

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario

2024 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA), which is substantially similar to section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA).

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2024.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

2. Organization information

Organization name	College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Medical Radiation and Imaging Technologist
Academic requirement	Education: In 2024 the CMRITO Registration Regulation was updated. The CMRITO Registration Regulation O. Reg. 866/93 that was in place until June 30, 2024, can be found here: https://www.ontario.ca/laws/regulation/930866 . The new regulation O.Reg. 31/24 came into force on July 1, 2024 and can be found here: https://www.ontario.ca/laws/regulation/240031 The education requirements that were set out in O. Reg. 866/93 were not materially changed in O. Reg. 31/24 with the exception that the requirement in section 4. (1)1 is now

	<p>exemptible. Section 4. (1)1 sets out that all applicants must have successfully completed a medical radiation technology program in one or more of the specialties where the program is i. offered at a Canadian institution and was approved by the CMRITO Council at the time the applicant successfully completed the program or ii. offered outside Canada and considered by the Registration Committee to be substantially similar, but not equivalent to, one of the approved programs in Canada. The programs approved by Council are set out in Policy 13.3</p> <p>https://www.cmrito.org/pdfs/registration-policies/approved-programs.pdf and can also be found at this link.</p> <p>https://www.cmrito.org/applicants/approved-educational-programs/. Examinations: O. Reg 31/24 requires that the applicant must have successfully completed one or more of the examination(s) set or approved by the Council. This requirement is non-exemptible. The CMRITO issues certificates of registration in five specialties, radiography, nuclear medicine, magnetic resonance, radiation therapy and diagnostic medical sonography. The examinations that have been approved by the CMRITO Council are set out in Policy 13.1</p> <p>https://www.cmrito.org/pdfs/registration-policies/approved-examinations.pdf.</p>
Experience requirement	<p>O. Reg 31/24 in section 4.(1) 3, similar to O. Reg 866/93, requires that an applicant must have engaged in clinical practice in one or more of the specialties within the five years immediately preceding the date of their application or must have successfully completed a program referred to in the education section above within the five years preceding the date of their application.</p>

	<p>This requirement is an exemptible requirement. Applicants are required to provide a letter of confirmation of employment as a medical radiation and imaging technologist in their specialty from their most recent or current employer. The letter must confirm the last date of employment. Where an applicant has completed a program outside of Canada that the Registration Committee considers to be substantially similar to one of the approved programs in Canada, under O. Reg 31/24 in section 4.(1) 5, the applicant is also required to provide the Registration Committee with satisfactory evidence as to the applicant's competence to practise in Ontario as a medical radiation technologist in one or more of the specialties. The forms that an applicant must provide to satisfy this requirement can be found on pages 19-29 of this application guide. https://www.cmrito.org/pdfs/application-guides/international-application-guide.pdf.</p>
Language requirement	<p>O. Reg 31/24 in section 3.(1) 3, similar to O. Reg 866/93, requires that an applicant must be able to speak and write either English or French with reasonable fluency. This registration requirement is exemptible. The language fluency tests accepted by the CMRITO Registration Committee can be found here https://www.cmrito.org/applicants/international-applicants/language-fluency-tests/. The following are acceptable methods for applicants to provide proof of language fluency in English or French: 1. Proof that an applicant's professional training was completed in English or French, or 2. Proof of completion of one of the following: • internet based (iBT) TOEFL (Test of English as a Foreign Language) with a minimum total score of 73, and a minimum</p>

	<p>score of 21 in speaking; or • paper-based TOEFL with a minimum score of 500, and TSE with a minimum score of 40; or • IELTS (International English Language Testing System) test – academic (AC) with a minimum overall score of 6 and a minimum score of 6 in speaking; or • IELTS (International English Language Testing System) test – general training (GT) with a minimum overall score of 6 and a minimum score of 6 in speaking; or • MELA (Michener English Language Assessment) test with a minimum score of 8 in each of reading, listening and speaking and a minimum score of 7 in writing or; • CELPIP General (Canadian English Language Proficiency Index Program) test with a minimum score of 7 in speaking and a minimum score of 7 in writing; or • TEF (Test d'Evaluation de Français) test for assessment of fluency in French with a minimum score of 310 in speaking and a minimum score of 310 in writing; • TCF (Test de Connaissance du Français) test for assessment of fluency in French with a minimum score of 10 in speaking and a minimum score of 10 in writing; or • PTE (Pearson Test of English) test for assessment of fluency in English with a minimum score of 68 in speaking, and 69 in writing.</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>Good character requirements: O. Reg 31/24 in sections 3.(1) 1 & 2, similar to O. Reg 866/93, sets out the good character requirements for all applicants. This is an exemptible requirement. Applicants must provide details of any findings of guilt for a criminal offence or any offence related to the regulation of the practice of the profession. Details if they are the subject of a current investigation or proceeding for allegations of, or have a finding of, professional misconduct, incompetency or incapacity in</p>

	<p>relation to any profession, either in Ontario, or in another jurisdiction. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant, will practise medical radiation technology with decency, honesty and integrity, and in accordance with the law; does not have any physical or mental condition or disorder, that could affect their ability to practise in a safe manner, and will display an appropriate professional attitude. Citizenship Requirement: O. Reg 31/24 in section 3. (1) 4, similar to O. Reg 866/93, requires that the applicant must be a Canadian citizen or a permanent resident of Canada or authorized under the Immigration and Refugee Protection Act (Canada) to engage in the practice of the profession. This is an exemptible requirement. The CMRITO Registration Committee through Policy 10.20 exempts all applicants from this requirement. https://www.cmrito.org/pdfs/registration-policies/work-exemption.pdf. Jurisprudence: O. Reg 31/24 in section 3. (1) 5, similar to O. Reg 866/93, requires that the applicant must successfully completed a course in jurisprudence set or approved by the College. This requirement is exemptible. The jurisprudence course approved by Council can be found here: https://www.cmrito.org/static-resources/jurisprudence-course/.</p>

4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

Organization name	Function
Canadian Association of Medical Radiation Technologists	Competency-based assessment
Sonography Canada	Competency-based assessment

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

The CMRITO does not use any third-party providers to assess applicant qualifications. All applications from applicants who have completed their education and training outside of Canada are required to be assessed by the Registration Committee to determine if the education and training completed by the applicant is substantial similarity to the education and training taught in one of the approved accredited programs in Canada. The third-party agencies that the CMRITO does use to deliver on its mandate are the two national professional associations who deliver the national certification examinations. Under the registration regulation, an applicant must successfully complete the examination(s) set or approved by the Council in one or more of the specialties. The CMRITO Council has approved the certifying examinations of these national associations by policy for this purpose. The CMRITO has confidential written agreements with both these providers that include several measures to ensure accountability of the third-party providers. The agreements with both providers set out expectations for both parties in accordance with the Regulated Health Professions Act, 1991 (RHPA) and the Health Professions Procedural Code, being Schedule 2 to the RHPA, and include provisions to ensure privacy and confidentiality in processes, as well as transparency, objectivity, impartiality, and fairness in their assessment processes. As all applicants from the CMRITO are assessed by the Registration Committee, service timelines with third party vendors are not relevant as no applications are evaluated by the third-party providers. There are also no restrictions on the number of exam seats available.

The contracts require both examination providers to have an appeal mechanism and the information for these processes must be published on their websites.

5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

A. Accomplishments

1	<p>The major work undertaken in 2024 was to prepare for and implement the new registration regulation. O. Reg 31/24 came into force on July 1, 2025. The Registration Committee have been reviewing the forms, tools and supports that are used to assist the committee in delivering on their legislated obligations to update them for the changes in the regulation. The Registration Committee have also taken this opportunity to assess their processes to seek opportunities for refinement and to ensure that the updated tools and supports continue to ensure consistency, fairness, objectivity, and impartiality. The Registration Committee updated several forms that applicants provide to the Committee to ensure they have the necessary information to assess the education that applicants have completed. The Committee have also updated the evaluation tools that guide the evaluation of applications. The application guides that are available on the website, as well as the Career Map for internationally educated applicants were also updated. These guides can be accessed from this page.</p> <p>https://www.cmrito.org/applicants/international-applicants/.</p>
2	<p>As part of the work undertaken in 2024, the Registration Committee identified a need to redevelop the risk assessment tools used by the committee. The purpose of the risk assessment tool is to assist the Registration Committee in assessing the risk to the public interest with respect to the registration of applicants for registration. While the Registration Committee is responsible for their decision-making on each application, the risk assessment tool that is under development will further assist the Registration Committee in reaching decisions that are consistent, objective, transparent, and impartial and provide procedural fairness in assessment processes. In keeping with the principles of right touch regulation, the risk assessment tool is designed to</p>

	assist the Registration Committee in ensuring that the level of any regulatory action that is proposed to manage risk is proportionate to the level of risk to the public. The development of this tool was begun in 2024, and work will continue in 2025.
3	In addition to the above, the Committee have evaluated the decisions that they issue and have made changes to shorten and streamline the content of the decisions to improve understanding, while still providing the applicants with reasons for their decisions. As part of this work, some of the content that provided detailed information has been transferred to the CMRITO website as webpage content so that this detailed information is still available to applicants through links. The information that has transitioned to the website can be viewed at this link. https://www.cmrito.org/applicants/international-applicants/cmrito-registration-assessment-process/ .

B. Risks and Mitigations

Risk	Mitigation Measure
The CMRITO has continued to experience a significant increase in the volume of international applicants applying for registration in the 2023-2024 period. While these increased volumes have not negatively impacted on the timelines for the review of applications for registration this year, this is a risk that is being closely monitored.	The CMRITO Council continues to monitor the volumes in all program areas of the colleges as part of their due diligence. Quarterly reports are presented to Council as part of their Strategic, Operational and Regulatory reports. Council uses this information for planning to ensure that the CMRITO has the necessary resources to deliver on our regulatory obligations.

6. Changes to registration practices

During the January 1 to December 31, 2024 reporting period, College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Registration requirements either through regulation, by-law or policy	Yes	<p>The CMRITO registration regulation came into force on July 1, 2025. O. Reg 31/24 can be found here: https://www.ontario.ca/laws/regulation/240031.</p> <p>The new regulation streamlines the regulation so that it reflects the similarities of the registration requirements for all five specialties – radiography, radiation therapy, nuclear medicine, magnetic resonance and diagnostic medical sonography. The general requirements for registration in the new regulation are similar to the requirements under O. Reg 866/93. One of the differences is that an applicant must provide information regarding their past and present conduct that relates to any profession in Ontario or another jurisdiction, not just the profession or another health profession. The registration requirements for a specialty certification of registration in O. Reg 31/24 are not materially different from those under O. Reg 866/93. The differences are that the new regulation streamlines the regulation by dealing with all five specialties in one section and does not have schedules which list the approved programs for each of the specialties. Instead, the approved educational programs are those offered at a Canadian institution which have been approved by the Council or a body approved by Council (i.e. an accreditation body designated by the Council). The new regulation also makes all the registration requirements exemptible except for completion of the approved examinations, which is still a non-exemptible requirement. This change increases flexibility for the Registration Committee in</p>

		considering applications for registration. This is a positive change from the perspective of applicants as the Registration Committee is now able to consider alternatives that they would not previously have been able to consider under the legislation. The registration requirements for labour mobility applicants are unchanged.
New or consolidated class of certificates or licenses	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	No	
Changes to internal review or appeal process	No	
Access by applicants to their records	No	
Other	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Training and resources for staff who deal with registration issues	Yes	<p>The education, training and supports for CMRITO staff who deal with registration issues is ongoing. This education has included an orientation to the legislation and applicable regulations, education on the new registration regulation and policies for the Registration Committee as well as additional related training for the business processes and system related tools that are used to support the registration processes. Ensuring that everyone involved in the registration process is educated about the registration requirements and understands the established processes and procedures, helps to ensure compliance with our legislated responsibilities. In this manner the CMRITO ensures that the registration processes are transparent, objective, impartial and fair for all applicants. Registration staff in 2024 also participated in several learning activities to increase understanding and promote conversations about inclusion, diversity, equity, and accessibility. The CMRITO IDEA team has this year again hosted education sessions for staff and continues to update an internal IDEA webpage with links to the CCDI resources that are available through our partnership and other related links.</p>
Resources or training to support applicants to move through the licensing process	Yes	<p>The CMRITO as part of its continuous improvement strategy in 2024 continued to ensure the CMRITO website is current and includes information on resources that are available to applicants. The page can be found at this link: https://www.cmrito.org/applicants/international-</p>

		<p>applicants/resources-for-applicants/ . The CMRITO continues to pride itself on being a high touch regulator providing significant support to applicants in preparing their applications for registration. This high level of interaction provides each applicant with a dedicated program associate who takes ownership of their application and works closely with each applicant to ensure that they understand which documents are necessary to support their application. In many cases this support also includes assisting applicants in finding alternatives to the required documentation. Complex applications are escalated for attention to one of the managers in the registration team. This level of responsive support continues to be provided to applicants throughout the licensing process.</p>
Anti-racism and inclusion-based policies and practices	Yes	<p>CMRITO has continued to provide Council and Committee members with education and training to improve understanding related to DEI. Through our partnership with the Canadian Centre for Diversity and Inclusion (CCDI) the CMRITO continues its learning journey to build a more inclusive Canada by bringing together and supporting people through thought leadership and education. This year the Fairness Commissioner for Ontario, Dr. Irwin Glasberg, delivered a workshop about the work of the OFC to all CMRITO staff, Council and Committee members. In 2024, the CMRITO also hosted an in-person education workshop for the Registration Committee related to risk based and right touch regulation.</p>

C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third-party service provider(s)	Yes	<p>The CMRITO continues to use the same third-party agencies to deliver on its mandate. The two national professional associations deliver the national certification examinations. Under the new Ontario Regulation 31/24, an applicant must successfully complete the examination(s) set or approved by the Council in one or more of the specialties. This requirement is non-exemptible. The College Council has approved the certifying examinations of these national associations by policy for this purpose. The Canadian Association of Medical Radiation Technologists (CAMRT) is the national professional association for medical radiation technologists. The CAMRT examination approved by the CMRITO College Council are the national examinations for radiography, nuclear medicine, radiation therapy and magnetic resonance. The CAMRT sets and administers the certification examination for all provinces in Canada, except Quebec. Sonography Canada is the national professional association for diagnostic medical sonographers. The Sonography Canada examinations approved by the CMRITO Council are the national examinations for diagnostic medical sonographers. Sonography Canada sets and administers the certification examinations for all provinces in Canada, except Quebec. The CMRITO has confidential written agreements with both these providers that include several measures to ensure accountability of the third-party providers. The agreements with all providers set out expectations for both parties in accordance</p>

		with the RHPA and the Health Professions Procedural Code and include provisions to ensure privacy and confidentiality, and transparency, objectivity, impartiality, and fairness in their assessment processes. Part of the expectations outlined in the contracts is the requirement for each of these third-party agencies to provide an annual technical evaluation report that has been validated by experts in psychometrics, to ensure the validity and reliability of the examinations and to confirm the integrity of the examination has been maintained. The agreements were reviewed in 2024 in light of the changes to the registration regulation.
Accreditation of educational programs	No	
Mutual recognition agreements	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Emergency registration plans	No	
Technological or digital improvements	Yes	The CMRITO, through its continuous quality improvement strategies, strives to gain ongoing operational efficiencies and continues to seek opportunities to increase the use of technology to improve processes. In 2024, the CMRITO implemented changes to the College database to be able to track service times on applications that have been submitted.

		These changes were made to be in compliance with new legislation that set out timelines for regulators in processing applications and to facilitate monitoring and the quarterly reporting to the Ministry of Health related to this data.
Steps to address labour shortages in the profession or trade	Yes	<p>The CMRITO is not directly involved in monitoring labour market trends and does not undertake recruitment activities to increase the number of applicants who apply for registration. The CMRITO registration processes are responsive to demand, and the organization adjusts resources as necessary to be able to accommodate any increased demand and maintain the efficiency of its registration processes. As part of our ongoing collaboration with sector partners, the CMRITO routinely engages with educational programs, for example, The Michener Institute for Education at UHN and Mohawk College to support the development of new programs. In 2024, Mohawk College has been developing alternate delivery options for students in radiography and diagnostic medical sonography programs. These alternate delivery models are designed to expedite program completion with the goal of increasing the number of qualified medical radiation technologists and diagnostic medical sonographers available to provide services to the patients of Ontario. More information can be found here:</p> <p>https://www.mohawkcollege.ca/about/news/blogs/how-to-choose-medical-radiation-sciences-729-vs-radiography-740-or-sonography-750 The Michener institute launched their new entry to practice program in magnetic resonance, the first of its kind in Ontario in 2024. https://michener.ca/program/magnetic-resonance-imaging-1st-discipline/ A Ministry of Health initiative that the CMRITO supports annually is the provision of health human resource data to the Health Professions Database. The CMRITO collects data from registrants each year and submits this data annually.</p>

		<p>The data is used for data modelling and human resource planning. The CMRITO also voluntarily provides data to the Canadian Institute for Health Information (CIHI), also on an annual basis, on the workforce for medical radiation and imaging technologists. This information is provided to facilitate health human resource planning. One of the initiatives CMRITO has taken to be informed about labor market trends, is to maintain active collaborations with the approved educational programs and, through participation on their program advisory councils maintain awareness of emerging labor market trends. These program councils include employers as important stakeholders. The CMRITO sits on the Program Advisory Councils for several educational programs. Through this mechanism the College is engaged in program planning to ensure adequate numbers of qualified competent professionals. The CMRITO also provides data to educational programs about student registrations and employment for analysis, and to facilitate labor market assessments and program planning.</p>
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7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year.

A. Race-based data collected

	Race-based data collected?
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	(Yes or No)
Members	No
Applicants	No

Additional description:

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B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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C. Languages of service provision

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	No
Other (please specify)	

D. Membership Profile

Profession Name	Total Number of Members
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Medical Radiation and Imaging Technologist	12117
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Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	12117	1153

Gender	Number of Members
Male	2736
Female	9370
X (includes trans, non-binary, and two-spirit people)	11

Jurisdiction of Initial Training	Number of Members
Ontario	10412
Other provinces and territories	551
United States	77
Other International	1077

Country of Initial Training	Number of Members
Canada	10963
Iran	193
Pakistan	175
India	134
Philippines	96
United States of America	77
United Kingdom	52
China	41

Hong Kong	40
Bangladesh	34
Jamaica	23
Egypt	22
South Africa	22
Israel	17
Lebanon	16
Sri Lanka	14
Nepal	11
Trinidad and Tobago	10
Other Countries	177

Official language of preference	Number of Members
English	12013
French	104

Racial identity (optional)	Number of Members
Not collected	12117

E. Data Notes

Please note that the total for "other countries" in A.4 includes countries where there are less than 5 registrants from those countries. Our data standards do not permit listing data values that are less than 5

F. Applicant Profile

Profession Name	Total Number of Applicants
Medical Radiation and Imaging Technologist	1117

Gender	Number of Applicants
Male	299
Female	818

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	654	77
Other provinces and territories	46	4
United States	9	9
Other International	408	351
Other/not collected		

Country of Initial Training	Number of Applicants
Canada	700
Iran	107
India	82
Pakistan	52
Nigeria	10
Sudan	10
Nepal	9
United States of America	9
Egypt	8
China	8
Kenya	7
Afghanistan	5
Other Countries	68

Philippines	42
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Official language of preference	Number of Applicants
English	1103
French	14

Racial identity (optional)	Number of Applicants
Not collected	1117

G. Data Notes

Please note that the total for "other" in B.5 includes countries where there are less than 5 registrants from those countries. Our data standards do not permit listing data values that are less than 5.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	656	0	19
Other provinces and territories	37	0	4
United States	1	0	5
Other International	186	1	80
Other/not collected	0	0	2

I. New Registrants

For the 2024 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	778	165

J. Data Notes

For the data values in B.7 please note that the "withdrawn "group includes all applications that expired in 2024. Applicants typically have five years from the date they completed their educational program in medical radiation and imaging technology OR five years from the last date they engaged in practice in the profession of medical radiation and imaging technology to complete all remaining requirements for registration as set out in the Registration Regulation. The applications that have expired in 2024 therefore may relate to applications that were submitted as early as 2019. Applications in the "successful" group include applicants who became registered or who met all the registration requirements and became eligible for registration. For the descriptor for the data values in B.8 please note that the CMRITO received 1117 new applications in 2024 and registered 778 new registrants.

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	7	0
Other provinces and territories	2	0
United States	9	0
Other International	391	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals

Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Applicant does not meet the requirements for registration by the application expiry date	109
2. The program completed outside Canada was not substantially similar	1

L. Data Notes

Please note that for B.10 that all international applications are subject to an internal review for the CMRITO Registration Committee to determine if the educational program completed by an applicant is substantially similar, but not equivalent, to one of the approved programs in Ontario. No decision has been made on these applications prior to the review by the Registration Committee. Should an applicant not agree with the decision of the Registration Committee they are then able to appeal their decision and apply for an external review to the Health Professions Appeal and Review Board (HPARB). For B.12 Applicants typically have five years from the date they completed their educational program in medical radiation and imaging technology OR five years from the last date they engaged in practice in the profession of medical radiation and imaging technology to complete all remaining requirements for registration as set out in the Registration Regulation. The reasons why an applicant may not meet the registration requirements in the provided timeframe are many and varied and are not provided to the CMRITO by applicants.

Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.