suspended for failure to pay fees			
Primary Specialty			
Radiography	5	5	2
Radiation Therapy	0	4	3
Nuclear Medicine	0	0	0
Magnetic Resonance	1	0	0
Diagnostic Medical Sonography	9	13	11
Total Suspended	15	22	17
Resigned			
Primary Specialty			
Radiography	276	338	342
Radiation Therapy	96	95	101
Nuclear Medicine	44	46	52
Magnetic Resonance	26	38	30
Diagnostic Medical Sonography	263	260	247
Employment Specific			
Nuclear Medicine	1	0	0
Total Resigned	706	777	772
Total Active, Resigned and Suspended	12,453	12,177	11,963

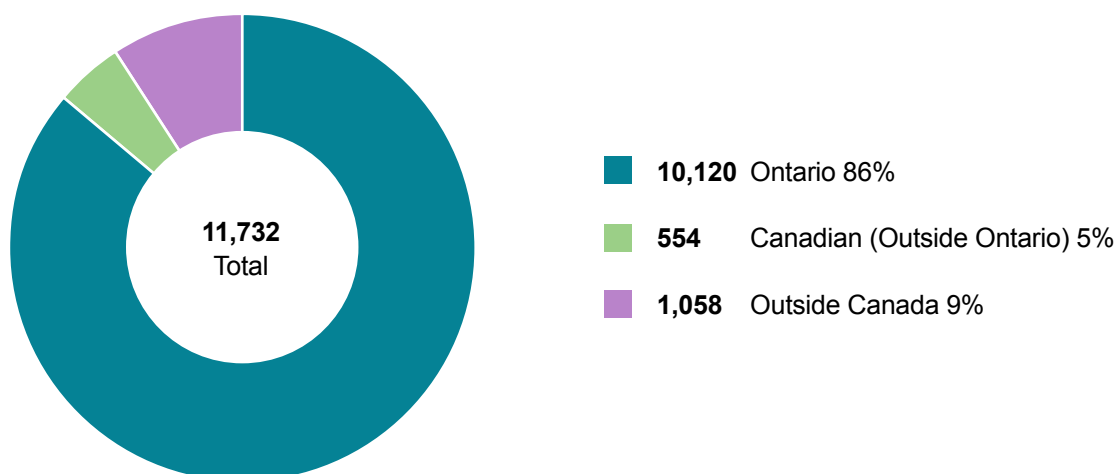
Active registrants by primary specialty on December 31, 2023



Active specialty certificates on December 31, 2023



Active registrants on December 31, 2023 by location of initial education in medical radiation and imaging technology



Summary Financial Statements



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, 2023, 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, 2023.

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 22, 2024.

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 22, 2024

A stylized, handwritten-style signature of "Hilborn LLP" in blue ink.

Chartered Professional Accountants
Licensed Public Accountants

SUMMARY STATEMENT OF FINANCIAL POSITION

December 31	2023	2022
	\$	\$
ASSETS		
Current assets		
Cash	416,766	425,269
Investments	742,067	929,251
Prepaid expenses	41,427	35,632
	1,200,260	1,390,152
Long-term investments	1,860,000	1,770,000
Capital assets	176,685	205,143
Intangible assets	212,979	254,546
	2,249,664	2,229,689
	3,449,924	3,619,841
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	371,286	416,405
Deferred registration fees	2,877,423	2,773,416
	3,248,709	3,189,821
Deferred lease incentives	96,084	112,098
	3,344,793	3,301,919
NET ASSETS		
Invested in capital and intangible assets	389,664	459,689
Unrestricted	(284,533)	(141,767)
	105,131	317,922
	3,449,924	3,619,841

SUMMARY STATEMENT OF OPERATIONS

Year ended December 31	2023	2022
	\$	\$
Revenues		
Registration fees	5,658,196	5,451,569
Investment income	119,370	53,610
	5,777,566	5,505,179
Expenses		
Human resources	3,924,659	3,433,274
Operating	607,722	613,891
Rent	379,242	366,824
Communications and legal	536,914	664,531
Committee meetings	220,773	239,617
Education and quality assurance	185,699	199,641
Amortization - capital assets	59,057	60,841
Amortization - intangible assets	76,291	98,502
	5,990,357	5,677,121
Excess of expenses over revenues for year	(212,791)	(171,942)

NOTE TO SUMMARY FINANCIAL STATEMENTS

December 31, 2023

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, 2023, 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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