



# Attachments

## Circulated at the Meeting of the Council

Date: March 27, 2020

ITEM	ATTACHMENT
5d11	Eblast to all members, applicants & key stakeholders, from CMRITO Communications dated March 19, 2020, regarding 'Insights Winter 2020', with the following attachment: <ul style="list-style-type: none"><li>• Insights Winter 2020</li></ul>
6c6	Email communication between Linda Gough, registrar & CEO and Irving Gold, Chief Executive Officer, Canadian Association of Medical Radiation Technologists, dated March 19, 2020 regarding 'Update re: CAMRT May Certification Exam'
6c7	Eblast to all active members, from CMRITO Communications dated March 20, 2020, regarding 'COVID-19 Update – Directives from Chief Medical Officer of Health', with the following attachments: <ul style="list-style-type: none"><li>• Ministry of Health Directive re COVID-19 from David C. Williams, Acting Chief Medical Officer of Health, entitled 'Directive #2 for Health Care Providers (Regulated Health Professionals or Persons who operate a Group Practice of Regulated Health Professionals), Issued under Section 77.7 of the Health Protection and Promotion Act (HPPA), R.S.O. 1990, c. H.7'</li><li>• Excerpt from CMRITO portal regarding 'COVID – 19'</li></ul>
6c8	Eblast to all active members, from CMRITO Communications dated March 23, 2020, regarding 'Ministry recruitment of health care workers in response to the COVID-19 pandemic', with the following attachments:

	<ul style="list-style-type: none"> <li>Excerpt from Health Force Ontario website regarding 'COVID – 19 Health Care Provider Recruitment'</li> </ul>
6c9	Briefing note to Council from Linda Gough, Registrar & CEO, dated March 25, 2020, regarding 'COVID-19 Pandemic'
6c10	Report to Council from Quality Assurance Committee, dated March 25, 2020, regarding 'Quality Assurance 2020 Assessments and COVID-19'
6c11	Proposed by-law amendments regarding emergency policy
6c12	Draft State of Emergency Policy 12.1, COVID-19 Pandemic
7a5	Email to district 3 members from CMRITO Election, dated March 23, 2020, regarding 'CMRITO 2020 Election: Polls close April 1st 4:00 pm'
7g8	Ontario News Release of Ministry of Health, entitled 'Ontario Takes Extraordinary Steps to Ensure Health Care Resources are Available to Contain COVID-19' March 21, 2020

Kirusha Kobindarajah

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**From:** CMRITO Communications <[communications@cmrito.org](mailto:communications@cmrito.org)>

**Sent:** Thursday, March 19, 2020 5:54 PM

**To:** Jef Ekins <[jef.ekins@cmrito.org](mailto:jef.ekins@cmrito.org)> sent to all active members, applicants & stakeholders

**Subject:** Insights Winter 2020



Dear Jef Ekins,

The Winter 2020 issue of Insights, CMRITO's newsletter for members, applicants and stakeholders, is now available. Please [click here](#) to download a PDF version of this issue, or [click here](#) to view it on our website.

In this issue of Insights, we talk about:

- We've changed our name!
- Election 2020
- CMRTO is now CMRITO!
- 2019-nCoV (Coronavirus or COVID-19)
- Summary of Discipline Hearing
- Professional practice workshops
- Suspended Members

[Click here to read Insights now.](#)

Thank you,

CMRITO Communications

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College of Medical Radiation and Imaging Technologists of Ontario

300 - 375 University Avenue, Toronto, ON M5G 2J5

416.975.4353 1.800.563.5847

[communications@cmrito.org](mailto:communications@cmrito.org) [www.cmrito.org](http://www.cmrito.org)







CMRITO

# insights

Winter 2020



## IN THIS ISSUE:

We've changed our name!

Election 2020

CMRTO is now CMRITO!

2019-nCoV (Coronavirus or COVID-19)

Summary of Discipline Hearing

Professional practice workshops

Suspended Members



## WE'VE CHANGED OUR NAME!

**We have a new look and a new name!** The *Medical Radiation and Imaging Technology Act, 2017* (MRIT Act) came into force on January 1, 2020 and changed the CMRTO's name to the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO), and the name of the profession to medical radiation and imaging technology.

This exciting change also meant we launched a new website and new web address. You can now find us at [www.cmrito.org](http://www.cmrito.org). Bookmark us on your browser for easier access to the information you need.

Our email addresses have changed too. You can now email us at the domain [@cmrito.org](mailto:@cmrito.org). CMRITO staff and program contacts will still receive emails

**You can now find us on the web at [www.cmrito.org](http://www.cmrito.org)**

sent to our old addresses for the next few months but be sure to update your address book and add our new email addresses to your safe sender list.

We're now on [Twitter](#) as [@TheCMRITO](#) and on [Facebook](#) as the [College of Medical Radiation and Imaging Technologists of Ontario](#). If you haven't already, 'Like' and 'Follow' us to keep up on all the College's latest updates and activities.



**College of Medical  
Radiation & Imaging  
Technologists of Ontario**

The CMRITO team is working diligently to incorporate our new name and visual identity on our publications. The newly designed Standards of Practice were released on January 1, 2020 and further changes are coming to other publications throughout 2020.

## ELECTION 2020

All CMRITO members have the opportunity to participate in electing the professional members of the Council which governs the CMRITO. The six elected members of Council share collective responsibilities for providing leadership, direction and governance to all of the members of the CMRITO who practise medical radiation and imaging technology in Ontario in order to serve and protect the public interest.

There is one district open for election this year – district 3, nuclear medicine. If you hold a specialty certificate in nuclear medicine (primary or secondary) then you are eligible to vote in the election.

**In order to be counted, your vote must be submitted no later than Wednesday, April 1, 2020 at 4:00 p.m. using the link in the email sent to you on February 28, 2020.**

There are four candidates standing for election in district 3:

- Rania Arabi, MRT(N)(MR)
- Redon Hoxhaj, MRT(N)
- Marzena Palermo, MRT(N)
- Sandra Willson, MRT(N)

If you have any questions about the CMRITO election process or the 2020 election, please visit the [Election Process](#) page on the CMRITO website or contact CMRITO Election at [election@cmrito.org](mailto:election@cmrito.org).





# CMRTO IS NOW THE COLLEGE OF MEDICAL RADIATION AND IMAGING TECHNOLOGISTS OF ONTARIO!

Below is a news release put out by the College about our official name change to CMRITO.

NEWS RELEASE

JANUARY 1, 2020



**CMRITO**

Regulator of medical radiation and  
imaging technologists in Ontario



*Toronto, January 1, 2020 - The College of Medical Radiation Technologists of Ontario (CMRTO) is pleased to announce that it is now the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO).*

*The Medical Radiation and Imaging Technology Act (MRIT Act) came into force on January 1, 2020, replacing the Medical Radiation Technology Act (MRT Act). The MRIT Act changes the name of the College and changes the name of the profession to medical radiation and imaging technology to encompass the regulation of diagnostic medical sonographers by the College, which began in 2018.*

*“We are excited to continue our work in regulating over 11,000 medical radiation and imaging technologists as the College of Medical Radiation and Imaging Technologists of Ontario,” notes Linda Gough, CMRITO Registrar & CEO. “Thank you to the government of Ontario for enhancing public protection and ensuring the regulatory framework is consistent for all areas of medical radiation and imaging technology through the Medical Radiation and Imaging Technology Act.”*

*“The coming into force of the Medical Radiation and Imaging Technology Act and the evolution of the CMRTO into the College of Medical Radiation and Imaging Technologists of Ontario is a seminal moment in the regulation of medical radiation and imaging technologists (MRITs) in the province,” says CMRITO President Wendy Rabbie. “Now the public can be assured that MRITs in all five specialties – radiography, radiation therapy, nuclear medicine, magnetic resonance, and diagnostic medical sonography – are qualified to practise and are providing safe, effective, and ethical care to Ontario residents.”*

*To reflect this change in name, the College has developed a new visual identity that provides additional clarity and transparency to the public and our members. This new logo includes an updated symbol, the acronym CMRITO, and a descriptor that explains our role as the regulator of medical radiation and imaging technologists in the province.*

*Our transformation into the CMRITO marks the end of a long journey to bring diagnostic medical sonographers into the same public protection framework as the other four specialties of medical radiation and imaging technology. The College's Council members and staff have worked tirelessly to ensure that the College's logo, website, and key publications like our Standards of Practice, Code of Ethics, and Quality Assurance Program reflect this important change. Further updates to other publications and resources will continue in the coming months.*

*To watch a short video explaining the changes at CMRITO, please [click here](#).*

*Please visit [www.cmrito.org](http://www.cmrito.org) to learn more about CMRITO's transformation and to access additional information for the public, CMRITO members, applicants, and employers.*

*Have any questions about this? Please contact [communications@cmrito.org](mailto:communications@cmrito.org), or call 416.975.4353 or 1.800.563.5847.*

## 2019-nCoV (CORONAVIRUS OR COVID-19)

The College of Medical Radiation and Imaging Technologists of Ontario (CMRITO) is closely monitoring the situation with the spread of the coronavirus (COVID-19) as it relates to the practice of medical radiation and imaging technologists (MRITs) and the services they provide to patients. As regulated health professionals, MRITs are accountable to their patients and the public to provide safe, effective and ethical medical radiation and imaging technology services. Members of the CMRITO do this every day by ensuring that their practice meets the legislative requirements and standards of the profession in all types of practice situations, including during the current COVID-19 pandemic.

As MRITs are aware, there are effective infection prevention and control measures in place across the Ontario health system, especially in the hospitals, clinics and cancer centres where MRITs practise. In addition, MRITs are required to use appropriate infection control procedures in the course of the diagnostic or therapeutic procedure being performed (CMRITO Practice Standard #4, Safe Practice, indicator *m*). Your place of employment sets the appropriate infection control procedures in accordance with the requirements set out by Public Health Ontario. You can protect your patients from the risk of infection by:

**MRITs are accountable to their patients and the public to provide safe, effective and ethical medical radiation and imaging technology services**

- Applying hand hygiene principles
- Choosing appropriate measures to prevent and control infection transmission such as wearing personal protective equipment (PPE) and ensuring all equipment is cleaned appropriately
- Understanding and applying your workplace's organizational policies about infection prevention and control
- Working with your employer to develop new policies as needed
- Following the best practice recommendations set out by Public Health Ontario

The current COVID-19 pandemic has created challenging times for patients and the health care professionals

who are involved in their care. Recent advice from some health regulators to their members recommends limiting non-essential or elective treatment to patients during the current pandemic. While this may be appropriate for some professions that provide non-essential health care, MRITs are reminded that they have an obligation to act in the best interests of their patients at all times regardless of the type of illness the patient may have. As a result, CMRITO suggests that every MRIT review with their employer or manager the protocols in place for providing medical radiation and imaging technology services to their patient population to ensure that patients continue to receive the necessary safe, effective and ethical medical radiation and imaging technology services required for their care.

## CMRITO MOVING TO REMOTE OPERATIONS DURING COVID-19

In response to the ongoing COVID-19 pandemic, CMRITO will be operating remotely as of March 18, 2020 until further notice. The decision to move to a remote operations model was made to ensure business and regulatory continuity, maintain staff health, and prevent possible service disruptions.

The systems we have in place allow us to continue to provide our full range of services and operate with minimal disruptions, none of which will affect our public protection mandate. As a result, members will continue to be able to renew their registration with CMRITO using our [online registration process](#), and applicants will be able to apply for registration using our [online application process](#). Similarly, all other departments will continue to help members and provide assistance to the public of Ontario.

During this time, however, we will not be holding walk-in visits or accepting courier packages.

If you require CMRITO assistance, please contact our staff as usual via email and/or telephone at 416.975.4353 or 1.800.563.5847. We will provide you with a response within two business days.

In addition to moving to a remote operations model, CMRITO is taking further steps to ensure our continued operations during this state of emergency including:

- Holding all Council and statutory committee meetings by teleconference
- Postponing the spring professional practice workshops to the fall
- Cancelling travel to meetings and conferences
- Postponing the QA multi-source feedback assessments to later in the year

Thank you to all of our members for your dedication and service to the public of Ontario. As integral members of Ontario's health care system, we recognize that MRITs are on the front lines of infection control, and are proud of your commitment to deliver the critical health care services you provide during this extraordinary time.

Please continue to keep well by following the infection control processes and protocols implemented by your hospitals and clinics, and stay aware of any COVID-19 developments by monitoring the [Ontario Ministry of Health](#) and [Government of Canada](#) websites.

For additional information on CMRITO operations as it becomes available, please visit the [CMRITO website](#) and follow us on [Twitter](#), [Facebook](#) and [LinkedIn](#).

Take care and stay well.



## SUMMARY OF DISCIPLINE HEARING

The Discipline Committee is responsible for holding hearings related to professional misconduct and incompetence matters referred by the Inquiries, Complaints and Reports Committee.

In February 2020, a discipline hearing was held. A summary of that hearing is set out below and now appears on the member's public register profile.

### SUMMARY OF DISCIPLINE HEARING – PATRICK M. JEW

On February 7, 2020, a panel of the Discipline Committee (the Panel) found Patrick M. Jew to have committed acts of professional misconduct in that he:

- engaged in conduct or performed an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable, or unprofessional; and
- practised the profession while his certificate of registration was suspended, at Georgetown Hospital, Halton Healthcare, on or about January 22 and 23, 2019.

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

- that Patrick M. Jew be required to appear before the Panel of the Discipline Committee to be reprimanded on February 7, 2020;
- that the Registrar suspend Patrick M. Jew's certificate of registration for a period of one month, from April 1, 2020 through April 30, 2020; and
- that Patrick M. Jew pay the College's costs in the amount of two thousand five hundred dollars (\$2,500.00), payable by certified cheque, on February 7, 2020.

## PROFESSIONAL PRACTICE WORKSHOPS

Deputy Registrar Caroline Morris conducted the first CMRITO professional practice workshop in Toronto on Saturday, February 22, 2020 and the event was a great success. The Toronto workshop was the first of eight workshops being given across the province focusing on professional practice, the CMRITO Standards of Practice and patient and family focused care.

Using interactive discussions and case studies, the workshops cover the accountabilities and practice expectations of each CMRITO member as a self-regulated health professional. Attendees also examine patient communication best practices and participate in exercises where they share their expertise and discuss with colleagues about how to provide compassionate patient and family-focused care.



The workshops are free of charge to CMRITO members and include a light morning snack and lunch. Due to considerable demand, space for these sessions is extremely limited. Only CMRITO members who have registered and received a registration confirmation message and present their photo ID at the registration desk will be admitted to the workshops. Each workshop covers the same material. We therefore ask that members only attend one of the eight workshops to ensure there is room for all members who wish to take advantage of this learning experience.

We're thrilled with the response we've received from CMRITO members in Toronto and are looking forward to the additional professional practice workshops being offered in the fall of 2020. Unfortunately, due to the COVID-19 pandemic, the workshops originally scheduled for the spring in Brampton, Ottawa and Sudbury are being rescheduled to the fall. Registration for these will open one month before the scheduled date of the workshop — so please watch for email and social media notifications of the dates. You can also visit the [Events and Presentations](#) page on the CMRITO website to see updates to locations and schedules.

Don't forget — completion of the workshop counts for five hours of learning activities towards your 2020 QA ePortfolio!

## SUSPENDED MEMBERS

The following members' certificates of registration were suspended between December 1, 2019 and February 29, 2020 for failure to pay their fees in accordance with section 24 of the Health Professions Procedural Code. A person whose certificate of registration has been suspended is not a member of the CMRITO unless and until the suspension is removed.

14783 Erin Wilson  
19755 Mihaela Diamandi  
18114 Tariq Murtaza



**CMRITO**  
Regulator of medical radiation and  
imaging technologists in Ontario

**President** Wendy Rabbie

**Vice President** Jay A. Neadles

**Registrar & CEO** Linda Gough

**insights** is published by the College of Medical  
Radiation and Imaging Technologists of Ontario  
and is available to all members, stakeholders,  
and the public.

300 - 375 University Avenue  
Toronto, Ontario M5G 2J5  
416.975.4353 1.800.563.5847  
[www.cmrito.org](http://www.cmrito.org)

## Kirusha Kobindarajah

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**From:** Linda Gough  
**Sent:** March 19, 2020 2:46 PM  
**To:** Irving Gold; [ptyagi@acmdtt.com](mailto:ptyagi@acmdtt.com); [julieavery@nsamrt.ca](mailto:julieavery@nsamrt.ca); Christine Power; [debbieschatz@samrt.org](mailto:debbieschatz@samrt.org); [cbelisle@otimroepmq.ca](mailto:cbelisle@otimroepmq.ca)  
**Cc:** Carrie Bru; Caroline Morris; Tina Langlois  
**Subject:** RE: Update re: CAMRT May Certification Exam

Hello Irving

Thank you for the notice of your efforts regarding the May 11-12 CAMRT examination during this time of emergency. CMRITO supports ensuring that the examination can go ahead as scheduled, while observing the recommendations of either the Ontario or Canada Public Health for COVID-19. These are difficult times.

In addition to the expectations of the candidates to be able to sit the examination as scheduled, the Ontario Ministry of Health has asked the regulatory colleges to look at what would be required to enable students in their last year of approved programs to be able to practice. As you know, medical radiation technologists provide essential diagnostic and therapeutic services to the public and so the Ministry is looking for potential additions to the workforce to provide respite to the current health care professionals providing clinical services during this pandemic.

We recognize and thank you for your efforts not to delay the writing of the examination and look forward to hearing from you.

Sincerely  
Linda

*\*Please note that my email address has changed to [linda.gough@cmrito.org](mailto:linda.gough@cmrito.org). I will still receive emails sent to my old address for the next few months. Please be sure to update your address book and add my new email address to your safe sender list.*

**Linda Gough MRIT** Registrar & CEO

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College of Medical Radiation and Imaging Technologists of Ontario  
300 - 375 University Avenue, Toronto, ON M5G 2J5  
416.975.4353 1.800.563.5847  
[linda.gough@cmrito.org](mailto:linda.gough@cmrito.org) [www.cmrito.org](http://www.cmrito.org)

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**From:** Irving Gold <[igold@camrt.ca](mailto:igold@camrt.ca)>  
**Sent:** Thursday, March 19, 2020 2:11 PM  
**To:** [ptyagi@acmdtt.com](mailto:ptyagi@acmdtt.com); Linda Gough <[linda.gough@cmrito.org](mailto:linda.gough@cmrito.org)>; [julieavery@nsamrt.ca](mailto:julieavery@nsamrt.ca); Christine Power <[executivedirector@nbamrt.ca](mailto:executivedirector@nbamrt.ca)>; [debbieschatz@samrt.org](mailto:debbieschatz@samrt.org); [cbelisle@otimroepmq.ca](mailto:cbelisle@otimroepmq.ca)  
**Cc:** Carrie Bru <[cbru@camrt.ca](mailto:cbru@camrt.ca)>  
**Subject:** Update re: CAMRT May Certification Exam

Dear MRT regulators,

We wanted to reach out to you because we know there are many questions about the status of the May certification exam in light of the escalating concerns about COVID-19. The CAMRT has not yet made the decision to postpone the May 11-12th exam; however, we want to reassure you that we are working behind the scenes with Yardstick Assessment Strategies to develop a contingency plan should we be forced to do so.

Part of this contingency plan involves securing an alternate exam date should the exam need to be postponed, or should we need a supplemental exam session due to delays in program completion. We are also exploring the possibility of remote proctoring. We are not sure how likely this option is, but rest assured we will only move forward with this option if we are truly confident that the integrity of the examination process and security of the exam can be maintained. If this option becomes more of a reality, we will be sure to share all pertinent details with you before a final decision is made.

To inform our path forward, we will be surveying the education programs whose graduates write in the May session to try and gauge if delays in program completion are expected. This information, in combination with our options provided by Yardstick, will inform our path forward.

We have been in touch with education programs and exam candidates. They are aware of the current status of the exam and that we are currently working on a contingency plan. Any changes to the exam or postponements will be communicated to the examination candidates in a timely fashion. We will also be updating our website as new information becomes available.

As a key stakeholder in the certification process we are committed to keeping you informed. We thank you for your patience in this unprecedented and uncertain time.

Should you have any questions or concerns, do not hesitate to reach out to Carrie Bru directly at [cbru@camrt.ca](mailto:cbru@camrt.ca)

Sincerely,

Irving

**Irving Gold, MA, MCA**

Chief Executive Officer / chef de la direction

(Pronouns: he, him)

Canadian Association of Medical Radiation Technologists /  
Association canadienne des technologues en radiation médicale

1300-180 rue Elgin Street

Ottawa, Ontario K2P 2K3

Tel. 613-234-0012 ext. / poste 229

1-800-463-9729

[camrt.ca](http://camrt.ca) / [imageofcare.ca](http://imageofcare.ca)





## Kirusha Kobindarajah

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**From:** CMRITO Communications <communications@cmrito.org>  
**Sent:** March 20, 2020 5:38 PM  
**To:** Kirusha Kobindarajah Sent to all active CMRITO members  
**Subject:** COVID-19 Update – Directives from Chief Medical Officer of Health

CMRITO is sending you this email to provide you with the latest Ministry of Health information for regulated health professionals regarding COVID-19.

The Government of Ontario announced a state of emergency due to the pandemic on March 17, 2020 and the Chief Medical Officer of Health has issued two directives to regulated health professionals under the *Health Protection and Promotion Act* (HPPA).

As regulated health professionals, MRITs are accountable to their patients and the public to provide safe, effective and ethical medical radiation and imaging technology services. MRITs do this every day by ensuring that their practice meets the legislative requirements and standards of the profession in all types of practice situations, including during the current COVID-19 pandemic. MRITs provide essential, non-essential and elective services to patients, depending on the type of facility in which they practise: hospitals, cancer centres, clinics (independent health facilities), and other facilities.

During this state of emergency, CMRITO's role is to support MRITs' ability to provide safe, effective, and ethical services, and to help them understand their professional obligations and accountabilities. CMRITO cannot provide advice to MRITs on whether a diagnostic or therapeutic service is essential or non-essential – those decisions are made by the individual facility, hospital, cancer centre, or clinic. For more information, please visit the [COVID-19 page on the CMRITO website](#).

Please click on the links below to view the Directives for regulated health professionals issued by the Chief Medical Officer of Health. [Directive #2 for Health Care Providers](#) issued on March 19, 2020 addresses the ramping down of non-essential services. Ontario's hospitals, cancer centres, clinics and other facilities have already started this process.

[Directive #2 for Health Care Providers](#) requires the following immediate steps:

1. All non-essential and elective services should be ceased or reduced to minimal levels, subject to allowable exceptions, until further notice. Allowable exceptions can be made for time sensitive circumstances to avert or avoid negative patient outcomes or to avert or avoid a situation that would have a direct impact on the safety of patients.
2. Clinicians are in the best position to determine what is essential in their specific health practice. In making decisions regarding the reduction or elimination of non-essential and elective services, regulated health professionals should be guided by their regulatory College, and the following principles:
  1. Proportionality. Decision to eliminate non-essential services should be proportionate to the real or anticipated limitations in capacity to provide those services.
  2. Minimizing Harm to Patients. Decisions should attempt to limit harm to patients wherever possible. This requires considering the differential benefits and burdens to patients and patient populations as well as available alternatives to relieve pain and suffering.
  3. Equity. Equity requires that all persons in the same category (i.e. at different levels of urgency) be treated in the same way unless relevant differences exist. This requires

considering time on wait lists and experience with prior cancellations.

4. Reciprocity. Certain patients and patient populations will be particularly burdened as a result of cancelling non-essential services. Patients should have the ability to have their health monitored, receive appropriate care, and be re-evaluated for emergent activities should it be required.

Decisions regarding the reduction or elimination of non-essential and elective services should be made using processes that are fair to all patients.

As this outbreak evolves, there will be continual review of emerging evidence to understand the most appropriate measures to take to protect health care providers and patients. This will continue to be done in collaboration with health system partners and technical experts from Public Health Ontario and with the health system.

Hospitals and health care workers may contact the ministry's Health Care Provider Hotline at 1-866-212-2272 or by email at [emergencymanagement.moh@ontario.ca](mailto:emergencymanagement.moh@ontario.ca) with questions or concerns about this Directive.

Hospitals and health care workers are also required to comply with the applicable provisions of the *Occupational Health and Safety Act* and its Regulations.

In the [Managing Health Worker Illness and Return to Work COVID-19 Directive](#), Ontario's Chief Medical Officer of Health outlines recommendations for health system workers for returning to work following travel and illness, practicing social distancing, ongoing screening, self-monitoring, and self-isolation practices, and continuity of operations activities.

As circumstances change and new guidance is received from government, CMRITO will keep you informed with relevant email updates and posts with the latest information on the [COVID-19 page on our website](#).

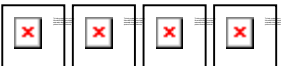
CMRITO recognizes the critical and essential services provided by MRITs and thanks you for your dedicated service during this extraordinary time.

#### CMRITO Communications

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College of Medical Radiation and Imaging Technologists of Ontario  
300 - 375 University Avenue, Toronto, ON M5G 2J5  
416.975.4353 1.800.563.5847  
[communications@cmrito.org](mailto:communications@cmrito.org) [www.cmrito.org](http://www.cmrito.org)



## **COVID-19**

### **Directive #2 for Health Care Providers (Regulated Health Professionals or Persons who operate a Group Practice of Regulated Health Professionals)**

#### **Issued under Section 77.7 of the Health Protection and Promotion Act (HPPA), R.S.O. 1990, c. H.7**

**WHEREAS** under section 77.7(1) of the HPPA, if the Chief Medical Officer of Health (CMOH) is of the opinion that there exists or there may exist an immediate risk to the health of persons anywhere in Ontario, he or she may issue a directive to any health care provider or health care entity respecting precautions and procedures to be followed to protect the health of persons anywhere in Ontario;

**AND WHEREAS**, On March 17<sup>th</sup>, 2020 an emergency was declared in Ontario due to the outbreak of COVID-19, pursuant to Order-in-Council 518/2020 under the *Emergency Management and Civil Protection Act*;

**AND HAVING REGARD TO** the emerging evidence about the ways this virus transmits between people as well as the potential severity of illness it causes in addition to the declaration by the World Health Organization (WHO) on March 11, 2020 that COVID-19 is a pandemic virus and the spread of COVID-19 in Ontario;

**AND HAVING REGARD TO** the potential impact of COVID-19 on the work of regulated health professionals, to protect regulated health professionals in their workplaces, and the need to prioritize patients who have or may have COVID-19 in the work that regulated health professionals undertake;

**AND HAVING REGARD TO** the need to ramp down elective surgeries and non-emergent activities in order to preserve system capacity to deal effectively with COVID-19;

**I AM THEREFORE OF THE OPINION** that there exists or may exist an immediate risk to the health of persons anywhere in Ontario from COVID-19;

**AND DIRECT** pursuant to the provisions of section 77.7 of the HPPA that:

## **COVID-19 #2 for Health Care Providers (Regulated Health Professionals or Persons who operate a Group Practice of Regulated Health Professionals)**

**Date of Issuance:** March 19, 2020

**Effective Date of Implementation:** March 19, 2020

**Issued To:** Health Care Providers (Regulated Health Professionals or persons who operate a Group Practice of Regulated Health Professionals, defined in section 77.7(6), paragraph 1 of the *Health Protection and Promotion Act*)

\* Health Care Organizations must provide a copy of this directive to the co-chairs of the Joint Health & Safety Committee or the Health & Safety Representative (if any).



## Introduction:

Coronaviruses (CoV) are a large family of viruses that cause illness ranging from the common cold to more severe diseases such as Middle East Respiratory Syndrome (MERS-CoV), Severe Acute Respiratory Syndrome (SARS-CoV), and COVID-19. A novel coronavirus is a new strain that has not been previously identified in humans.

On December 31, 2019, the World Health Organization (WHO) [was informed](#) of cases of pneumonia of unknown etiology in Wuhan City, Hubei Province in China. A novel coronavirus (COVID-19) [was identified](#) as the causative agent by Chinese authorities on January 7, 2020.

On March 11, 2020 the WHO announced that COVID-19 is classified as a [pandemic](#) virus. This is the first pandemic caused by a coronavirus.

On March 17<sup>th</sup>, 2020 the Premier declared an emergency in Ontario under the *Emergency Management and Civil Protection Act* due to the outbreak of COVID-19 in Ontario and Cabinet made emergency orders to implement my recommendations of March 16<sup>th</sup>, 2020.

## Symptoms of COVID-19

Symptoms range from mild – like the flu and other common respiratory infections – to severe, and can include:

1. fever
2. cough
3. difficulty breathing

Complications from COVID-19 can include serious conditions, like pneumonia or kidney failure, and in some cases, death.

There are no specific treatments for COVID-19, and there is no vaccine that protects against coronaviruses. Most people with COVID-19 illnesses will recover on their own.

## **Requirements for Health Care Providers (Regulated Health Professionals or Persons who operate a Group Practice of Regulated Health Professionals)**

The following steps are required immediately:

1. All non-essential and elective services should be ceased or reduced to minimal levels, subject to allowable exceptions, until further notice. Allowable exceptions can be made for time sensitive circumstances to avert or avoid negative patient outcomes or to avert or avoid a situation that would have a direct impact on the safety of patients.
2. Clinicians are in the best position to determine what is essential in their specific health practice. In making decisions regarding the reduction or elimination of non-essential and elective services, regulated health professionals should be guided by their regulatory College, and the following principles:
  1. Proportionality. Decision to eliminate non-essential services should be proportionate to the real or anticipated limitations in capacity to provide those services.
  2. Minimizing Harm to Patients. Decisions should attempt to limit harm to patients wherever possible. This requires considering the differential benefits and burdens to patients and patient populations as well as available alternatives to relieve pain and suffering.
  3. Equity. Equity requires that all persons in the same category (i.e. at different levels of urgency) be treated in the same way unless relevant differences exist. This requires considering time on wait lists and experience with prior cancellations.
  4. Reciprocity. Certain patients and patient populations will be particularly burdened as a result of cancelling non-essential services. Patients should have the ability to have their health monitored, receive appropriate care, and be re-evaluated for emergent activities should it be required.

Decisions regarding the reduction or elimination of non-essential and elective services should be made using processes that are fair to all patients.

As this outbreak evolves, there will be continual review of emerging evidence to understand the most appropriate measures to take to protect health care providers and patients. This will continue to be done in collaboration with health system partners and technical experts from Public Health Ontario and with the health system.

## Questions

Hospitals and HCWs may contact the ministry's Health Care Provider Hotline at 1-866-212-2272 or by email at [emergencymanagement.moh@ontario.ca](mailto:emergencymanagement.moh@ontario.ca) with questions or concerns about this Directive.

**Hospitals and HCWs are also required to comply with applicable provisions of the [Occupational Health and Safety Act](#) and its Regulations.**

A handwritten signature in black ink, appearing to read 'D Williams', is positioned above the printed name.

David C. Williams, MD, MHSc, FRCPC

Acting Chief Medical Officer of Health

# COVID-19

The College of Medical Radiation and Imaging Technologists of Ontario (CMRITO) is closely monitoring the situation with the spread of the coronavirus (COVID-19) as it relates to the practice of medical radiation and imaging technologists (MRITs) and the services they provide to patients. The Government of Ontario announced a state of emergency due to the pandemic on March 17, 2020 and the Acting Chief Medical Officer of Health has issued directives to regulated health professionals under the *Health Protection and Promotion Act* (HPPA).

As regulated health professionals, MRITs are accountable to their patients and the public to provide safe, effective and ethical medical radiation and imaging technology services. MRITs do this every day by ensuring that their practice meets the legislative requirements and standards of the profession in all types of practice situations, including during the current COVID-19 pandemic. MRITs provide essential, non-essential and elective services to patients, depending on the type of facility in which they practice: hospitals, cancer centres, clinics (independent health facilities), and other facilities.

During this state of emergency, CMRITO's role is to support MRITs' ability to provide safe, effective, and ethical medical radiation and imaging technology services during the COVID-19 pandemic, and to help them understand their professional obligations and accountabilities. CMRITO cannot provide advice on whether a clinical service is essential or non-essential – those decisions are made by the individual facility, hospital, cancer centre, or clinic.

As circumstances change and new guidance is received from government, we will keep you updated.

Please visit the [Ministry of Health](https://www.ontario.ca/page/ministry-health) (<https://www.ontario.ca/page/ministry-health>) and [Public Health Ontario](https://www.publichealthontario.ca/) (<https://www.publichealthontario.ca/>) websites for the most accurate, up-to-date information, and review our Frequently Asked Questions for information specific to MRITs. Please see the links below.

Please continue to keep well by following the infection control processes and protocols implemented by your hospitals and clinics, and stay aware of any COVID-19 developments by monitoring the [Ontario Ministry of Health](https://www.ontario.ca/page/2019-novel-coronavirus?_cldee=Y21vcnJpc0BjbXJ0by5vcmc%3D&recipientid=contact-f8113d88f5c04b5b8c6bea399841da39-0a6c156e5552454e87f38361a5abfebe&esid=5df92aea-6f68-ea11-a812-000d3a0c8127) ([https://www.ontario.ca/page/2019-novel-coronavirus?\\_cldee=Y21vcnJpc0BjbXJ0by5vcmc%3D&recipientid=contact-f8113d88f5c04b5b8c6bea399841da39-0a6c156e5552454e87f38361a5abfebe&esid=5df92aea-6f68-ea11-a812-000d3a0c8127](https://www.ontario.ca/page/2019-novel-coronavirus?_cldee=Y21vcnJpc0BjbXJ0by5vcmc%3D&recipientid=contact-f8113d88f5c04b5b8c6bea399841da39-0a6c156e5552454e87f38361a5abfebe&esid=5df92aea-6f68-ea11-a812-000d3a0c8127)) and [Government of Canada](http://Canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html?_cldee=Y21vcnJpc0BjbXJ0by5vcmc%3D&recipientid=contact-f8113d88f5c04b5b8c6bea399841da39-0a6c156e5552454e87f38361a5abfebe&esid=5df92aea-6f68-ea11-a812-000d3a0c8127) ([http://Canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html?\\_cldee=Y21vcnJpc0BjbXJ0by5vcmc%3D&recipientid=contact-f8113d88f5c04b5b8c6bea399841da39-0a6c156e5552454e87f38361a5abfebe&esid=5df92aea-6f68-ea11-a812-000d3a0c8127](http://Canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html?_cldee=Y21vcnJpc0BjbXJ0by5vcmc%3D&recipientid=contact-f8113d88f5c04b5b8c6bea399841da39-0a6c156e5552454e87f38361a5abfebe&esid=5df92aea-6f68-ea11-a812-000d3a0c8127)) websites.

For Health Care Professionals

- Ontario Ministry of Health
- Public Health Ontario
- Health Canada
- World Health Organization

For the Public

For Medical Radiation and Imaging Technologists

- Frequently Asked Questions

## For Health Care Professionals

### Ontario Ministry of Health

The Ministry of Health dedicated website for health workers and health employers  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/2019\\_guidance.aspx](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/2019_guidance.aspx)).



The site provides up-to-date information about the virus and guidance documents for health sectors and health professionals, including:

- Current case definition  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019\\_case\\_definition.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_case_definition.pdf))
- Guidance for Acute Care  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019\\_acute\\_care\\_guidance.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_acute_care_guidance.pdf))
- Guidance for Home and Community Care Providers  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019\\_home\\_community\\_care\\_guidance.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_home_community_care_guidance.pdf))
- Guidance for Long Term Care  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019\\_long\\_term\\_care\\_guidance.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_long_term_care_guidance.pdf))
- Guidance for Independent Health Facilities  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019\\_ihf\\_guidance.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_ihf_guidance.pdf))
- Signage for health care settings  
([http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/2019\\_guidance.aspx](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/2019_guidance.aspx)) (available in multiple languages)
- Directive # 2 for Health Care Providers (Regulated Health Professionals or Persons who operate a Group Practice of Regulated Health Professionals) March 19, 2020 (/pdfs/covid/CMOH-Directive-2-RHPA-professionals-2020-03-19.pdf)
- Directive Re: Managing Health Worker Illness and Return to Work COVID-19 March 19, 2020 (/pdfs/covid/CMOH-Memo-Health-Worker-Illness-and-Return-to-Work-2020-03-19.pdf)

## Public Health Ontario

The Public Health Ontario website (<https://www.publichealthontario.ca/en/diseases-and-conditions/infectious-diseases/respiratory-diseases/novel-coronavirus>) provides information for health care providers.

If you are concerned that you may have been exposed to, or are experiencing symptoms of COVID-19, please contact Telehealth at (1-866-797-0000), your primary care provider, or your local public health unit (<https://www.phdapps.health.gov.on.ca/phulocator/>).

Of note on this website:

- Technical Brief: Updated IPAC Recommendations for Use of Personal Protective Equipment for Care of Individuals with Suspect or Confirmed COVID-19 (<https://www.publichealthontario.ca/-/media/documents/ncov/updated-ipac-measures-covid-19.pdf?la=en>)

Health sector organizations can call the Healthcare Provider Hotline for policy guidance related to COVID-19, urgent situations and information on Ministry programs: 1-866-212-2272 (toll free). Please be aware, the Hotline is unable to provide clinical advice regarding the management of cases.

COVID-19 - Directive #1 for Health Care Providers and Health Care Entities from Ontario's Chief Medical Officer of Health (<https://www.oha.com/Bulletins/CMOH%20Directive%20no.1%202020%2003%2012.pdf>)

## Health Canada

- COVID-19 General Information Page (<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>)
- COVID-19 Outbreak Updates (<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html>)
- COVID-19 Information for Health Professionals (<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/health-professionals.html>)

## World Health Organization

Information on Coronavirus Disease (COVID-19) Outbreak (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>).

## For the Public

- Ministry of Health dedicated COVID-19 website (<https://www.ontario.ca/page/2019-novel-coronavirus>) - is updated at 10:30 a.m. and 5:30 p.m. every day. The site provides information about out how to protect yourself, what to do if

you're sick after you travel and how to recognize possible symptoms.

- [Public Health Ontario \(https://www.publichealthontario.ca/\)](https://www.publichealthontario.ca/) - has multiple resources available to the public
  - [Public Health Ontario COVID-19 Public Resources \(https://www.publichealthontario.ca/en/diseases-and-conditions/infectious-diseases/respiratory-diseases/novel-coronavirus/public-resources\)](https://www.publichealthontario.ca/en/diseases-and-conditions/infectious-diseases/respiratory-diseases/novel-coronavirus/public-resources) (available in multiple languages)
  - [How to self-monitor \(https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-self-monitor.pdf?la=en\)](https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-self-monitor.pdf?la=en)
  - [How to self-isolate \(https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-how-to-self-isolate.pdf?la=en\)](https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-how-to-self-isolate.pdf?la=en)
  - [Self-isolation: Guide for caregivers, household members and close contacts \(https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-guide-isolation-caregivers.pdf?la=en\)](https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-guide-isolation-caregivers.pdf?la=en)
  - [Public Health Ontario Hand Hygiene \(https://www.publichealthontario.ca/en/health-topics/infection-prevention-control/hand-hygiene\)](https://www.publichealthontario.ca/en/health-topics/infection-prevention-control/hand-hygiene)
- [Public Health Agency of Canada \(https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html\)](https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html)
- Public inquiries should be directed to [Telehealth Ontario \(https://www.ontario.ca/page/get-medical-advice-telehealth-ontario\)](https://www.ontario.ca/page/get-medical-advice-telehealth-ontario) at 1.866.797.0000 or the [local public health agency \(http://www.health.gov.on.ca/en/common/system/services/phu/locations.aspx\)](http://www.health.gov.on.ca/en/common/system/services/phu/locations.aspx)

## For Medical Radiation and Imaging Technologists

The following FAQs may be helpful to MRITs.

### What are the accountabilities of MRITs during a pandemic?

In an emergency such as the current pandemic, MRITs are key members of the health care team.

The current COVID-19 pandemic has created challenging times for patients and the health care professionals involved in their care. Recent advice from some health regulators to their members recommends limiting non-essential or elective treatment to patients during the current pandemic. While this may be appropriate for some professions that provide non-essential health care, MRITs have an obligation to act in the best interests of their patients at all times, regardless of the type of illness the patient may have.

CMRITO suggests that MRITs review the protocols in place at their facility to ensure that patients receive the safe, effective and ethical medical radiation and imaging technology services necessary for their care. The CMRITO encourages MRITs to discuss with their facilities and/or managers about which services are essential, in order to create plans to serve those in need.

### Where can I get more information about Personal Protective Equipment (PPEs)?

MRITs are required to use appropriate infection control procedures in the course of the diagnostic or therapeutic procedure being performed (CMRITO Practice Standard #4, Safe Practice, indicator m). The facility sets the appropriate infection control procedures in accordance with the requirements set out by Public Health Ontario. MRITs should be communicating with their managers about obtaining the appropriate PPE to create a safe work environment. If the appropriate PPE is not available, MRITs should bring their concerns to the attention of facility management.

MRITs must follow the guidelines outlined by the [Ministry of Health \(https://www.ontario.ca/page/ministry-health\)](https://www.ontario.ca/page/ministry-health) and the public health experts that specifically address the use of PPE. MRITs should review [Public Health Ontario's Updated IPAC Recommendations for Use of Personal Protective Equipment for Care of Individuals with Suspect or Confirmed COVID-19 \(https://www.publichealthontario.ca/-/media/documents/ncov/updated-ipac-measures-covid-19.pdf?la=en\)](https://www.publichealthontario.ca/-/media/documents/ncov/updated-ipac-measures-covid-19.pdf?la=en).

MRITs can protect patients from the risk of infection by:

- Applying hand hygiene principles
- Choosing appropriate measures to prevent and control infection transmission such as wearing personal protective equipment (PPE) and ensuring all equipment is cleaned appropriately
- Understanding and applying workplace organizational policies about infection prevention and control
- Working with employers to develop new policies as needed

- Following the best practice recommendations set out by Public Health Ontario

As COVID-19 evolves, the provincial and federal government continue to update their resources. We encourage MRITs, together with their employers, to regularly review the websites of the [Ministry of Health](https://www.ontario.ca/page/ministry-health) (<https://www.ontario.ca/page/ministry-health>) and [Public Health Ontario](https://www.publichealthontario.ca/) (<https://www.publichealthontario.ca/>) for the most accurate, up-to-date information.

### **As an MRIT, what is my accountability for providing care for a patient that may have or has been diagnosed with COVID-19?**

You are accountable for making decisions that are in the best interests of your patients and for protecting them from harm. You are also accountable for protecting patients from infection risks. You can do this by:

- applying hand hygiene principles
- choosing appropriate measures to prevent and control infection transmission such as wearing personal protective equipment (PPE)
- understanding your facilities organizational policies about infection prevention and control
- working with your employer to develop new policies as needed

As an MRIT, you must perform your duties responsibly and in a manner that reflects the profession's commitment to respect the personal dignity of every patient who entrusts themselves to your care.

The CMRITO Standards of Practice describe what you are accountable and responsible for as an MRIT in your practice, and reflect the knowledge, skills and judgement that you need in order to perform the services and procedures that fall within the scope of practice of the profession. Under the [Standards of Practice](https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf) (<https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf>), medical radiation and imaging technologists are expected to be competent, accountable and collaborative.

You can read about your professional accountability to your patients in the publication "[What you must know about ... Professional Accountability](https://www.cmrito.org/pdfs/wymkas/wymka-professional-accountability-september-2015.pdf)" (<https://www.cmrito.org/pdfs/wymkas/wymka-professional-accountability-september-2015.pdf>)

### **Can I be asked to do activities that are not typically in the scope of the practice of medical radiation and imaging technologists?**

In a health emergency, such as the current COVID-19 pandemic, MRITs are key members of the healthcare team who may be asked to participate in activities that are outside their normal duties. As an MRIT you may be asked to assist with mask fit testing or screening procedures. Some of the activities that you may be asked to perform may be controlled acts and require delegation by a practitioner who is authorized to perform them. Recognizing these activities may not be common practice for MRITs, they should only be done with appropriate authorizations and adequate training on the procedures, and if given the required personal protective equipment.

With appropriate safeguards in place we would expect MRITs to be flexible during situations of health emergencies to assist the health care system manage increased demands.

Where you are asked to complete procedures that are outside the normal expectations of practice, we encourage you to review the Decision-making guide for performing a procedure on page 21 of "[What you must know about ... Performing procedures for medical radiation and imaging technologists](https://www.cmrito.org/pdfs/wymkas/performing_procedures_2018.pdf)" ([https://www.cmrito.org/pdfs/wymkas/performing\\_procedures\\_2018.pdf](https://www.cmrito.org/pdfs/wymkas/performing_procedures_2018.pdf)) and to discuss any concerns you have with your employer.

### **Can I be assigned other duties outside of my home department?**

Yes. Many tasks in medical facilities are not controlled acts under the *Regulated Health Professions Act* (RHPA) and can be performed by any person. As a self-regulated professional, you are in the best position to determine which procedures and assigned duties you are competent to perform.

If your manager requires you to complete additional training before completing additional duties, you need to comply with those requirements as a condition of your employment. Try to work with your manager to find ways to obtain the additional training that you may require to obtain the knowledge, skills and judgment necessary to perform the additional duties.

Every member of CMRITO has a condition on their certificate of registration that restricts their practice to areas where they have education and experience. The [Standards of Practice](https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf) (<https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf>) require that members ensure they are competent to perform any procedures they undertake. Members are also required to have the knowledge, skills and judgement to perform any procedures and manage any outcomes. For more information, please refer to the CMRITO [Standards of Practice](https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf) (<https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf>).

If you are asked to perform a controlled act that is not authorized to MRITs and is outside the profession of medical radiation and imaging technology, there would need to be a delegation in place in order to perform that controlled act.

### **Can I accept a delegation?**

There are very specific requirements that must be met when accepting a delegation. You can find information pertaining to this in the CMRITO's "[What you must know about ... performing procedures for medical radiation and imaging technologists](https://www.cmrito.org/pdfs/wymkas/performing_procedures_2018.pdf)" ([https://www.cmrito.org/pdfs/wymkas/performing\\_procedures\\_2018.pdf](https://www.cmrito.org/pdfs/wymkas/performing_procedures_2018.pdf)).

### **Can I refuse to work with a patient with COVID-19?**

As an MRIT you are accountable to the public and are responsible for ensuring that your practice and conduct meet the legislative requirements and the standards of the profession. These responsibilities focus on the health care needs of your patients.

You can read about your professional accountability and obligation not to abandon or neglect patients, or put them at risk of harm in the publication "[What you must know about ... Professional accountability of MRITs during a work stoppage](https://www.cmrito.org/pdfs/wymkas/professional-accountability.pdf)" (<https://www.cmrito.org/pdfs/wymkas/professional-accountability.pdf>).

### **I don't have the required PPE available to me at work. What can I do?**

Employers are responsible for establishing a working environment that supports safe, effective patient care. Under the current state of emergency, there may be shortages or limited availability of PPEs that require adjustments to established protocols or procedures in the clinical setting.

The *Employment Standards Act* applies in all work settings. In addition, in unionized workplaces, collective agreements establish the benefits, privileges, rights and obligations agreed upon by the union, MRITs as employees and the employer.

Further, the *Occupational Health and Safety Act* outlines provisions for refusing to work when health and safety of the worker is in danger. However, section 43 (1) (b) of OHSAA states this right does not apply if the worker's refusal to work will directly endanger the life, health or safety of another person. MRITs are accountable for providing safe, effective and ethical care to their patients. To resolve conflicts between professional and personal obligations in a way that protects the public's right to safe care, MRITs need to review with their manager or supervisor their ongoing professional responsibilities during this time.

### **Can I be asked to work in another area of diagnostic imaging or radiation therapy where I have had some previous training and experience, but where I have not worked recently?**


Every member of CMRITO has a condition on their certificate of registration that restricts their practice to areas where they have education and experience. The Standards of Practice require that members ensure they are competent to perform any procedures they undertake. Members are also required to have the knowledge, skills and judgement to perform any procedures and manage any outcomes. For more information, please refer to the CMRITO [Standards of Practice](https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf) (<https://www.cmrito.org/pdfs/standards/standards-of-practice.pdf>).

As a self-regulated professional, you are in the best position to determine which procedures and assigned duties you are competent to perform. You may be asked to perform procedures in areas where you have previously had education and experience.

- For example: an MRI technologist who was registered in the specialty of radiography in the past, being asked to assist with chest x-rays. This members' experience may not be current in radiography, and they may require additional training, orientation and supports to gain the skills they need to adhere to the standards. It is always recommended that the MRIT and facility manager keep records of the additional education and training provided, as proof of competency.



If you believe that you do not have the necessary education and experience to assist with diagnostic or therapeutic procedures you have not performed in a while, you may want to find ways to work with your employer to get the additional training that you may require to obtain the knowledge skills and judgment necessary to perform the requested duties.

 College of Medical Radiation and  
Imaging Technologists of Ontario

300 - 375 University Avenue  
Toronto, Ontario, Canada  
M5G 2J5

Tel: **416.975.4353**  
Toll Free: **1.800.563.5847**

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**College of Medical Radiation and Imaging Technologists of Ontario**

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**From:** CMRITO Communications <[communications@cmrito.org](mailto:communications@cmrito.org)>

**Sent:** Monday, March 23, 2020 6:38 PM

**To:** Jef Ekins <[jef.ekins@cmrito.org](mailto:jef.ekins@cmrito.org)>

**Subject:** Ministry recruitment of health care workers in response to the COVID-19 pandemic

## CMRITO COVID-19 Update



Many of CMRITO's members and retired members have been asking about how they can assist during the current COVID-19 pandemic. The Ministry now has a website where interested individuals can register for this emergency work.

To support Ontario's dedicated front-line health care providers who are working hard during these unprecedented and challenging times, the Ministry is looking for additional experienced health care providers to help provincial efforts to prevent and control the spread of COVID-19.

They are looking for health care providers who may be working part-time and want to and are prepared to increase their work hours or former healthcare providers who are retired, or on inactive status with their regulatory college, and are prepared to return to employment.

These individuals include:

- Current and former members of Ontario's regulated health professions and the Ontario College of Social Workers and Social Service Workers;
- Physician assistants; and
- Personal support workers.

Please forward this email on to your interested colleagues and friends.

The website can be accessed using the following links:

In English: <http://www.healthforceontario.ca/en/M4/COVID19>

In French: <http://www.healthforceontario.ca/fr/M4/COVID19>

Take care and stay well,

**CMRITO Communications**



**CMRITO**  
Regulator of medical radiation and  
imaging technologists in Ontario

416.975.4353 1.800.563.5847

[communications@cmrito.org](mailto:communications@cmrito.org) [www.cmrito.org](http://www.cmrito.org)



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**COVID19**

## COVID-19 Health Care Provider Recruitment

[SHARE](#) [f](#) [t](#) [e](#)

The people of Ontario have shown remarkable strength as we continue to respond to COVID-19.

Ontario recognizes the hard work and dedication of our front-line health care providers. To support them during these unprecedented and challenging times, we are looking for additional experienced health care providers to help provincial efforts to prevent and control the spread of COVID-19.

We are looking for health care providers who may be working part-time and want to and are prepared to increase their work hours or former healthcare providers who are retired, or on inactive status with their regulatory college; and are prepared to return to employment.

These individuals include:

- Current and former members of Ontario's regulated health professions and the Ontario College of Social Workers and Social Service Workers;
- Physician assistants; and
- Personal support workers.

For those who are interested, we invite you to provide the following information:

Salutation	--None-- ▼
First Name	<input type="text"/>
Middle Name	<input type="text"/>
Last Name	<input type="text"/>
Telephone	<input type="text"/>
Alternative Telephone	<input type="text"/>
Email Address	<input type="text"/>
City	<input type="text"/>
Postal Code	<input type="text"/>
Expertise	--None-- ▼ If "Other", please specify: <input type="text"/>
Registration Number (if applicable)	<input type="text"/>
Current Status	--None-- ▼
Preferred Sector(s) (select all that apply)	<input type="checkbox"/> Emergency Medicine <input type="checkbox"/> Home and Community Care <input type="checkbox"/> Hospital <input type="checkbox"/> Long-Term Care Home
In which area(s) of Ontario are you available to work?	<input type="checkbox"/> Greater Toronto Area <input type="checkbox"/> North East <input type="checkbox"/> North West <input type="checkbox"/> South East
Are you available to relocate to another area of the province if necessary?	--None-- ▼
Available Hours	From: --None-- ▼ To: --None-- ▼

Additional Comments	<input type="text"/>
Preferred Language of Contact	--None-- ▼
<p>Ontario Health will collect and use my personal information on my application form as necessary for the purpose of assessing my eligibility to participate in any government related efforts to support health human resources related to COVID-19. Ontario Health may disclose my personal information on my application form to the Ministry of Health for the purpose of assessing my eligibility to participate in and receive payment for the government-funded Covid-19 Health Care Provider Recruitment Program.</p> <p>I consent to such collection, use and disclosure of my personal information: <input type="checkbox"/></p> <p><input type="button" value="Submit"/></p>	

Notice of Collection: Ontario Health collects your personal information from your application under s. 38(2) of the *Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c. F.31 ("FIPPA") and section 6(b) (viii) of the *Connecting Care Act, 2019*. Ontario Health may provide your personal information from your application to the Ministry of Health. The Ministry of Health collects your personal information under s. 38(2) of FIPPA and section 6 of the *Ministry of Health and Long-Term Care Act*, R.S.O. 1990, c. M.26. All information collected from your application may be used by Ontario Health and/or the Ministry of Health for the purpose of assessing your eligibility to participate in any government related efforts to support health human resources related to COVID-19. If you require further information about the collection by Ontario Health and the Ministry of Health, please contact: **privacy.officer@healthforceontario.ca**.



# Briefing Note

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**To:** Council

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**From:** Linda Gough, Registrar & CEO      **Date:** March 25, 2020

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**Subject:** COVID-19 Pandemic

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This agenda item is for:

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Decision

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Direction to staff

☒

Discussion

☐

Information

On March 17, 2020, the Government of Ontario declared a state of emergency due to the COVID-19 pandemic. The Registrar & CEO has been in daily contact with Ministry of Health officials and other health regulators to ascertain what support and assistance CMRITO can provide members, patients and the Ministry. The rapidly evolving situation requires regulators to be flexible and be able to respond rapidly to the changing needs of the healthcare system during this state of emergency, and especially the regulated health care workers providing essential services to patients.

Staff has determined that it would be helpful for Council to have the authority to pass time-limited emergency policies when a state of emergency is declared to be able to address any regulatory issues that may emerge. The purpose of any emergency policy approved by Council would be to ensure that the CMRITO's processes support the practice of MRITs, to ensure that regulatory processes do not put an undue burden on members or patients, to work collaboratively with the Ministry to ensure an adequate supply of MRITs during the state of emergency, and to continue to ensure the protection of the public through the regulation of the profession



With this in mind, staff is recommending that Council approve an amendment to CMRITO By-law 60 which would give Council the authority to approve emergency policies when a state of emergency is declared by the federal or provincial government. The proposed by-law amendment requires that any emergency policy approved by Council be time limited and be provided to both members and the Minister of Health to ensure transparency. The proposed by-law amendment is not one that would need to be circulated.

Once Council has approved the by-law amendment, staff recommends that Council approve a COVID-19 Pandemic Policy to cover the period from March 1 to September 30, 2020. The proposed policy addresses a number of regulatory issues which have already emerged, and which are described in more detail below:

### **Late penalties**

The policy proposes that no late penalties be imposed on members who do not pay their fees on time during this time period, recognizing that many members' employment has been or may be impacted by the pandemic.

### **Reinstatements**

The policy proposes two changes to the reinstatement process for former members who resigned within the last two years and are seeking to be reinstated. These former members would not be required to submit a supervisor's attestation as to competence but would instead be asked to sign a self-attestation as to their competence. These former members would also not be required to complete the jurisprudence program prior to being reinstated. These changes to the reinstatement process will allow former members to reinstate quickly and reduces the burden on supervisors.

The current reinstatement process would continue as is for past members who resigned over two years ago.

### **Quality Assurance**

The policy proposes that the multi-source feedback assessment component of the Quality Assurance Program not be conducted in 2020 to reduce the burden that our regulatory processes have on members and patients.

### **Meetings and conferences**

The policy proposes that all Council and committee meeting be held by teleconference until further notice to ensure business continuity while supporting the directives to support social distancing as requested by the provincial and federal officers of health.

To encourage staff, Council and committee members to also support these directives, the policy also proposes that CMRITO will not reimburse any expenses for staff, Council or committee members related to attending conferences or external meetings during the state of emergency but will reimburse any fees and expenses related to the cancellation of travel, accommodation and registration for previous bookings for conferences and external meetings.

### **General Operations**

In order to ensure business continuity during the state of emergency, the policy proposes that any notice, approval or signature required under the by-law be transmitted electronically. This will allow the College to continue conducting business remotely.



# Report

<b>To:</b>	Council	<b>Meeting Date:</b>	March 27, 2020
<b>From:</b>	Quality Assurance Committee	<b>Date:</b>	March 25, 2020
<b>Subject:</b>	2020 QA Assessment and COVID-19		

## Background:

Under the CMRITO Quality Assurance (QA) regulation, the College is required to have a peer and practice assessment. The QA Committee has approved the CMRITO multi-source feedback (MSF) assessment as one of the College's peer and practice assessments. Policy 7.2 Peer and Practice Assessment by Multi-Source Feedback (MSF) or by an Assessor: Percentage of Members, requires that Council approve by resolution the percentage of members who are randomly selected each year to undergo a peer and practice assessment by means of a MSF system.

The College is also required to have a process to assess the records of members' self-assessments and participation in continuing education or professional development activities. The QA Committee has approved the form and manner by which members record their self-assessments and participation in continuing education or professional development activities as the CMRITO QA ePortfolio.

In December 2019, on the recommendation of the QA Committee, Council approved that 5% of members be required to complete the MSF assessment in 2020. At the same meeting, Council also approved that 15% of the members be randomly selected to submit their 2020 QA portfolios for assessment, in accordance with the provisions set out in Policy 7.1, Quality Assurance Portfolio: Percentage of Members.

On March 17, 2020, the Government of Ontario declared a state of emergency due to the COVID-19 pandemic. The QA Committee met by teleconference on Wednesday, March 25, 2020 and considered the impact of the pandemic on the QA assessments approved for 2020, and is pleased to provide the following analysis and recommendations to Council.

## Issue

The MSF is comprised of a self-assessment, peer and coworker electronic survey, and patient paper survey. It requires the member to provide paper surveys to 15 patients which the member

selects, and also an on-line survey to 6 peer and coworkers. Generally, the random selection of members for the MSF occurs in March, the packages are mailed to members in April, and the MSF assessments are conducted in May-June.

For the 2020 QA ePortfolio assessments, the random selection is scheduled to occur in early April with notifications being sent to members in mid-April, and the deadline for submitting the ePortfolios for assessment in early January 2021.

The ongoing COVID-19 pandemic is creating challenging times for medical radiation and imaging technologists (MRITs) providing essential services and caring for patients in the health care setting. Recognizing that MRITs are on the front lines of providing essential services to patients with COVID-19, those being screened for COVID-19, and other patients requiring proper infection control, it is important that their focus remains on the delivery of critical health care services to patients during these exceptional times. Due to the current pandemic situation and the provincial state of emergency declared on March 17, 2020, CMRITO staff have not taken any steps regarding the implementation of either the MSF assessments or ePortfolio for 2020.

**Recommendation to Council:**

With the daily increasing impacts of the COVID-19 situation on our health care workers and the current provincial state of emergency, the QA Committee is recommending to the CMRITO Council:

1. that the MSF assessments be cancelled for the year 2020; and
2. that the College continue to monitor the COVID-19 situation, and that the QA Committee report to Council in September 2020 regarding whether to cancel the ePortfolio assessments for 2020.

The QA Committee notes that members are still required to complete their ePortfolios in 2020, including completing and recording 25 hours of continuing education and professional development activities.



## **5. POWERS OF COUNCIL**

- 5.1 Council is the board of directors of the College.
- 5.2 Council has full power with respect to the affairs of the College, including the enactment, amendment and revocation of by-laws.
- 5.3 No by-laws or resolutions passed or enacted by Council, or any other actions, require confirmation by members of the College to be valid or binding.
- 5.4 In the event of the declaration of a state of emergency by the Government of Canada or the Government of Ontario, Council may approve time-limited emergency policies related to any matter in the bylaws. Any emergency policy shall be communicated to members and the Minister of Health.



# COVID-19 Pandemic

# Policy 12.1

<b>Section:</b>	State of Emergency		
<b>Approved By:</b>	Council	<b>Public:</b>	
<b>Approved Date:</b>	March 27, 2020	<b>Review Schedule:</b>	Time Limited
<b>Effective Date:</b>	March 1, 2020	<b>Last Reviewed:</b>	[Last Reviewed Date]
<b>Amended Date(s):</b>		<b>Next Review Date:</b>	September 18, 2020

## Purpose

The purpose of this Policy is to ensure that during the COVID-19 pandemic CMRITO's regulatory processes do not put an undue burden on its members or patients, to work collaboratively with the Ministry to ensure an adequate supply of MRITs during the state of emergency, and to continue to ensure the protection of the public through the regulation of the profession.

Pursuant to section 5.4 of CMRITO By-law 60, and in light of the fact that the government of Ontario declared a state of emergency due to the COVID-19 pandemic on March 17, 2020, the following emergency policies are in effect retroactive to March 1, 2020 where applicable up to and including September 30, 2020.

## Late penalty

Section 26.9 of CMRITO By-law 60 regarding late fees (set out below) is suspended and no late fees will be imposed.

*26.9. If a member fails to pay the annual fee within fourteen (14) days after the due date but does pay the fee within three (3) months after the due date, the member shall pay a penalty equal to twenty-five (25) percent of the annual fee in addition to the annual fee.*

## Reinstatement

Former members who resigned within the previous two years will be reinstated provided they attest to their competence to practice the profession and submit the required fees. They will not be required to submit a supervisor's attestation as to their past competent practice or complete the jurisprudence course prior to being reinstated.



**Quality Assurance Program**

The multi-source feedback (MSF) assessment component of the Quality Assurance Program will not be conducted in 2020.

**Meetings**

All Council and committee meetings will be held by teleconference until further notice. The Registrar & CEO may decide to hold meetings in person provided that the state of emergency has been lifted and a teleconference option is provided to Council and committee members.

CMRITO will not reimburse Council and committee members or staff for travel, accommodations and registration for attendance at conferences and external meetings during the emergency period. Any costs associated with the cancellation of such travel or registration costs will be reimbursed in accordance with the provisions set out in the Expense Policy.

**General Operations**

Any notice, approval or signature required under CMRITO By-law 60 shall be transmitted electronically.

## Kirusha Kobindarajah

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**From:** CMRITO Election <noreply-106838@bigpulse.com>  
**Sent:** March 23, 2020 10:28 AM  
**To:** Kirusha Kobindarajah  
**Subject:** CMRITO 2020 Election: Polls close April 1st 4:00 pm

Dear Kirusha Kobindarajah,

**Important Security Warning:** Do not forward this email because it contains your personal auto-sign-in link.

This email is to remind you that the 2020 Election is underway and that the polls will close April 1<sup>st</sup>. The link to your electronic voting package is provided below.

All CMRITO members have the opportunity to participate in electing the professional members of the Council which govern the CMRITO. The six elected members of Council share collective responsibilities for providing leadership, direction and governance to all of the members of the CMRITO who practise medical radiation and imaging technology in Ontario.

**Your vote must be electronically submitted no later than Wednesday, April 1, 2020 at 4:00 p.m. in order to be counted.**

There is one district open for election this year:

**District 3**        nuclear medicine

If you hold a specialty certificate in nuclear medicine (primary or secondary) then you are eligible to vote in the election.

There are four candidates standing for election in District 3:

- Rania Arabi, MRT(N)(MR)
- Redon Hoxhaj, MRT(N)
- Marzena Palermo, MRT(N)
- Sandra Willson, MRT(N)

### How to vote

**Your vote must be submitted using the link below no later than Wednesday, April 1, 2020 at 4:00 p.m. in order to be counted.**

The electronic voting process is fast and easy. Simply click on the link below to access the CMRITO Election 2020 Ballot. The ballot will display the candidates standing for election. Select the 'click for statement' option to review the information on the ballot about each candidate. Once you have made your decision, select only one checkbox to the left of your candidate of choice. Then click the 'Proceed to vote confirm page' button at the bottom of the ballot. You will then have the option of including both your vote selection (the name of the candidate you have chosen), and your vote receipt code in your receipt email. It is recommended that you select both options so that you have all relevant information in your vote receipt email.

**To access the poll, click this link:** <https://www.bigpulse.com/rr?c=cgYyAMHP1hKsJ4Hbl4sqXgClgKd9PJq1vvjXjg>

If the above link does not work copy and paste this link into your browser:

<https://www.bigpulse.com/rr?c=cgYyAMHP1hKsJ4Hbl4sqXgClgKd9PJq1vvjXig>

By clicking the above link, you agree to allow BigPulse (the voting software company) to use, store and organize the information you provide for the purposes of the CMRITO Election 2020. The BigPulse voting system adheres to privacy best practices regarding the collection and use of personal information resulting in a secure, reliable and secret election process. Click here to read the [BigPulse Privacy Statement](#).

If you have any questions, contact CMRITO Election at [election@cmrito.org](mailto:election@cmrito.org).

Thank you!

Linda Gough, MRIT, MPA  
Registrar & CEO

#### CMRITO Election

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**CMRITO**  
**Regulator of medical radiation and  
imaging technologists in Ontario**

College of Medical Radiation and Imaging Technologists of Ontario  
300 - 375 University Avenue, Toronto, ON M5G 2J5  
416.975.4353 1.800.563.5847  
[election@cmrito.org](mailto:election@cmrito.org) [www.cmrito.org](http://www.cmrito.org)



## **Ontario Takes Extraordinary Steps to Ensure Health Care Resources are Available to Contain COVID-19**

March 21, 2020 9:20 P.M.

TORONTO — Today, the Ontario government announced a new order under the March 17, 2020 declaration of emergency to ensure health care resources are available to help prevent the spread of COVID-19 and keep individuals and families safe. This temporary order would give hospitals the ability to cancel and postpone services to free-up space and valuable staff, identify staffing priorities, and develop, modify and implement redeployment plans.

"On the best advice of Ontario's Chief Medical Officer of Health, and in response to clear and urgent requests from our frontline health service providers, the province is taking decisive action to ensure we can continue to be responsive and nimble as the number of confirmed COVID-19 cases grows," said Sylvia Jones, Solicitor General. "While normal protocols are important in routine times, these extraordinary steps will ensure our health sector workers are there, where and when they are needed, to care for Ontarians and support our extensive efforts to contain this virus."

Under this temporary order hospitals will be able to respond to, prevent and alleviate an outbreak of COVID-19 by carrying out measures such as:

- Redeploying staff within different locations in (or between) facilities of the hospital;
- Redeploying staff to work in COVID-19 assessment centres;
- Changing the assignment of work, including assigning non-bargaining unit employees or contractors to perform bargaining unit work;
- Changing the scheduling of work or shift assignments;
- Deferring or cancelling vacations, absences or other leaves, regardless of whether such vacations, absences or leaves are established by statute, regulation, agreement or otherwise;
- Employing extra part-time or temporary staff or contractors, including for the purpose of performing bargaining unit work;
- Using volunteers to perform work, including to perform bargaining work; and
- Providing appropriate training or education as needed to staff and volunteers to achieve the purposes of a redeployment plan.

When utilized by hospitals, these redeployment plans temporarily supersede the provisions of a collective agreement, including lay-off, seniority/service or bumping provisions. For example, currently a hospital would be required to post a lay-off notice and wait a period of time before being able to move a nurse or other unionized employee from an emergency department to a

COVID-19 assessment centre. These measures would allow for the redeployment of staff to address the containment of COVID-19 without restriction or delay.

"I want to once again thank our nurses, doctors and frontline care workers for their extraordinary dedication and commitment as we continue to work together to protect the health and well-being of Ontarians," said Christine Elliott, Deputy Premier and Minister of Health. "These temporary measures are necessary to ensure hospitals are able to effectively deploy personnel to where help and support is needed most in their facilities."

This time-limited order is valid for 14 days unless revoked or renewed in accordance with the *Emergency Management and Civil Protection Act*.

## QUICK FACTS

- Ontarians should be practising social distancing to reduce their exposure to other people. Avoid close contact (within 2 metres) with people outside of your immediate families.
- If you are returning from travel outside of Canada or if you believe you have been exposed to someone with COVID-19 symptoms, you should begin to [self-isolate](#) for a period of 14 days, including social distancing and tracking your symptoms and how you feel.

## LEARN MORE

- [Enhanced Measures to Protect Ontarians from COVID-19](#)
- [Ontario Enacts Declaration of Emergency to Protect the Public](#)
- Visit Ontario's [website](#) to learn more about how the province continues to protect Ontarians from COVID-19.
- Learn about [travel advisories](#) related to the 2019 novel coronavirus.
- If you are a health care professional, learn how to protect yourself and your patients by reading our [guidance documents](#).

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**David Jensen** Communications Branch  
media.moh@ontario.ca  
416-314-6197  
**Hayley Chazan** Senior Manager, Media Relations  
hayley.chazan@ontario.ca  
416-726-9941

[Available Online](#)  
[Disponible en Français](#)