



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario

2024

ANNUAL REPORT

CMRITO Land Acknowledgement

The work of CMRITO, our registrants, and system partners takes place on traditional Indigenous territories across the land currently called Ontario. We are thankful to the First Nations peoples, Inuit and Métis from across Turtle Island who have stewarded these territories since time immemorial and continue to contribute to the strength of communities across the land today. We are grateful to have the opportunity to live, work, and play on this land.

Ontario is home to vast traditional territory of the Anishinaabe, Cree, Oji-Cree, Haudenosaunee, Delaware, and Algonquin peoples and includes 46 historical treaties; 207 reserves held by 127 of the 128 First Nations of the province; and a portion of the Métis Nation Homeland. The name Ontario is derived from the Haudenosaunee word “kanadario” which translates to “sparkling water.”

We invite you to begin or deepen your own reconciliation journey by learning more about the Indigenous people of your area.


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Amanda Lee

Chair

CHAIR'S MESSAGE

Medical radiation and imaging technologists (MRITs) across the province continued to make a difference in 2024. Working in a demanding and constantly evolving health care system, Ontario MRITs work tirelessly to make sure that their patients receive the medical imaging and treatment procedures that they require.

CMRITO relies on the contributions of Council and Committee Members to help carry out its important work. In 2024, registrants filled 89 roles on Council and its committees.

In fact, 2024 was one of the College's busiest years. If not for the contributions of the dedicated MRITs from across the province, it would have been impossible to accomplish all that the College was able to achieve in the last year. That 2024 was one of the College's most active years is reflected in the work of the Registration Committee, whose workload increased dramatically. Panels of the Registration Committee met a total of 21 times last year, up 50% from the previous year, and reviewed 409 applications, an increase of 31.5% over 2023. To accommodate this increased workload, more registrants were appointed to the Registration Committee, lending their skills and knowledge to discuss important Registration matters and evaluate the qualifications of applicants with complex backgrounds and applications.

Similarly, the Inquiries, Complaints and Reports Committee expanded to four panels in 2024. Holding separate meetings and dealing with unique cases, dividing the work this way allowed the Committee to increase its efficiency, reduce costs, and decrease disposal times for professional conduct matters. The four panels of the ICR Committee reviewed a total of 88 cases in 2024, a 31% increase over the number of cases reviewed in 2023.

Committees form the backbone of CMRITO, providing structure and support to all of the College's key priorities and activities – making sure that individuals are qualified to practice before being able to register with CMRITO, ensuring their continued competence throughout their careers via the College's self-directed quality assurance program, and holding registrants accountable through a robust professional conduct program.

Moving forward, CMRITO anticipates that the Registration Committee, the Inquiries, Complaints and Reports Committee, the Quality Assurance Committee, and all of the other statutory and non-statutory Committees of the College will continue to face increased workloads as the health care system grows and becomes increasingly complicated. CMRITO registrants will continue to play a critical role as Council and Committee Members as they work alongside publicly appointed Council Members. Public members bring their knowledge, expertise, and perspectives to Council and its Committees. The voice of the public ensures the College remains focused on public protection.

CMRITO relies on registrants and public members to carry out all of the work of Council and its Committees. We thank the registrants and public members who sit on Council and CMRITO Committees for your time, focus, and energy helping the College deliver on its mission to protect the public.

On behalf of the College, thank you to all of the more than 12,000 MRITs across the province for the dedicated care that you provide to Ontarians.

As you review the 2024 CMRITO Annual Report, we hope you enjoy learning about all of the activities that the College of Medical Radiation and Imaging Technologists of Ontario engaged in this 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

CMRITO's activities in 2024 reflect the importance of connecting with registrants and system partners throughout the province and the health care system. During this time, a new Registration Regulation was introduced, the College executed the final year of the 2022-2024 Strategic Plan, a new Strategic Plan was developed, and a spirited consultation on proposed changes to By-law No. 60 affecting annual registration fees was held.

In 2023, the College worked with the Ministry of Health to develop a new emergency class of registration that would facilitate the rapid registration of qualified individuals to practice as medical radiation and imaging technologists in the face of a future emergency. This led to changes to the Registration Regulation under the *Medical Radiation and Imaging Technology Act, 2017*. In 2024, a new Registration Regulation was introduced that sets out and streamlines the entry to practice requirements for the profession, subject to exemptions to expedite and facilitate the registration process. These changes support the College's mandate to protect the public by ensuring that only qualified applicants who have demonstrated their competence to practice are registered. The new regulation, which came into effect on July 1st, required CMRITO to update its policies, processes, and publications.

The College spent much of 2024 fulfilling the vision of its 2022-2024 Strategic Plan. As the final year of this three year plan, this work provides a helpful lens through which to review the College, its goals, and achievements specifically in the last year and the past three years more broadly, to get a fuller sense of the College's overall activity and priorities.

The goals of the 2022-2024 Strategic Plan were to:

1. Actively monitor, evaluate and apply evolving regulatory practices to enhance public protection
2. Maximize the impact of our communications to support our mission, mandate and strategic objectives

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

In support of the Strategic Plan, CMRITO leveraged regulatory best practices to enhance and implement new and existing processes and procedures designed to improve public protection. For example, the College introduced new panel compositions to both the Registration Committee and the Inquiries, Complaints and Reports Committee to make the work of these two committees more efficient, more effective, and more productive. Last year, these changes led to more panels, which increased capacity, controlled costs, enhanced efficiency, and reduced processing timelines. Similarly, the Quality Assurance (QA) Program was bolstered by enhancements to the QA ePortfolio, notably the addition of resources and links to the QA Profile and Self-Assessment sections and the inclusion of streamlined steps and new directions to help registrants meet their QA requirements.

CMRITO's organizational values and our Inclusion, Diversity, Equity, and Accessibility principles underpin our regulatory work, setting a standard for our operations and decision-making. In 2024, we continued education and training for Council and staff to integrate these values into everything we do.

The College employed various communications tools, platforms, and materials to support our public protection mandate and strategic objectives. For example, the College launched a new publication, *What you must know about ... Professional Conduct processes*, accompanied by a new companion tool for the public, *CMRITO's Complaints Process Frequently Asked Questions*. Combined, these publications help both MRITs and the public better understand the College's Professional Conduct processes and procedures, and help registrants avoid mistakes by clearly outlining expectations and identifying potential pitfalls. Collectively, almost all of the College's practice guidelines were revised in 2024, demonstrating a commitment to providing registrants with the most up-to-date information and tools to facilitate the practise of the profession.

As the health care system has evolved and the work of medical radiation and imaging technologists has increased, the College has expanded to continue to deliver impactful programs in Registration, Quality Assurance, and Professional Conduct to ensure that anyone receiving diagnostic or therapeutic services in Ontario is receiving the best care possible. In 2024, this focus on enhancing organizational capacity took the form of streamlining processes to accommodate increased workloads. The number of applications processed by the Registration Team grew by almost 6%. In addition, the Quality Assurance Team assessed 20% of registrant QA ePortfolios. Similarly, the College experienced a 10% year-over-year increase in the number of Professional Conduct cases, while simultaneously increasing the number of complaint decisions issued within legislated guidelines of 150 days by over 255%.

At the same time, the College spent much of 2024 developing a new Strategic Plan that builds on the success of the previous plan and helps the College advance its mandated mission to regulate the profession in the public interest. In anticipation of this important work, Council struck a Strategic Planning Committee and engaged external experts to identify key priorities and

develop a foundation to achieve these goals. Along with Council and the staff leadership team, the Committee developed a strong plan with a clear strategic purpose to proactively regulate in the public interest with MRITs and system partners to help guide the College's attention and resources over the next three years. The College now shifts its focus to the plan's three goals:

1. Advancing patient-centered care through collaboration with health care partners
2. Empowering safe, effective, and ethical practice
3. Delivering effective regulatory practices

In the fall, the College engaged in a public consultation on proposed changes to the annual registration fee. Throughout 2024, the College's Finance and Audit Committee worked with the CMRITO's independent auditors to investigate and identify ways to control costs and increase revenues in the face of consecutive deficit budgets. Identifying two goals of eliminating deficit budgets and replenishing the College's reserve funds to align with Revenue Canada guidelines for non-profit organizations, the Finance and Audit Committee brought forward a proposal that focussed attention to address these goals quickly. What followed was a proposal to amend the annual registration fee, which had not been increased since 2011.

The consultation forum allowed the College to actively engage with registrants, system partners, and the public. Ultimately, the feedback collected through the consultation brought the diverse voices of registrants, system partners, and the public into the work and planning of the College. While Council must uphold its fiduciary duty to ensure that the College remain financially viable, the input provided by registrants and system partners should be considered in shaping the direction of these proposed amendments. As a result, the College is committed to incorporating this feedback into future amendments to By-law No. 60 about the proposed fee increases. Increases are necessary at this time to ensure that the College can continue to deliver on its legislated mandate to regulate the profession and protect the public, and the feedback received through the consultation process has shown how the structure of these increases can better align with registrant needs.

This Annual Report reflects many of the achievements accomplished by CMRITO throughout 2024. Working with our system partners, we will continue to promote regulatory excellence to serve and protect the public interest.

We thank the CMRITO Council, Committees, and staff for their hard work this past year. We also want to extend our heartfelt gratitude to the MRITs across the province for their dedication to providing safe and competent care to Ontarians.



Pree Tyagi
Registrar & CEO

COLLEGE HIGHLIGHTS

COUNCIL

Amanda Lee, Chair
Derek Ribeiro, Vice-Chair
Rania Arabi
Zainool (Zani) Dhalla

MRT(R)(MR)
MRT(T)
MRT(N)
DMS, MRT(R)

Caleb Garrow-Ledoux
Delanah Gobio
Ovais Iqbal
Snehal Katarey
Ramesh Makhija
Zaynab Muraj
Rob Peacock
Victoria Romero
Anna Simeonov
Manjit Singh Saini (Bhondhi)
Kieng Tan

Public Member
Public Member
Public Member
Public Member
Public Member
MRT(T)
Public Member
Public Member
MRT(MR)(R)
Public Member
MRT(T)

District 1 – radiography
District 2 – radiation therapy
District 3 – nuclear medicine
District 5 – diagnostic medical
sonography

(from March 7, 2024)
(to April 8, 2024)
(to April 8, 2024)
(from July 11, 2024)

District 6 – registrant-at-large
(from October 24, 2024)

District 4 – magnetic resonance

District 7 – academic councillor

EXECUTIVE COMMITTEE

Amanda Lee, Chair
Derek Ribeiro
Ovais Iqbal

MRT(R)(MR)
MRT(T)
Public Member

Ramesh Makhija

Public Member

Anna Simeonov
Manjit Singh Saini (Bhondhi)
Kieng Tan

MRT(MR)(R)
Public Member
MRT(T)

Council Member
Council Member
Council Member
(to January 25, 2024)
Council Member
(from June 18, 2024)
Council Member
Council Member
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.

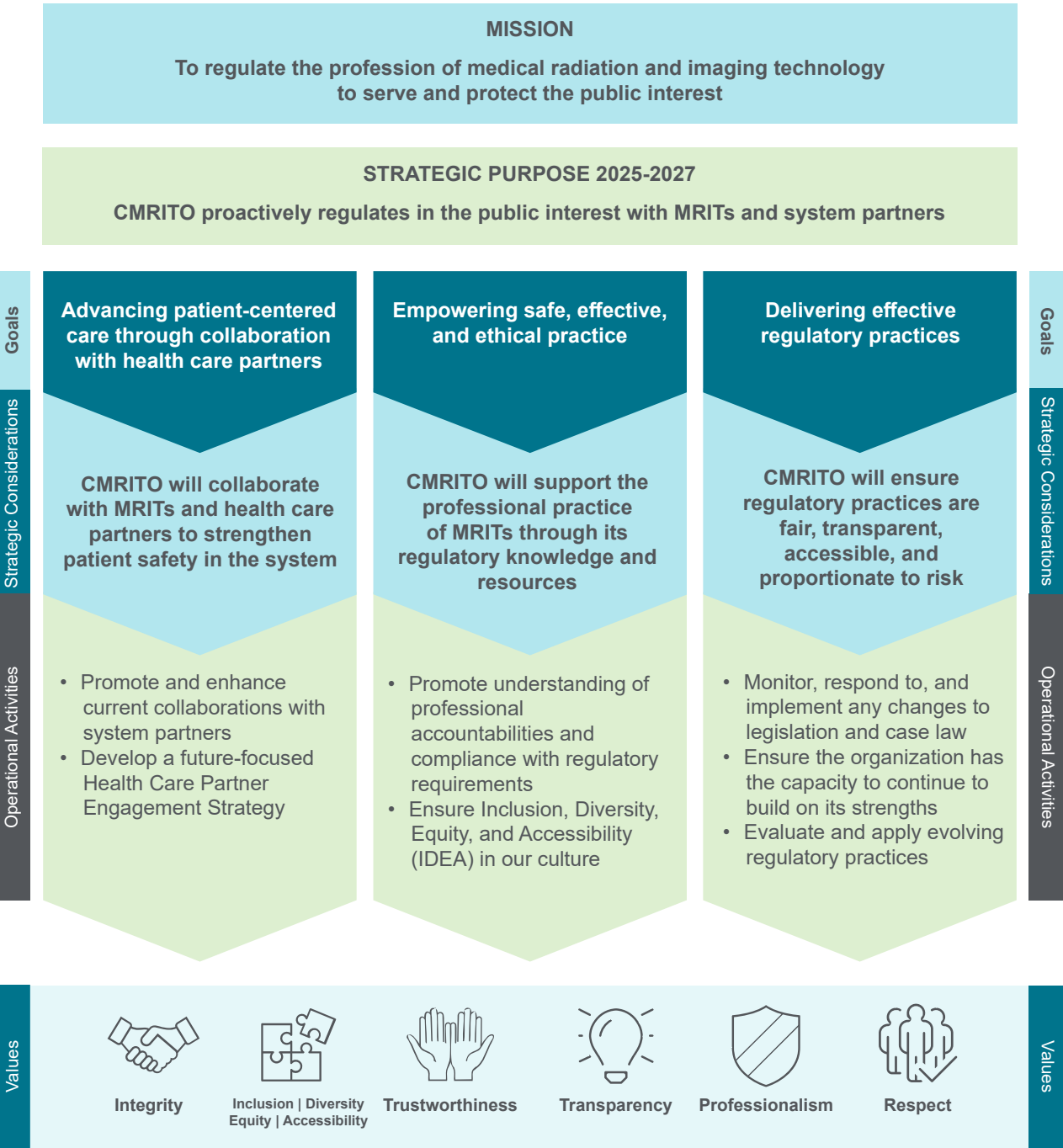
STRATEGIC PLAN 2025-2027

The CMRITO 2022-2024 Strategic Plan guided the work of the CMRITO over the past three years. The Plan was developed in a regulatory landscape emerging from the COVID-19 pandemic and the impending retirement of the College's Registrar & CEO of fifteen years. The plan focused on three key goals – evolving regulatory practices, maximizing communications impact, and increasing organizational capacity – to help the College deliver on its mandate to ensure the safe, effective, and ethical practice of medical radiation and imaging technology and strengthen public protection in the province. Throughout the final year of this plan, Council, Committees, and CMRITO staff continued to develop and implement activities to support these key goals.

At its meeting in December 2023, Council appointed a Strategic Planning Committee (SPC) to lead the development of a new strategic plan. The Committee was composed of nine Council Members, supported by the Registrar & CEO and General Counsel.

A formal Request for Proposal was sent in January 2024 to several consultants to submit their proposals to help the College develop a new Strategic Plan. After a thorough review process, the SPC selected The Regulator's Practice, an international collection of experienced regulatory practitioners, to help identify key priorities and devise a structure for achieving these goals. The SPC, CMRITO senior staff, and The Regulator's Practice met throughout 2024 to reflect on the current regulatory and health care environments, and to review the CMRITO's mission, vision, and values in order to develop a new roadmap for the next three years. The group leveraged and applied their diverse experience and knowledge to the planning process to create CMRITO's new Strategic Plan. Council received an interim report at its meeting in March, and a draft of the new Strategic Plan was presented to Council and approved at their meeting in December 2024.

As part of this plan, the following strategic purpose, goals, strategic considerations, and operational activities were identified to help guide CMRITO activities and projects through 2027:



NEW REGISTRATION REGULATION

CMRITO's new registration regulation came into effect on July 1, 2024. The new regulation made under the *Medical Radiation and Imaging Technology Act, 2017* sets out and streamlines the entry to practice requirements for the five specialties regulated by the College: radiography, radiation therapy, nuclear medicine, magnetic resonance, and diagnostic medical sonography.

Entry to practice requirements ensure the protection of the public by restricting registration to only qualified individuals who have demonstrated their competence to practice. The new registration regulation still requires the successful completion of an accredited educational program and a certification examination in a desired specialty, evidence of good character and competent practice in the last five years, and fluency in English or French. While some requirements are now exemptible, giving the CMRITO Registration Committee discretion to consider other evidence and information when assessing individual applications, their public protection mandate still requires they ensure that only qualified and competent applicants are registered. Successful completion of the national certification examination remains a non-exemptible requirement for registration in any of the five specialties.

CONTINUED REFINEMENT OF THE QUALITY ASSURANCE PROGRAM

One of the initiatives of Strategic Plan 2022-2024 was to refine the Quality Assurance Program to best support MRITs in providing safe and effective patient care.

As a result, CMRITO continued to enhance the QA ePortfolio in 2024 by making several helpful improvements to the QA Profile and Self-Assessment sections.

A variety of resources and links were added to the QA Profile to help registrants reflect on their practice and consider some of the risks that may be associated with the role of an MRIT.

The Self-Assessment requires MRITs to reflect on their practice against a minimum of two of the Standards of Practice. In 2024, the QA Committee selected the two Standards of Practice that all registrants are required to complete: Standard 5 – Relationships with patients and Standard 7 – Records and reporting. The Self-Assessment section was also enhanced with helpful resources and links. These resources provide greater context to help registrants understand how the standards and indicators relate to their practice.

Updates were also made to the QA ePortfolio user instructions video to support registrants and help them complete their annual QA Program requirements. Additionally, all three sections of the QA ePortfolio now include streamlined steps and new directions to help registrants fulfill their QA requirements successfully.

BY-LAW CONSULTATION

At their meeting in September, Council directed that proposed amendments to CMRITO By-law No. 60, to increase the annual registration fee, be circulated for comment from registrants, system partners, and the public. The consultation began on September 23, 2024. After one week, the CMRITO Executive Committee held an emergency meeting to discuss the high response rate and the feedback received from the consultation over the preceding week. The Committee voted to call a Council meeting as soon as possible to consider a recommendation to pause the consultation and reevaluate the approach to the proposed fee increase.

A special meeting of Council was held in October and the Executive Committee's recommendation was considered. Council voted to pause the consultation, rescind the proposed by-law amendments, and reevaluate the approach to the fee increase.

Council reviewed and discussed this matter further at its meeting in December. After considering the feedback received during the consultation regarding the proposed registration fee increase, Council directed the Finance and Audit Committee to provide alternate options for a proposed fee increase for Council's consideration at its next meeting in the first quarter of 2025.

COMMUNICATIONS OUTREACH

Webinars, videos, and presentations

CMRITO produced three videos in 2024:

- CMRITO Standards of Practice Standard 5 – Relationships with patients
- CMRITO Standards of Practice Standard 7 – Records and reporting
- QA ePortfolio User Instructions

The two Standards of Practice videos feature CMRITO Deputy Registrar & Registration Director Caroline Morris reviewing Standard 5 – Relationships with patients and Standard 7 – Records and reporting and outlining how these standards relate to the practice of medical radiation and imaging technology.

Released in mid-November, these videos immediately resonated with registrants over the last month and a half of 2024 and are expected to remain useful and informative tools to increase registrant awareness and understanding of their accountabilities going forward.

The QA ePortfolio User Instructions video was also released toward the end of the year. This video and its component pieces explain to CMRITO registrants how to use the QA ePortfolio to complete and record their quality assurance obligations. Embedded in the QA ePortfolio and available on the CMRITO website and CMRITO's YouTube channel, this video provides registrants with a step-by-step set of instructions to complete their annual QA requirements.

Combined, these videos were viewed almost 2,400 times in November and December, revealing how they struck a chord with viewers and proved to be helpful information that registrants found useful in carrying out their QA responsibilities.

The College's library of almost 50 videos was frequently viewed over the course of the year. Videos covering a wide range of topics were watched over 9,100 times in 2024. This figure eclipses the number of views experienced in past years, reflecting the overall value and utility of these pieces to CMRITO registrants and applicants who are increasingly relying on this visual medium to learn more about the College and their accountabilities as MRITs practising in Ontario.

Throughout the year, College staff are invited to deliver presentations to registrants, employers, facility operators, managers, and students both virtually and in-person at conferences and other events. In 2024, a total of five presentations were delivered to nearly 650 attendees.

Publications

In 2024, CMRITO launched two new publications designed to help registrants and the public navigate professional conduct processes.

What you must know about ... Professional Conduct processes was developed to enhance registrant understanding of CMRITO's professional conduct processes and provide answers to frequently asked questions regarding the review of reports by the Registrar (regarding professional misconduct, incompetence, incapacity, and sexual abuse), the investigation of complaints and consideration of Investigation Reports (by the Inquiries, Complaints and Reports Committee), and hearings before the Discipline Committee and the Fitness to Practise Committee.

CMRITO's Complaints Process Frequently Asked Questions, on the other hand, was designed to help members of the public understand the College's complaints process. Organized in an easy-to-follow Frequently Asked Questions style, this publication provides a roadmap for members of the public who are considering or pursuing a complaint.

Both of these publications will be used by the Professional Conduct team to help registrants and members of the public who have submitted or are considering submitting complaints understand and navigate CMRITO's complaints and professional conduct processes.

Email communications

Email is the primary mode of communication between the College and its registrants.

In 2024, the College sent a total of 15 targeted bulk messages (or 144,070 individual emails) to registrants. These messages informed registrants about several important topics, including:

- serving on CMRITO Council and committees
- the Quality Assurance Program and their responsibilities

- the introduction of a new Jurisprudence module on patient-centered care
- the publication of the CMRITO Annual Report and issues of Insights (Winter, Summer, and Fall issues)
- proposed changes to CMRITO By-law No. 60

A total of 99.81% of these messages were delivered successfully, demonstrating the reliability of this medium for sharing information with our key audiences (registrants, applicants, and system partners). Cumulatively, these messages produced almost 97,000 interactions (opens, clicks, reactions, etc.) from recipients, or an interaction rate of almost 70%. This high figure and rate of interactions reflects strong engagement from our audience, and the commitment of registrants to their professional obligations and interest in learning more about the topics covered in these messages.

Social Media

In addition to the various publications, videos, webinars, presentations, emails, and other communication mediums employed by the College, CMRITO also posts on social media platforms to ensure that registrants, applicants, system partners, and the public can access important College information through their preferred channels.

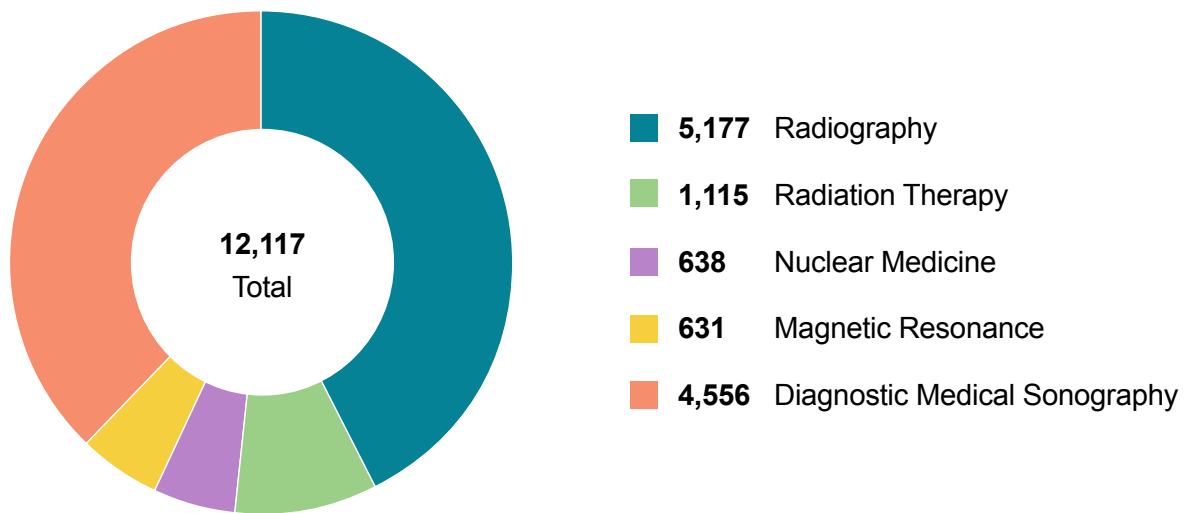
The College posted a combined total of 348 times on Facebook, LinkedIn, and X (formerly Twitter) in 2024. These posts included live posts shared during Council meetings where the progress of the meeting was documented and any decisions made by the Council were reported. Similarly, these posts covered such diverse topics as election results, new publications, office closures, notice of upcoming meetings, reminders, and a host of other important topics.

Over this 12 month period, the number of followers on these channels grew by 414, or an average of 35 followers monthly. The year-over-year growth in followers demonstrates the strong connection CMRITO has formed with registrants, applicants, system partners, and the public who are increasingly using different platforms and channels to gather information and learn about new developments in the regulation of medical radiation and imaging technology. The College's more than 4,800 followers have grown to rely on CMRITO's posts on these platforms for informative and helpful information, as reflected in the high number of impressions achieved over the year (72,194) and amount of engagements (likes, shares, comments, replies, clicks, etc.) earned through these posts (4,128).

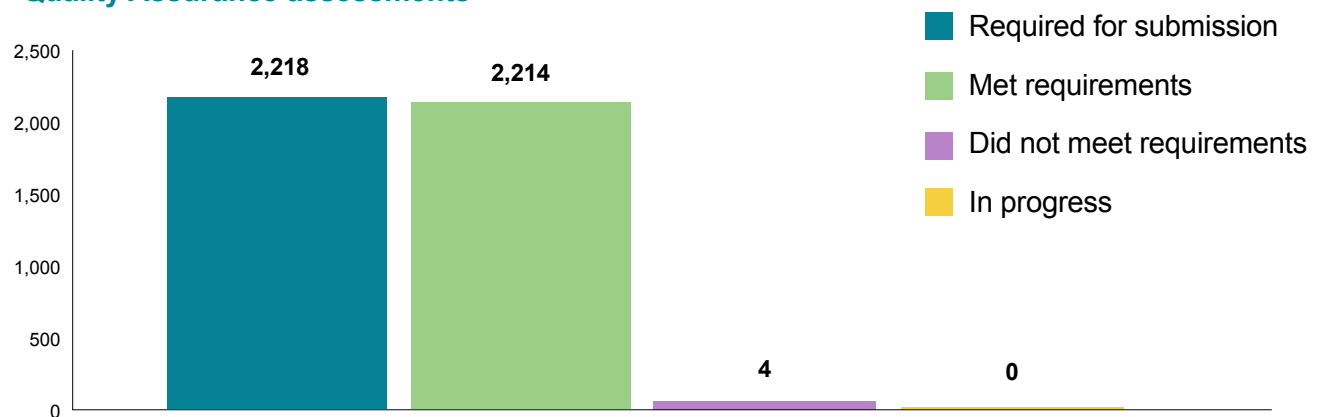
These engagement metrics reinforce the fact that these posts are an effective tool for sharing information with our audiences on Facebook, LinkedIn, and X, and underscores the importance of continuing to communicate with these groups on these platforms.

CMRITO DASHBOARD 2024: JANUARY 1 – DECEMBER 31, 2024

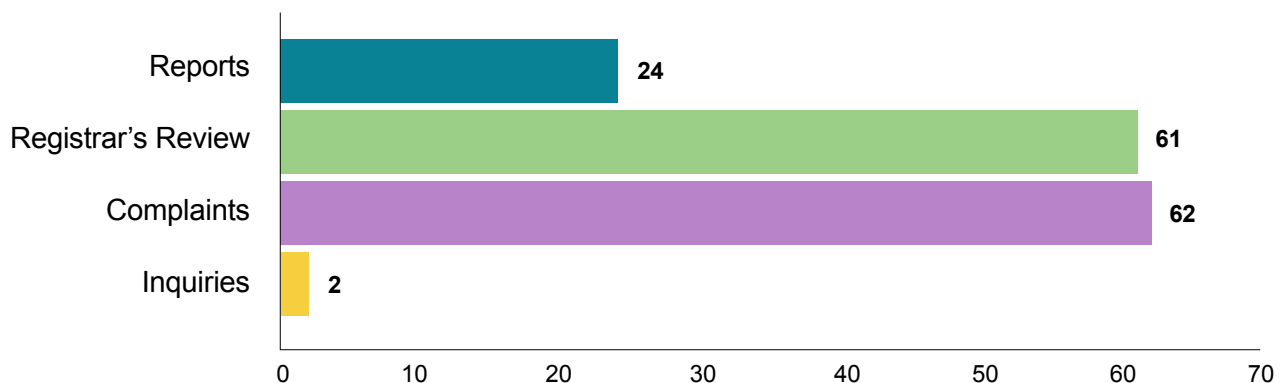
Active registrants by primary specialty



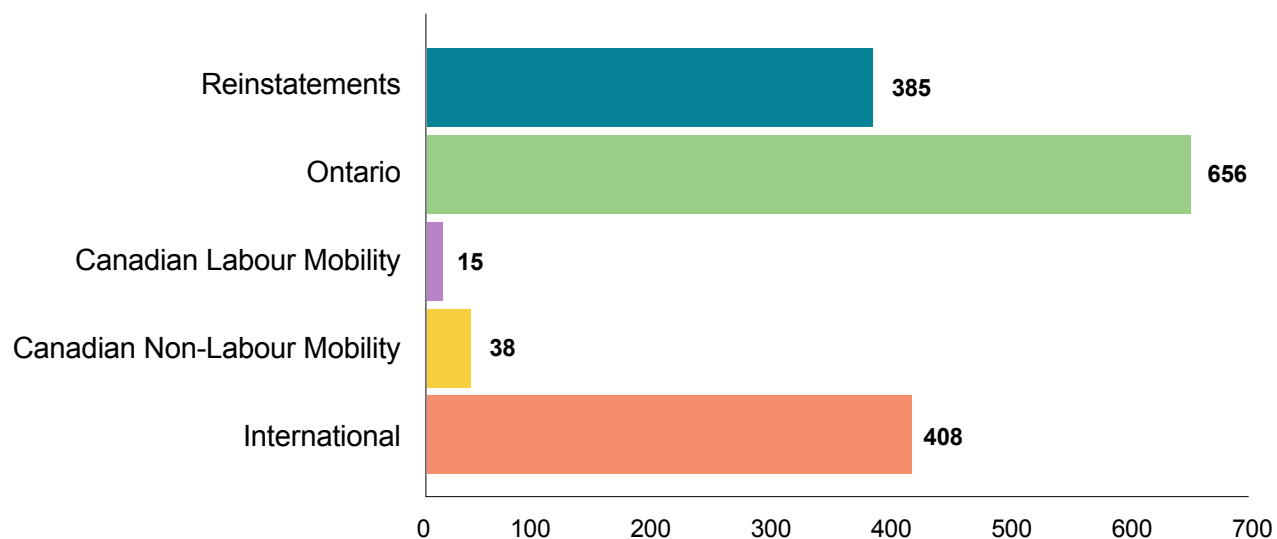
Quality Assurance assessments



Professional Conduct new cases



Registration applications

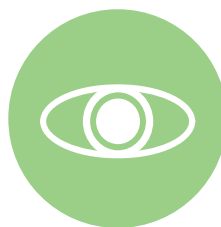


Communications



5

New presentations
and webinars



9,119

Number of views of
webinars on website



414

New followers on
social media platforms



4,128

Number of social
media engagements

COMMITTEE REPORTS

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Rania Arabi, Chair	MRT(N)(MR)	Council Member
Angela Cashell	MRT(T)	Appointed Member
Hon Lam Choi	DMS	Appointed Member
Tina Corriveau	DMS, MRT(R)	Appointed Member
Zainool (Zani) Dhalla	DMS, MRT(R)	Council Member
Jacqueline Evans	MRT(R)(MR)	Appointed Member (from June 18, 2024)
Caleb Garrow-Ledoux	Public Member	Council Member (from June 18, 2024)
Lisa Giampa	MRT(N)	Appointed Member
Delanah Gobio	Public Member	Council Member (to April 8, 2024)
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
Jananee Mahalingam	MRT(R)	Appointed Member (from June 18, 2024)
Ramesh Makhija	Public Member	Council Member
Kim Anh Phan	DMS	Appointed Member
Titus Stan	DMS	Appointed Member
Kimberly Thorvaldson	MRT(R)	Appointed Member
Michelle Tran	DMS	Appointed Member
Christopher M. Ward	MRT(R)	Appointed Member

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.

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. In accordance with legislation, an investigator may be appointed when:

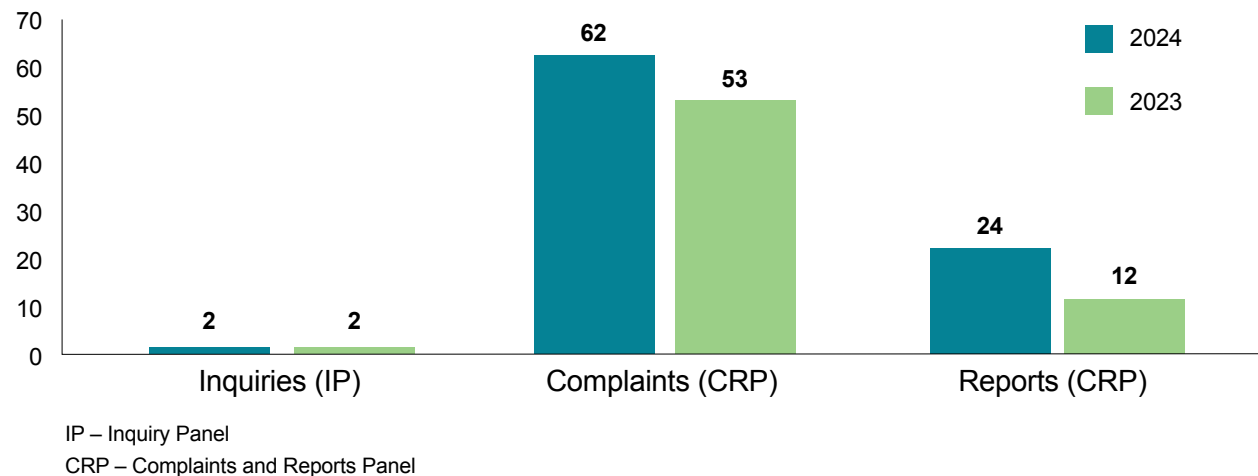
- a. the Registrar believes on reasonable and probable grounds that a registrant has committed an act of professional misconduct or is incompetent and the ICR Committee approves of the appointment;
- b. the ICR Committee receives information about a registrant from the Quality Assurance Committee under paragraph 4 of subsection 80.2(1) of the Code and has requested the Registrar to conduct an investigation; or
- c. the ICR Committee has received a written complaint about a registrant and has requested the Registrar to conduct an investigation.

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.

In 2024, the Chair determined that the ICR Committee would sit as four panels. These four panels held separate meetings and dealt with distinct matters.

In 2024, panels of the ICR Committee reviewed a total of 88 new cases. Of those cases, two were inquiries, 62 were complaints, and 24 were reports.

Total number of new cases reviewed by panels of the ICR Committee in 2024 and 2023



In 2024, panels of the ICR Committee issued a total of 79 decisions.

The following charts show the outcomes of the decisions issued by the ICR Committee in 2024, as well as a breakdown of complaints and reports by related practice standard.

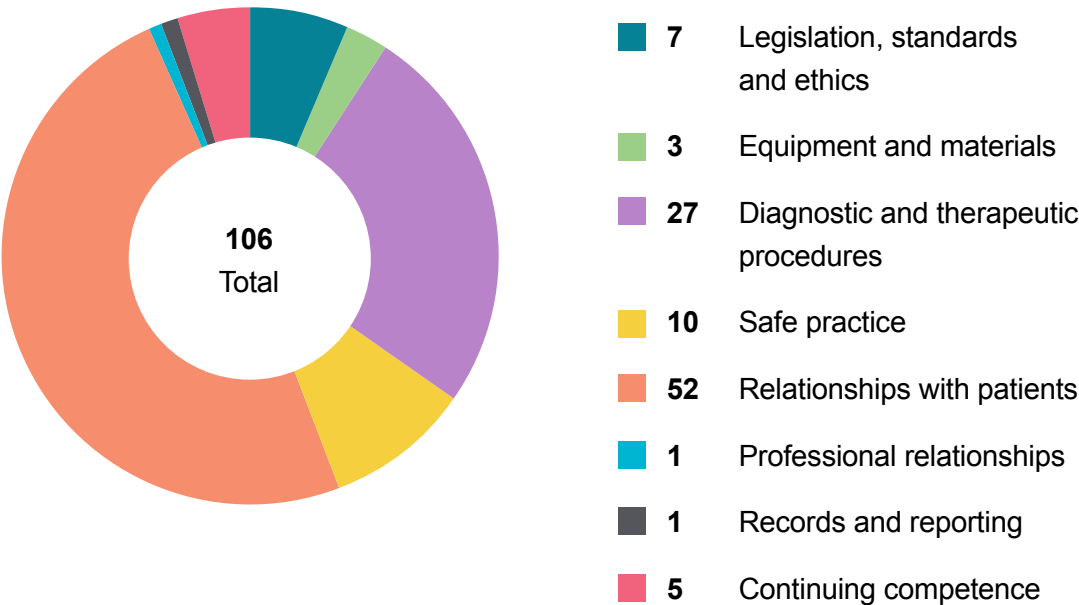
Please note that a decision may involve more than one outcome and more than one practice standard.

Decision outcomes issued by panels of the ICR Committee in 2024 and 2023



*SCERP – specified continuing education and remediation program
*A&U – acknowledgment & undertaking

Complaints and reports by practice standard in 2024



*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 2024. The practice standards involved in a complaint or report are assigned at the time the decision is issued.

Health Professions Appeal and Review Board

The Health Professions Appeal and Review Board (HPARB) is an adjudicative agency of the government, independent of the CMRITO, that is responsible for reviewing the decisions of the Inquiries, Complaints and Reports 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 seven HPARB decisions issued in 2024. In six cases, HPARB confirmed the decision of the ICR Committee. In one case, HPARB returned the matter to a panel of the ICR Committee for reconsideration.

DISCIPLINE COMMITTEE

Victoria Romero, Chair	Public Member	Council Member
Andre Kevin Bowen	MRT(N)	Appointed Member
Renate D. Bradley	MRT(T)	Appointed Member (to June 18, 2024)
Lisa S. Di Prospero	MRT(T)	Appointed Member
Simrat Grewall	DMS	Appointed Member
Snehal Katarey	Public Member	Council Member (from August 23, 2024)
Vikram Kumar	DMS	Appointed Member
John Lai	DMS	Appointed Member (from June 18, 2024)
Amanda Lee	MRT(R)(MR)	Council Member
Christine MacRae	DMS	Appointed Member (from June 18, 2024)
Zaynab Muraj	MRT(T)	Council Member
Wendy Rabbie	MRT(R)	Appointed Member
Anna Simeonov	MRT(MR)(R)	Council Member
Manjit Singh Saini (Bhondhi)	Public Member	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 three referrals to the Discipline Committee in 2024.

Two hearings were held in 2024, both of which related to referrals from 2023. Summaries of these hearings follow.

Summary of Discipline Hearings – Georgia M. Callender, MRT(T)

Hearing 1

On January 16, 2024, a panel of the Discipline Committee (the Panel) of the College of Medical Radiation and Imaging Technologists of Ontario (the College) found Georgia M. Callender to have committed acts of professional misconduct in that they:

- failed to comply with a requirement or order of a Committee, namely the Quality Assurance (QA) Committee, and thereby,
- contravened the *Medical Radiation and Imaging Technology Act, 2017*, the *Regulated Health Professions Act, 1991*, and/or the regulations under those Acts, and
- engaged in conduct or performed an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

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

On January 16, 2024, the Panel imposed the following order:

- Georgia M. Callender shall attend for a public reprimand on a date to be determined by the Registrar, with the fact of the reprimand and the text of the reprimand to appear on the College's public register;
- the Registrar is directed to suspend Georgia M. Callender's certificate of registration immediately for a period of five months or longer until they have completed the term, condition or limitations set out below;
- the Registrar is directed to impose the following terms, conditions or limitations on Georgia M. Callender's certificate of registration, all of which are to be completed at their expense:
 - Georgia M. Callender shall successfully complete their 2021 QA Portfolio, including submission of records of self-assessments and records of participation in continuing education or professional development activities;
 - Georgia M. Callender shall unconditionally pass the PROBE ethics course and shall provide proof of successful completion to the Registrar;
 - Georgia M. Callender shall respond to all College communications within fifteen days; and
 - Georgia M. Callender shall advise the College of any change to any required contact information within fifteen days; and
- Georgia M. Callender is required to pay a portion of the College's costs in the amount of \$8,745.32.

Hearing 2

On January 18, 2024, a panel of the Discipline Committee (the Panel) of the College found Georgia M. Callender to have committed acts of professional misconduct in that they:

- failed to comply with a requirement or order of a Committee, namely the Inquiries, Complaints and Reports (ICR) Committee, and thereby,
- contravened the *Medical Radiation and Imaging Technology Act, 2017*, the *Regulated Health Professions Act, 1991*, and/or the regulations under those Acts, and
- engaged in conduct or performed an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

The contested hearing proceeded virtually by way of video conference.

The hearing resumed on March 7, 2024 for the penalty and costs phase of the hearing.

On March 7, 2024, the Panel imposed the following order:

- Georgia M. Callender shall attend for a public reprimand on a date to be determined by the Registrar, with the fact of the reprimand and the text of the reprimand to appear on the College's public register;
- the Registrar is directed to suspend Georgia M. Callender's certificate of registration immediately for a period of five months (to run concurrent with the suspension ordered on January 16, 2024) or longer until they have completed the term, condition or limitations set out below;
- the Registrar is directed to impose the following terms, conditions or limitations on Georgia M. Callender's certificate of registration, all of which are to be completed at their expense:
 - Georgia M. Callender shall successfully complete all outstanding elements of the Specified Continuing Education and Remediation Program (SCERP) ordered by the ICR Committee, including any recommended remediation arising out of her 2020 QA portfolio and the successful completion of the College's Jurisprudence Course and the quiz associated with each module;
 - Georgia M. Callender shall unconditionally pass the PROBE ethics course and shall provide proof of successful completion to the Registrar;
 - Georgia M. Callender shall respond to all College communications within fifteen days; and
 - Georgia M. Callender shall advise the College of any change to any required contact information within fifteen days; and
- Georgia M. Callender is required to pay a portion of the College's costs in the amount of \$8,016.32.

FITNESS TO PRACTISE COMMITTEE

Kieng Tan, Chair	MRT(T)	Council Member
Renate D. Bradley	MRT(T)	Appointed Member (to June 18, 2024)
Zeynal Ismayilov	DMS	Appointed Member (from June 18, 2024)
Christine MacRae	DMS	Appointed Member
Jananee Mahalingam	MRT(R)	Appointed Member (from June 18, 2024)
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 2024 and no hearings were held in 2024.

PATIENT RELATIONS COMMITTEE

Amanda Lee, Chair	MRT(R)(MR)	Council Member
Ovais Iqbal	Public Member	Council Member (to January 25, 2024)
Ramesh Makhija	Public Member	Council Member (from June 18, 2024)
Derek Ribeiro	MRT(T)	Council Member
Anna Simeonov	MRT(MR)(R)	Council Member
Manjit Singh Saini (Bhondhi)	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 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 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 registrant. There was one request for funding for therapy or counselling in 2024.

QUALITY ASSURANCE COMMITTEE

Derek Ribeiro, Chair	MRT(T)	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
David Shen	MRT(N)(MR)	Appointed Member (from June 18, 2024)
Julie Sit	MRT(N)	Appointed Member (from June 18, 2024)
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 six meetings in 2024.

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.

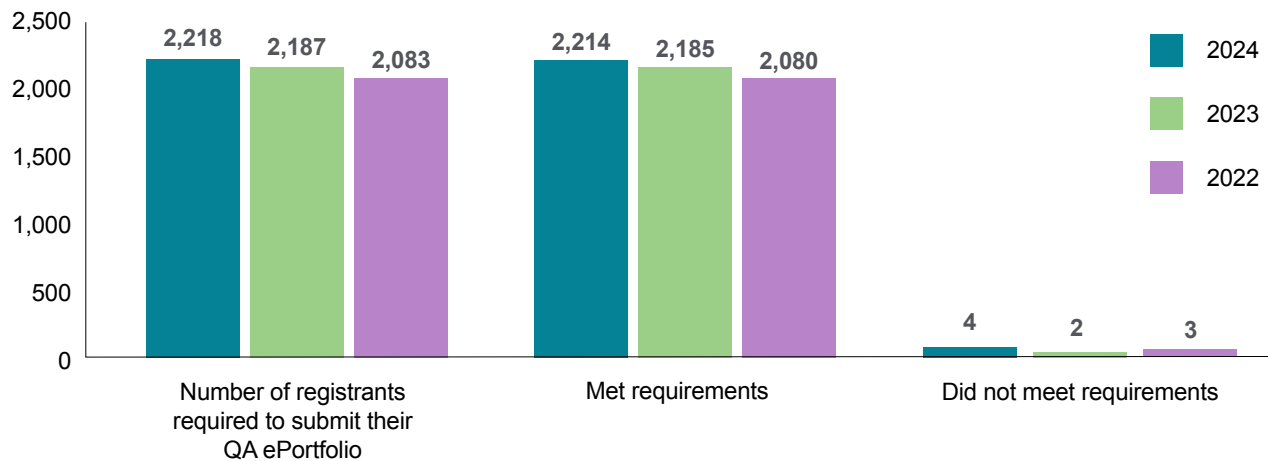
The QA Committee monitors the declarations of registrants' participation in the QA Program and follows up with registrants that declare non-compliance.

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.

A total of 2218 MRITs, or 20% of CMRITO registrants, were randomly selected to submit their QA ePortfolio for assessment in 2024.

2024 QA ePortfolio Assessments with 2023 and 2022 comparison



Hours of continuing education and professional development activities

Many registrants that submitted their QA ePortfolios for assessment in 2024 recorded considerably more continuing education and professional development hours than the minimum requirement of 25 hours, with an average across all selected registrants of 54 hours.

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 2024.

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."

CMRITO continues to work on enhancing the QA ePortfolio. In 2024, resources were made accessible in the QA Profile and Self-Assessment sections to support registrant understanding and application of the Standards of Practice and regulatory framework. A mandatory review of two practice standards was also introduced to the Self-Assessment in 2024. The 2024 mandatory standards were: Standard 5 – Relationships with Patients and Standard 7 – Records and Reporting. Updates were also made to the QA ePortfolio user instructions video to support registrants in completing their annual QA Program requirements.

REGISTRATION COMMITTEE

Manjit Singh Saini (Bhondhi), Chair	Public Member	Council Member
Valentina Al Hamouche	MRT(R)	Appointed Member (to June 18, 2024)
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
Bhawana Sharma	MRT(R)	Appointed Member (from June 18, 2024)
Anna Simeonov	MRT(MR)(R)	Council Member
Kieng Tan	MRT(T)	Council Member
Jennifer N. Zadravec	MRT(MR)(R)	Appointed Member (from June 18, 2024)

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 21 days of meetings to discharge its statutory responsibilities in 2024.

During the 21 days of meetings, the Committee reviewed and approved the following:

Internationally educated applicants

- reviewed 399 new applications for registration from internationally educated individuals
- issued 418 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)
- issued one decision where the Panel refused to issue a certificate of registration

Applicants trained in Ontario

- reviewed four applications for registration from applicants who completed their education in Ontario
- issued four decisions where the Panel approved the 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
- issued three decisions where the Panel approved the applications for registration following the completion of certain requirements

Applications for reinstatement

- reviewed four applications for reinstatement from former registrants
- issued three decisions where the Panel approved the applications for reinstatement following the completion of certain requirements

Office of the Fairness Commissioner

The following reports were submitted to the Office of the Fairness Commissioner:

- 2023 Fair Registration Practices Report regarding registration practices, submitted on June 7, 2024
- 2024 Client Satisfaction Survey, submitted on November 22, 2024

On February 20, 2024, the OFC notified the CMRITO that the College has been accorded the lowest risk category in the 2023/2024 Risk Informed Compliance Framework (RICF) for the period April 1, 2024 to March 31, 2026.

Education and Training

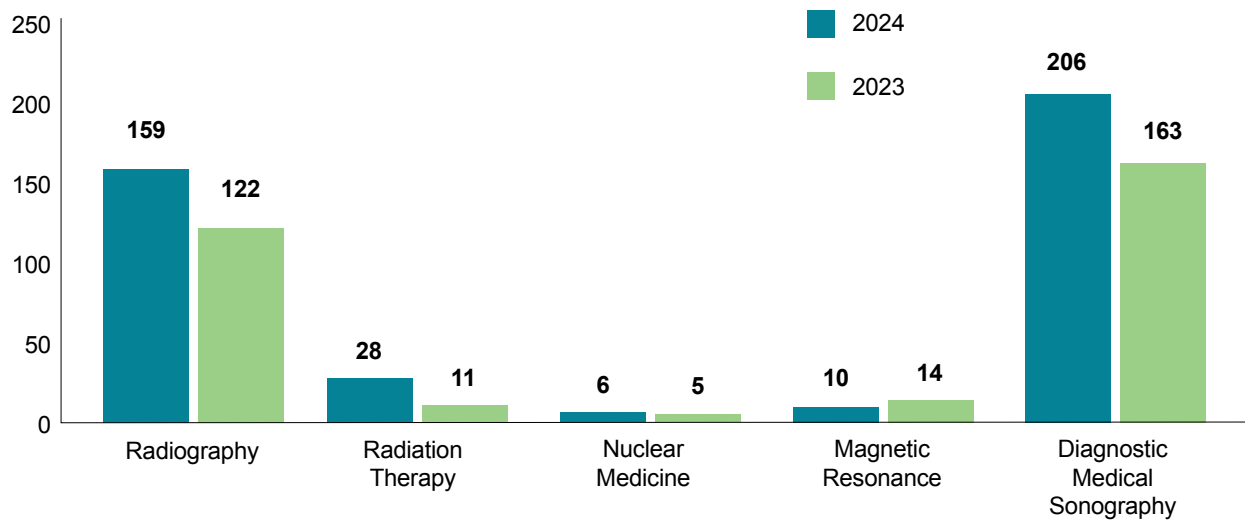
In 2024, Members of the Registration Committee completed the following:

1. Orientation, training and education sessions:
 - *Regulated Health Professions Act* (RHPA) legislative framework
 - CMRITO Registration Committee processes and procedures
 - CMRITO Registration Committee policies
 - Recognition of prior learning processes
 - Risk management frameworks

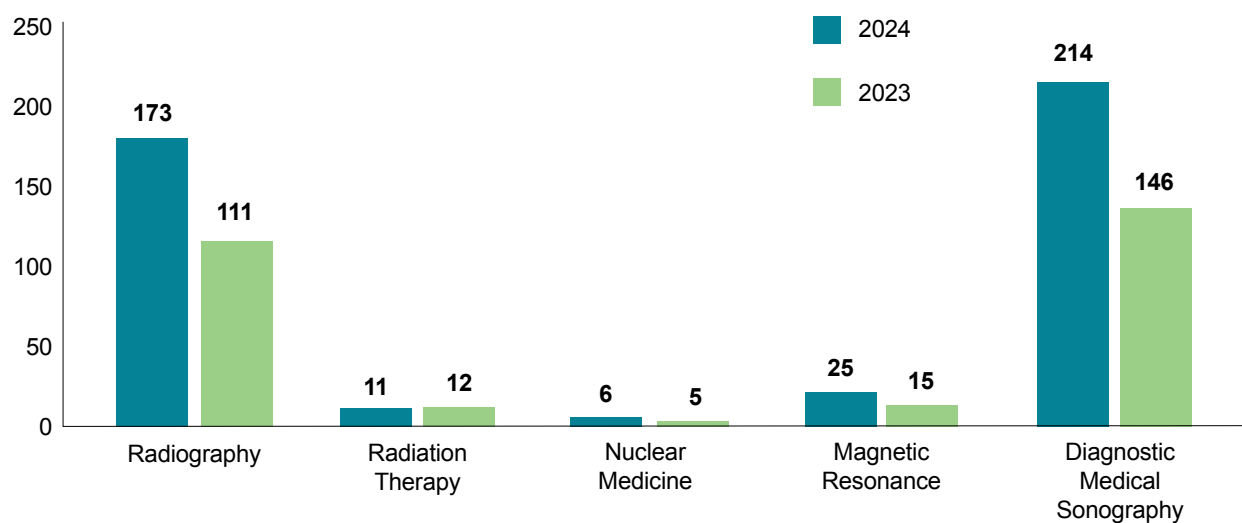
2. Presentations:

- Office of the Fairness Commissioner Mandate, Priorities and Best Practices provided by the Ontario Fairness Commissioner
- Code of conduct and conflict of interest policy review provided by external legal counsel
- Orientation to right touch and risk-based principles provided by external legal counsel
- Expedited registration processes in Nova Scotia for medical radiation and imaging technologists provided by the Nova Scotia College of Medical Imaging and Radiation Therapy Professionals (NSCMIRTP)

Applications reviewed by the Registration Committee by specialty in 2024 with 2023 comparison

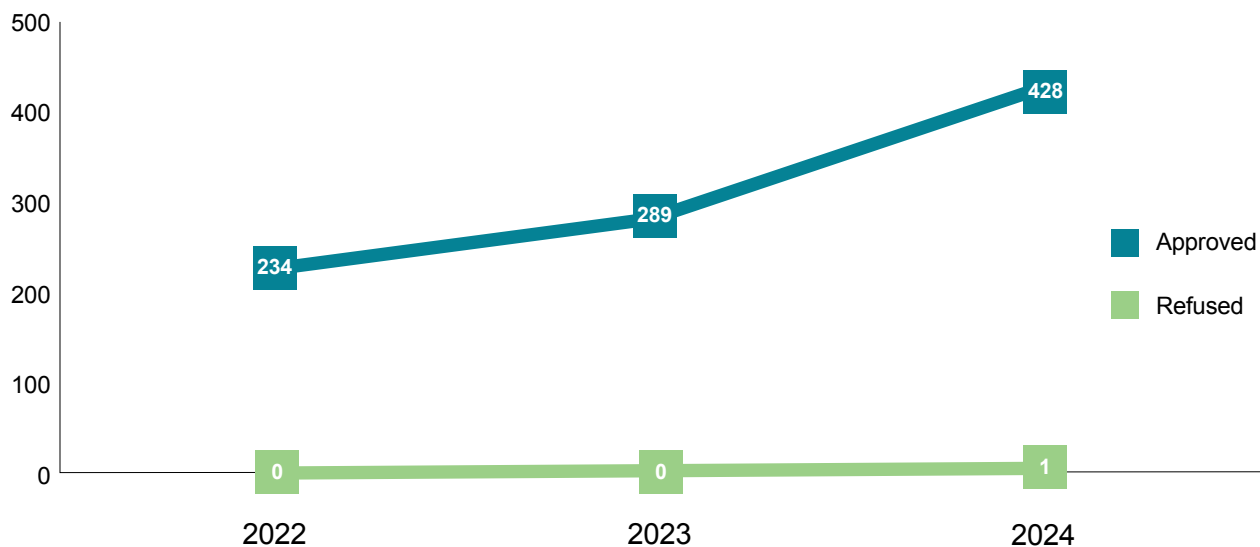


Decisions issued by the Registration Committee by specialty in 2024 with 2023 comparison



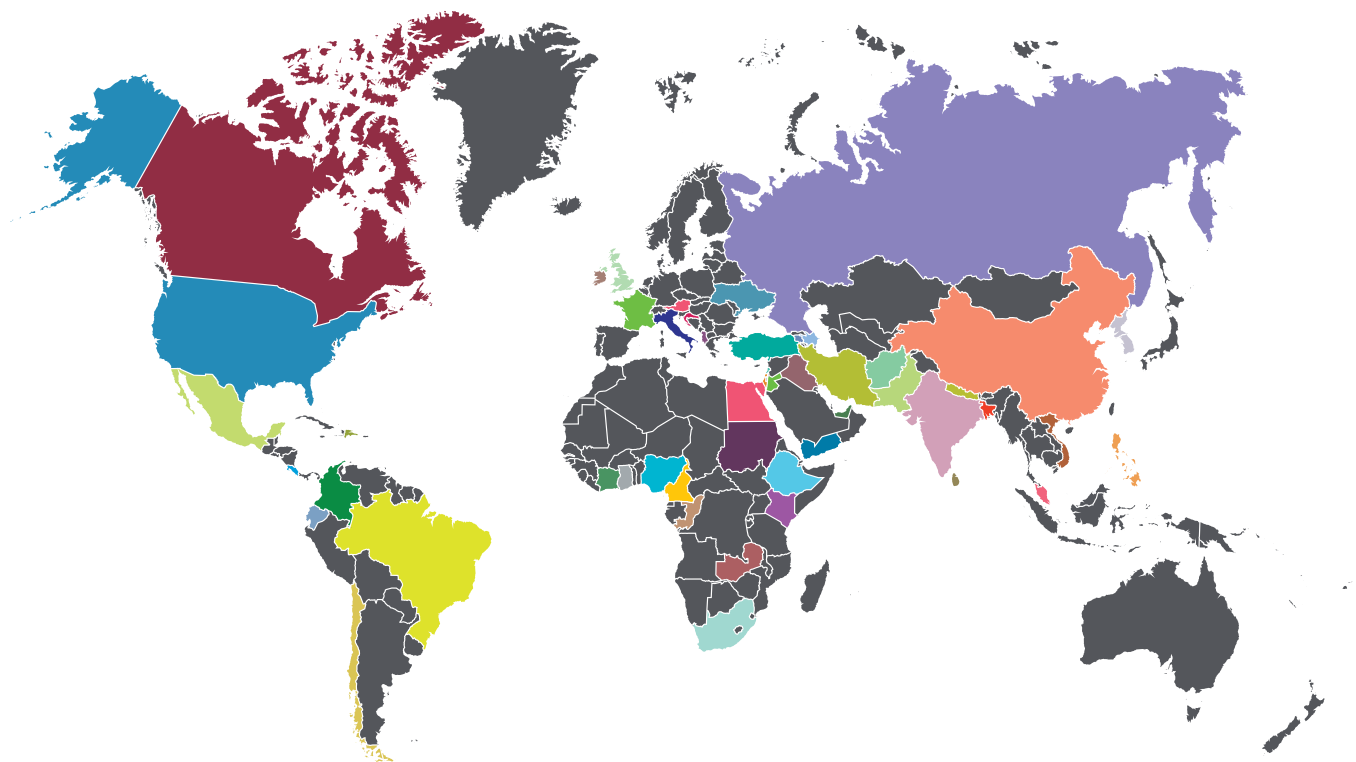
**The total number of decisions may not correspond to the total number of applications reviewed as decisions may be pending receipt of additional information or decisions may be issued for applications reviewed in the previous calendar year.*

Decisions issued by the Registration Committee annually 2022-2024



**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 2024

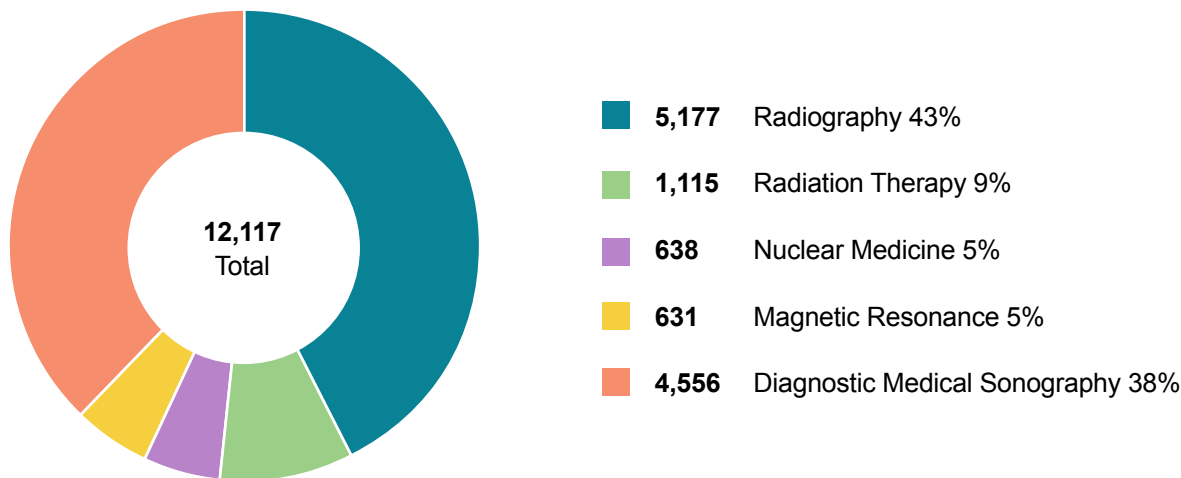


◆ Afghanistan 4	◆ Ecuador 1	◆ Nepal 9
◆ Albania 1	◆ Egypt 4	◆ Nigeria 5
◆ Armenia 2	◆ Ethiopia 1	◆ Pakistan 38
◆ Austria 1	◆ France 1	◆ Palestine 2
◆ Azerbaijan 1	◆ Ghana 2	◆ Philippines 40
◆ Bangladesh 6	◆ Hong Kong 8	◆ Russian Federation 4
◆ Brazil 2	◆ India 76	◆ South Africa 2
◆ Cameroon 2	◆ Iran 116	◆ South Korea 1
◆ Canada 9	◆ Iraq 2	◆ Sri Lanka 1
◆ Chile 1	◆ Ireland 1	◆ Sudan 8
◆ China 6	◆ Israel 1	◆ Turkey 2
◆ Colombia 6	◆ Italy 1	◆ Ukraine 1
◆ Congo 1	◆ Jamaica 1	◆ United Arab Emirates 1
◆ Costa Rica 1	◆ Jordan 6	◆ United Kingdom 4
◆ Côte d'Ivoire 1	◆ Kenya 7	◆ United States 9
◆ Croatia 1	◆ Lebanon 1	◆ Vietnam 2
◆ Dominican Republic 1	◆ Malaysia 1	◆ Yemen 2
	◆ Mexico 1	◆ Zambia 1

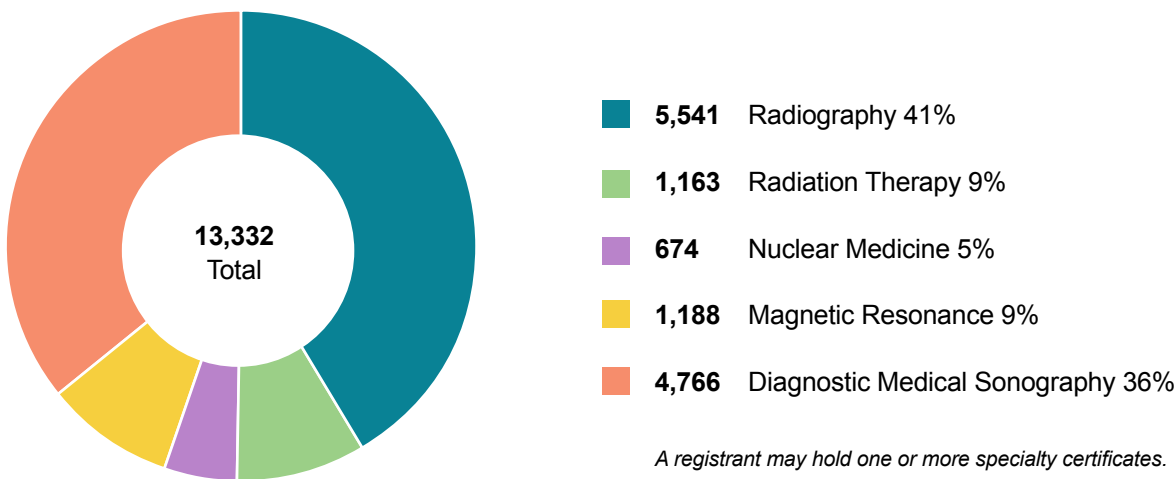
Registrant Profile on December 31, 2024

Active	2024	2023	2022
Primary Specialty			
Radiography	5,177	5,086	4,955
Radiation Therapy	1,115	1,101	1,112
Nuclear Medicine	637	648	665
Magnetic Resonance	631	579	515
Diagnostic Medical Sonography	4,556	4,317	4,129
Employment Specific			
Nuclear Medicine	1	1	2
Total Active	12,117	11,732	11,378
Suspended			
	0	0	0
Suspended for failure to pay fees			
Primary Specialty			
Radiography	11	5	5
Radiation Therapy	1	0	4
Nuclear Medicine	2	0	0
Magnetic Resonance	2	1	0
Diagnostic Medical Sonography	17	9	13
Total Suspended	33	15	22
Resigned			
Primary Specialty			
Radiography	293	276	338
Radiation Therapy	87	96	95
Nuclear Medicine	41	44	46
Magnetic Resonance	34	26	38
Diagnostic Medical Sonography	246	263	260
Employment Specific			
Nuclear Medicine	0	1	0
Total Resigned	701	706	777
Total Active, Resigned and Suspended	12,851	12,453	12,177

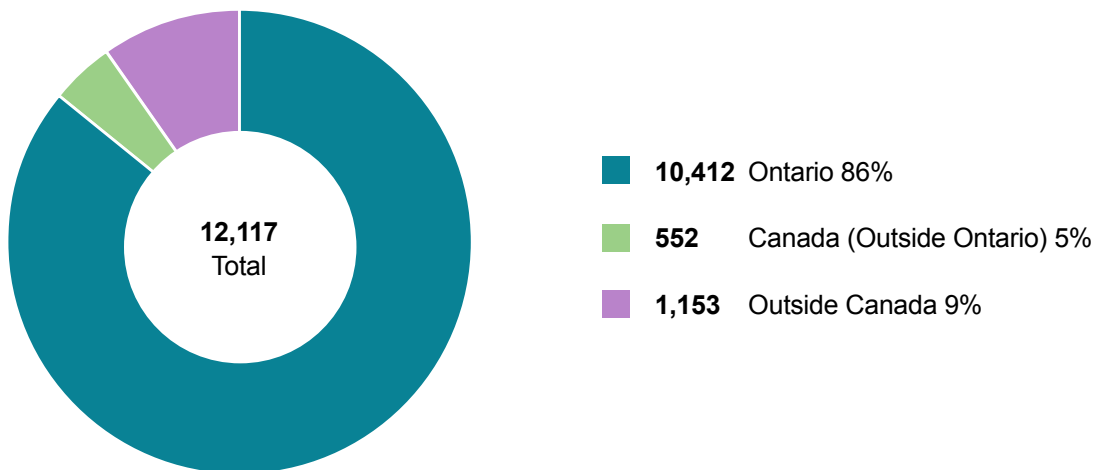
Active registrants by primary specialty on December 31, 2024



Active specialty certificates on December 31, 2024



Active registrants on December 31, 2024 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, 2024, 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, 2024.

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 21, 2025.

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 21, 2025

Chartered Professional Accountants
Licensed Public Accountants

SUMMARY STATEMENT OF FINANCIAL POSITION

December 31	2024	2023
	\$	\$
ASSETS		
Current assets		
Cash	439,982	416,766
Investments	414,634	742,067
Prepaid expenses	68,927	41,427
	923,543	1,200,260
Long-term investments	1,800,000	1,860,000
Capital assets	139,854	176,685
Intangible assets	156,568	212,979
	2,096,422	2,249,664
	3,019,965	3,449,924
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	602,915	371,286
Deferred registration fees	2,986,733	2,877,423
	3,589,648	3,248,709
Deferred lease incentives	80,070	96,084
	3,669,718	3,344,793
NET ASSETS (DEFICIENCY IN NET ASSETS)		
Invested in capital and intangible assets	296,422	389,664
Unrestricted net assets (deficiency)	(946,175)	(284,533)
	(649,753)	105,131
	3,019,965	3,449,924

SUMMARY STATEMENT OF OPERATIONS

Year ended December 31	2024	2023
	\$	\$
Revenues		
Registration fees	5,895,432	5,658,196
Investment income	127,189	119,370
	6,022,621	5,777,566
Expenses		
Human resources	4,245,796	3,924,659
Operating	602,811	607,722
Rent	380,508	379,242
Communications and legal	928,088	536,914
Committee meetings	344,899	220,773
Education and quality assurance	158,464	185,699
Amortization - capital assets	60,528	59,057
Amortization - intangible assets	56,411	76,291
	6,777,505	5,990,357
Excess of expenses over revenues for year	(754,884)	(212,791)

NOTE TO SUMMARY FINANCIAL STATEMENTS

December 31, 2024

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, 2024, 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

Tel: 416.975.4353

Toll Free: 1.800.563.5847

cmrito.org



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