



# Report

---

**To:** Council **Meeting:** September 20, 2024

---

**From:** Executive **Date:** August 23, 2024

---

**Subject:** Fee review and By-law amendments

---

**Purpose:**  Decision  Direction to staff  Discussion  Information

---

**Relevance:**

- The mandate and values of CMRITO
- Strategic Goal #1 – Actively monitor, evaluate and apply evolving regulatory practices to enhance public protection
- Strategic Goal #2 – Maximize the impact of our communications to support our mission, mandate and strategic objectives
- Strategic Goal #3 – Increase organizational capacity to anticipate and respond to external forces and future challenges with awareness, flexibility and openness
- Operations
- Governance

---

**Attachments:** • Excerpts from By-law No. 60 regarding Fees, with proposed revisions

---

## Background

The *Regulated Health Professions Act, 1991* (RHPA) identifies medical radiation and imaging technology as a self-governing health profession and the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO) as the regulator of the profession. Self-governing professions are, by definition, entirely self-funded, deriving substantially all their revenue from registrant and applicant fees.

The RHPA requires Colleges to regulate the practice of the profession and to govern registrants in accordance with the legislation. It also stipulates that, in carrying out its objects, the College has a duty to serve and protect the public interest.

The RHPA authorizes the Council of each College to make by-laws relating to the administrative and internal affairs of the College, including by-laws specifying the amount of the annual fees. CMRITO's annual fees are set out in section 26 of By-law No. 60.

By-laws may only be amended by Council and any proposed amendment to the fee by-laws must be circulated to registrants for at least 60 days for consultation. Council will review and consider all input received through the consultation process prior to making a decision.

### **The Issue**

Each year, CMRITO's Finance & Audit Committee conducts a fee review as part of its financial oversight role.

At the March 2024 Finance & Audit Committee meeting, Hilborn LLP, CMRITO's independent auditors, presented the 2023 year-end financial results and raised concerns regarding CMRITO's financial health. Specifically, they noted that the 2023 operations resulted in an annual deficit (negative unrestricted net assets balance), that there had been deficits in the previous two years, and that deficits were being projected for upcoming years. When presented with this information, Council requested the Finance & Audit Committee to investigate solutions and make recommendations for change, if any, at its next meeting in June.

As the board of directors of the CMRITO, Council has a fiduciary duty to ensure that the organization is properly resourced to carry out its public protection mandate. Policy 2.11, Roles and Responsibilities of the Council states that Council acts as the board of directors of the College and is responsible for managing and administering its affairs. The Council is responsible for regulating the profession in the public interest. This includes providing oversight and accountability for the responsible management of all funds received and disbursed. The external financial audit is a requirement to have independent auditors review and verify the College's financial statements and assess the College's financial position.

In addition, Policy 2.12, Code of Conduct for Councillors and Non-Council Committee Members states that Councillors have a fiduciary responsibility to the College as members of the College's board of directors. This means that in the execution of College activities, the interests of the College must take priority over any other interest, including Councillors' personal interests or those of any professional, socioeconomic, cultural, or geographic group or other constituency.

**Review and recommendations**

The Finance & Audit Committee conducted a thorough fee review with the support of the CMRITO auditors. In its 32 years of operations, the CMRITO has only raised its annual registration fee twice and has kept it at its current level for the past thirteen years.

Historically, CMRITO has only increased fees when necessary to ensure financial sustainability. As a result, the current annual registration fee does not reflect the rate of inflation or the increasing requirements and costs of regulation over the last 13 years. Over this time, the College’s registrant base has grown, leading to an increased level of regulatory activities, including registration, professional conduct, and quality assurance processes. Other costs have also increased in line with inflation.

In 2020, when a state of emergency was declared due to the COVID-19 pandemic and many CMRITO registrants were facing difficult, dangerous, and uncertain employment circumstances, the Council approved a one-time pandemic fee credit for all registrants in the amount of \$90. While this was helpful to, and appreciated by, CMRITO registrants during this challenging time, this decision also challenged the financial sustainability of CMRITO.

A review of the annual registration fees of the other RHPA Colleges shows that CMRITO’s current annual registration fee is lower than most other RHPA Colleges, and the proposed annual registration fee will still be lower than 21 of the 25 other RHPA Colleges. The chart below compares CMRITO’s annual registration fee with the current annual registration fees of all of Ontario’s RHPA Colleges.

**Comparison of 2024 annual registration fees of Ontario Colleges**

<b>College</b>	<b>Annual Registration Fee</b>	<b>Number of Registrants</b>
Royal College of Dental Surgeons of Ontario	\$3,075	10,976
College of Midwives of Ontario	\$2,756	1,062
College of Dental Technologists of Ontario	\$1,949	540
College of Chiropodists of Ontario	\$1,940	813
College of Denturists of Ontario	\$1,921	772
College of Naturopaths of Ontario	\$1,852	1,808
College of Physicians and Surgeons of Ontario	\$1,725	47,653
College of Homeopaths of Ontario	\$1,385	449

College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario	\$1,300	2,738
College of Psychologists and Behaviour Analysts of Ontario	\$1,200	4,822
College of Chiropractors of Ontario	\$1,100	4,996
College of Opticians of Ontario	\$1,017	3,302
College of Optometrists of Ontario	\$945	2,891
College of Massage Therapists of Ontario	\$915	15,688
Ontario College of Pharmacists	\$872	18,312
College of Audiologists and Speech-Language Pathologists of Ontario	\$780	5,175
College of Kinesiologists of Ontario	\$700	3,005
College of Respiratory Therapists of Ontario	\$700	3,853
College of Occupational Therapists of Ontario	\$671	6,878
College of Dietitians of Ontario (annual fee as of September 2024)	\$667	4,487
College of Physiotherapists of Ontario	\$648	11,484
College of Registered Psychotherapists of Ontario	\$620	11,386
<b>College of Medical Radiation and Imaging Technologists of Ontario</b>	<b>\$470</b>	<b>11,738</b>
College of Dental Hygienists of Ontario	\$415	14,738
College of Medical Laboratory Technologists of Ontario	\$340	6,649
College of Nurses of Ontario	\$340	188,461

In considering the appropriate level for CMRITO's annual registration fee, the Finance & Audit Committee identified the following criteria for financial stability:

- no annual deficits
- no negative unrestricted net assets balance at the end of any year
- the level of unrestricted net assets to reach a goal of 4.5 months of annual expenses

Based on the above criteria, the current annual registration fee is not sustainable, as it will result in further and increasing annual deficits that will increase the cumulative deficit of the College, creating a financial risk to the sustainability of the College.

After reviewing various fee model projections, the Finance & Audit Committee recommended a one-time increase of the annual registration fee commencing in 2025. A one-time increase is recommended to avoid annual fee variability and maximize efficiencies related to implementation costs. This proposed fee increase would change the annual registration fee from \$470 to \$643 and would allow CMRITO to reach a goal of unrestricted net asset equal to 4.5 months of annual expenses by 2028 providing for the long-term financial stability of the College. The College will continue to monitor its financial situation to ensure the financial stability of the CMRITO is maintained.

The RHPA requires that any proposed change to the annual registration fee set out in the by-law must be circulated to registrants for input for 60 days. The input received through this consultation will be considered by Council prior to the by-law amendment being approved. Pending the Council's direction, the by-law changes will be circulated for 60 days and returned to the Council for final approval. The consultation will be supported by a robust communications strategy that will include posting information about the proposed change on the College website and sending eblasts to registrants and stakeholders encouraging them to learn more about the proposed increase and submit their comments through the consultation process.