

College of MEDICAL RADIATION and IMAGING  
TECHNOLOGISTS of Ontario  
**2023 Fair Registration Practices Report**

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**Prepared for the Office of the Fairness Commissioner (OFC)**



**FAIRNESS** COMMISSIONER  
COMMISSAIRE À L'ÉQUITÉ

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Glossary of terms

# 1. Background

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

“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 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA 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 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

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.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC's enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

## 2. Organization information

<b>Organization name</b>	College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario
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For questions about this report, please contact:

<b>Name</b>	Caroline Morris
<b>Job Title</b>	Deputy Registrar & Registration Director
<b>E-mail</b>	caroline.morris@cmrito.org

## 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):

<b>Profession/ Trade Name</b>	Medical Radiation and Imaging Technologist
<b>Academic requirement</b>	The CMRITO Registration Regulation can be found here: <a href="https://www.ontario.ca/laws/regulation/930866">https://www.ontario.ca/laws/regulation/930866</a> . The education requirements are set out in sections 4.(1)1 or 4.1(1) or 4.2(1). All applicants must have successfully completed a medical radiation technology program in one or more of the specialties where the program is: i. offered in Ontario and listed in Schedule 1 of the registration regulation or are offered in Ontario and have been approved by the CMRITO Council by policy to be equivalent to a

	<p>program listed in Schedule 1. The approved programs can be found at this link.  <a href="https://www.cmrito.org/applicants/approved-educational-programs/">https://www.cmrito.org/applicants/approved-educational-programs/</a> All of the approved programs are accredited by Accreditation Canada. The programs that are accredited can be found at this link.  <a href="https://accreditation.ca/assessment-programs/health-education-accreditation/programs/">https://accreditation.ca/assessment-programs/health-education-accreditation/programs/</a> ii. offered outside Ontario and considered by the Council to be equivalent to one of the approved programs in Ontario. All of these programs are offered in another province in Canada and are also accredited by Accreditation Canada. iii. offered outside of Canada and considered by the Registration Committee to be substantially similar to, but not equivalent to, one of the approved programs in Ontario. Examinations The Registration Regulation in 4.1(1)2, 4.1(1)2 and 4.2(1)2 requires that the applicant must have successfully completed the examination set or approved by the Council in one or more of the specialties. 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 the examinations of the Canadian Association of Medical Radiation Technologists (CAMRT) in the specialties of radiography, nuclear medicine, magnetic resonance, radiation therapy and the examinations of Sonography Canada for diagnostic medical sonography.</p>
<p><b>Experience requirement</b></p>	<p>The Registration regulation in sections 4.1(1)3 and 4.1(5), 4.1.(1)3 and 4.1.(1)5, 4.2(1)3 and 4.2(1)3 requires that an applicant must have</p>

	<p>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. 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 Ontario 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 30-40 of this application guide. <a href="https://www.cmrito.org/pdfs/application-guides/international-application-guide.pdf">https://www.cmrito.org/pdfs/application-guides/international-application-guide.pdf</a></p>
<p><b>Language requirement</b></p>	<p>The registration regulation in section 3.(1)5 requires that an applicant must be able to speak and write either English or French with reasonable fluency. The CMRITO Registration Committee accepts the following as 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 score of 21 in speaking; or • paper-based TOEFL with a minimum score of</p>

	<p>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><b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b></p>	<p>Good character requirements Section 3.(1)1 of the registration regulation sets out the good character requirements for all applicants. Applicants must provide details of any of the following that relate to the applicant: i. A finding of guilt for a criminal offence or of any offence related to the regulation of the practice of the profession. ii. A current investigation involving an allegation of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession, or in another jurisdiction in relation</p>

	<p>to the profession or another health profession.</p> <p>2. The applicant must not have been the subject of a finding of professional misconduct, incompetency or incapacity in relation to the profession or another health profession, either in Ontario or in another jurisdiction.</p> <p>3. The applicant must not currently be the subject of a proceeding involving an allegation of professional misconduct, incompetency or incapacity in relation to the profession or another health profession, either in Ontario or in another jurisdiction.</p> <p>4. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant, i. will practise medical radiation technology with decency, honesty and integrity, and in accordance with the law, ii. does not have any physical or mental condition or disorder, that could affect his or her ability to practise medical radiation technology in a safe manner, and iii. will display an appropriate professional attitude.</p> <p><b>Citizenship Requirement</b> The registration regulation in Section 3.(1).6 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.</p> <p><b>Jurisprudence Requirement</b> The registration regulation in Section 3.(1).7 requires that the applicant must successfully completed a course in jurisprudence set or approved by the College.</p>

**4. Third party assessments**

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

<b>Organization name</b>	<b>Function</b>
Sonography Canada	Competency-based assessment
Canadian Association of Medical Radiation Technologists	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 for substantial similarity to one of the approved programs in Ontario. 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 Ontario Regulation 866/93, an applicant must successfully complete the examination(s) set or approved by the Council in one or more of the specialties. The College 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 all providers set out expectations for both parties in accordance 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. As all applicants from the CMRITO are assessed by the Registration Committee, service timelines are not relevant as no applications are evaluated by the third-party provider. There are also no restrictions on the number of available exam seats. Both examination providers are required to have an appeal mechanism and the information for the process is included 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>In 2023 all health colleges were required by legislation to have an emergency class of registration. This emergency class aims to address temporary health human resources shortages during emergencies such as the COVID-19 pandemic. To establish an emergency class of registration, CMRITO amended its Registration Regulation. The CMRITO staff have developed an application form and guide for this class of registration, which will be made available on our website when/if an emergency is declared, and the class of registration opens.</p>
2	<p>The CMRITO Registration Committee added 4 additional language fluency tests to the list of tests available to applicants to demonstrate their fluency in English or French. The additional tests are: • 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. These tests are also approved by Immigration Canada for use by new immigrants coming to Canada. Adoption of these tests reduces the costs to applicants.</p>
3	<p>The CMRITO in 2023 has continued with our journey to foster diversity, equity and inclusion in all CMRITO processes and programs. The 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. In 2023, Raj Anand, LLB, a senior civil litigation, administrative and human</p>

	rights lawyer and a former bencher of the Law Society of Ontario developed and delivered a workshop on human rights legislation to all CMRITO staff, Council and Committee members. In 2023, the CMRITO also developed and delivered education and training for all registration staff on unconscious bias using some of the excellent resources from CCDI.
4	The Registration Committee continues to seek opportunities to streamline the process for applicants to meet the registration requirements. In 2023, the Registration Committee implemented a policy approved late in 2022 (Policy 10.20 Work Authorization Exemption) to exempt all applicants from the requirement to provide proof that they are authorized to work in Canada. This policy change assists applicants who are applying for registration from a location outside of Canada. There is often a loop created in the immigration processes (e.g. Provincial Nominee Program) where an applicant needs to demonstrate that they are registered with the regulator to be approved for immigration, but the regulation requirement is that an applicant cannot be registered until they provide proof that they are either a Canadian citizen, permanent resident or authorized under the Immigration and Refugee Protection Act to practise the profession. This policy exempts applicants from this requirement for the purposes of registration.

**B. Risks and Mitigations**

<b>Risk</b>	<b>Mitigation Measure</b>
In 2023, similar to most other health professions, labour market supply issues for MRITs continues to present challenges for healthcare settings. While the CMRITO is not directly involved in monitoring labour market trends and	The specific activities that CMRITO has consulted on with respect to labour market supply in 2023 to mitigate the risk are: 1. Provided advice and support to the Ontario Health Provincial Medical Imaging Health Human Resources (HHR) subcommittee who provide recommendations to the Ministry of Health and training institutes on strategies to better align health human resources with diagnostic imaging operational needs across Ontario. 2. Engaging with some of the educational programs, including The Michener Institute for Education at UHN and Mohawk College to support the development of new programs. • Mohawk College launched a corporate training program in magnetic resonance imaging that included several employers sponsoring employees to attend an expedited accredited

<p>does not undertake recruitment activities to increase the number of applicants who apply for registration the CMRITO has been an active participant in seeking solutions with other industry partners and stakeholders.</p>	<p>program to increase the number of magnetic resonance imaging technologists qualified to provide services to the patients of Ontario.  <a href="https://www.mohawkcollege.ca/sites/default/files/accessible-pdf/centre-for-professional-advancement/MRI-One-Pager.pdf">https://www.mohawkcollege.ca/sites/default/files/accessible-pdf/centre-for-professional-advancement/MRI-One-Pager.pdf</a> • The Michener institute developed a new entry to practice program in magnetic resonance, the first of its kind in Ontario, which started to accept students in 2024.  <a href="https://michener.ca/program/magnetic-resonance-imaging-1st-discipline/">https://michener.ca/program/magnetic-resonance-imaging-1st-discipline/</a> • Mohawk College developed several new programs for international applicants to provide additional support and orientation to the Canadian healthcare environment, and assist with examination preparation and integration in the workforce. 3. Submitting health human resource data to the Health Professions Database and CIHI. The data is used for data modelling and human resource planning. 4. 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 facilitate labour market assessment and program planning.</p>
<p>The CMRITO has experienced a significant increase in the volume of international applicants applying for registration in the 2022-2023 period. This has resulted in an increase in the timelines for issuing decisions to applicants. The</p>	<p>The Registration Committee continued to meet with increased frequency in 2023 to meet the demand and continued the use of smaller panels of the Committee to be able to review an increased number of applications at each meeting. The Registration Committee also continued the electronic approval process for issuing Decisions, Orders and Reasons on all applications that were reviewed. In addition to process and technology improvements that were implemented to improve efficiency, the CMRITO Council determined that additional staffing resources were necessary to manage the increased volumes. In 2023 a new registration staff position was created and new staff were recruited and trained.</p>

current timelines are 4-6 months.	
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## 6. Changes to registration practices

During the January 1 to December 31, 2023 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	In 2023 all health colleges were required by legislation to have an emergency class of registration. This emergency class aims to address temporary health human resources shortages during emergencies such as the COVID-19 pandemic. To establish an emergency class of registration, CMRITO amended its Registration Regulation. Council policies (for the approval of supervisors and identifying the approved jurisdictions for registration) to facilitate the registration of applicants have been developed and approved by Council. These policies have been posted on the CMRITO website. Should an emergency be declared by the Minister of Health or by Council, qualified applicants who meet the requirements in the Council policies will be able to access an expedited registration process to register in the emergency class of registration.

New or consolidated class of certificates or licenses	Yes	A new additional class of registration - Emergency Class was added to the Registration Regulation.
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	Yes	The CMRITO has continued to see increased volumes of applications for registration. Despite increasing the staffing complement, and continuing to increase the use of technology to facilitate process improvements, there has been an increase in the timelines to process a complete application from 3-4 months to 4-6 months.
Registration and/or assessment fees	No	
Changes to internal review or appeal process	No	
Access by applicants to their records	No	

**B. Training, policy and applicant supports**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Training and resources for staff	Yes	The education, training and supports for CMRITO staff who deal with registration issues is

<p>who deal with registration issues</p>		<p>ongoing. This education has included an orientation to the legislation and applicable regulations, 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 2023 also had several learning activities to increase understanding and promote conversations about inclusion, diversity, equity, and accessibility. The CMRITO IDEA team has hosted education sessions for staff and developed an internal webpage with links to the CCDI resources that are available through our partnership.</p>
<p>Resources or training to support applicants to move through the licensing process</p>	<p>Yes</p>	<p>The CMRITO as part of its continuous improvement strategy in 2023 continued to update the website with information on resources that are available to applicants. The page can be found at this link. <a href="https://www.cmrito.org/applicants/international-applicants/resources-for-applicants/">https://www.cmrito.org/applicants/international-applicants/resources-for-applicants/</a>. The CMRITO prides 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</p>

		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.
Anti-racism and inclusion-based policies and practices	Yes	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 Raj Anand, LLB, a senior civil litigation, administrative and human rights lawyer and a former bencher of the Law Society of Ontario developed and delivered a workshop on human rights legislation to all CMRITO staff, Council and Committee members. In 2023, the CMRITO also developed and delivered education and training for all registration staff on unconscious bias using some of the excellent resources from CCDI.

**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of third-party service provider(s)	Yes	The third-party agencies that the CMRITO uses to deliver on its mandate are the two national professional associations who deliver the national certification examinations. Under

	<p>Ontario Regulation 866/93, an applicant must successfully complete the examination(s) set or approved by the Council in one or more of the specialties. 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 is the national examination 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 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</p>
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		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 review of these agreements with the exam providers was begun in 2023.
Accreditation of educational programs	No	
Mutual recognition agreements	No	

**D. Responsiveness to changes in the regulatory environment**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Emergency registration plans	Yes	In 2023 all health colleges were required by legislation to have an emergency class of registration. This emergency class aims to address temporary health human resources shortages during emergencies such as the COVID-19 pandemic. To establish an emergency class of registration, CMRITO amended its Registration Regulation. A detailed transition plan for the emergency class of registration will be enacted once an emergency is declared by the Minister of Health or by Council and more information about the nature of the emergency is known. Council policies (for the approval of supervisors and identifying the approved jurisdictions for registration) to facilitate the registration of applicants have been developed and approved by Council. These policies have been posted on the CMRITO website. An application form with a detailed application guide to provide information for applicants will be available when an emergency is declared and the class of registration is opened. Additional content has been posted on the

		CMRITO website to provide information about this class of registration. Larger IT system changes to automate the application process are under development. The CMRITO will assess resourcing needs when, and if, this class of registration is opened and adjust accordingly.
Technological or digital improvements	Yes	The CMRITO through operational efficiencies and expanded use of technology has been able to process an increased volume of applications for registration. The CMRITO has continued with the document management and validation processes that have expedited the application process for applicants, while still maintaining the integrity of the document validation processes. Further efficiencies in the process to assist applicants and to prepare applications for the Registration Committee to review have been explored this year.
Steps to address labour shortages in the profession or trade	Yes	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. The specific activities that CMRITO has consulted on with respect to labour market supply in 2023 are: 1. Ontario Health led a Provincial Medical Imaging Health Human Resources (HHR) subcommittee to perform an updated assessment and provide advice and recommendations to the Ministry of Health and training institutes on strategies to better align health human resources with diagnostic imaging operational needs across Ontario. Two CMRITO representatives provided advice and support to this subcommittee. Details of the deliverables are included in the confidential appendix. 2. As part of our ongoing collaboration with sector partners, the CMRITO routinely engages with some of the educational programs, including The Michener Institute for Education at UHN

	<p>and Mohawk College to support the development of new programs. • Mohawk College has successfully launched an expedited corporate training program in magnetic resonance imaging that included several employers sponsoring employees to attend an expedited accredited program to increase the number of magnetic resonance imaging technologists qualified to provide services to the patients of Ontario.</p> <p><a href="https://www.mohawkcollege.ca/sites/default/files/accessible-pdf/centre-for-professional-advancement/MRI-One-Page.pdf">https://www.mohawkcollege.ca/sites/default/files/accessible-pdf/centre-for-professional-advancement/MRI-One-Page.pdf</a> • The Michener institute has been approved this year to offer a new entry to practice program in magnetic resonance, the first of its kind in Ontario, which will start to accept students in 2024.</p> <p><a href="https://michener.ca/program/magnetic-resonance-imaging-1st-discipline/">https://michener.ca/program/magnetic-resonance-imaging-1st-discipline/</a> • Mohawk College is also developing several new programs for international applicants to provide additional support and orientation to the Canadian healthcare environment, assist with examination preparation and integration in the workforce.</p> <p>3. 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. The data is used for data modelling and human resource planning.</p> <p>4. 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.</p> <p>5. One of the initiatives CMRITO has taken to address labour market trends, is to maintain active collaborations with the approved educational programs and, through participation on the program advisory councils maintains awareness of emerging labour market trends. These program councils include employers as important stakeholders. The CMRITO sits on the Program Advisory</p>
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		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 programs about student registrations and employment for analysis, and to facilitate labour market assessment and program planning.
Other	No	

## 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

	<b>Race-based data collected? (Yes or No)</b>
Members	No
Applicants	No

Additional description:

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### B. Other identity-based or demographic data collected

	<b>Other identity-based or demographic data collected? (Yes or No)</b>

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
Medical Radiation and Imaging Technologist	11732

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	11732	1058

Gender	Number of Members
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Female	9078
Male	2646
X (includes trans, non-binary, and two-spirit people)	8

Jurisdiction of Initial Training	Number of Members
Ontario	10120
Other provinces and territories	554
United States	80
Other International	978

Country of Initial Training	Number of Members
Australia	10
Bangladesh	35
Canada	10674
China	75
Egypt	18
Guyana	6
India	114
Iran	162
Iraq	5
Israel	17
Jordan	6
Nepal	9
Nigeria	8
Pakistan	161
Philippines	82
Poland	9
Russia	6
Serbia	7
South Africa	25
South Korea	9
Sri Lanka	14
Sudan	6

Trinidad and Tobago	10
United Kingdom	60
United States of America	80
Saudi Arabia	5
Other Countries	119

Official language of preference	Number of Members
English	11626
French	106

Racial identity (optional)	Number of Members
Not collected	11732

## E. Data Notes

Please note that the total for "other countries" in A.4 includes 52 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	<b>1055</b>

Gender	Number of Applicants
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Male	287
Female	768

<b>Jurisdiction of Initial Training</b>	<b>Applications received in 2023</b>	<b>Applications with decisions pending</b>
Ontario	655	120
Other provinces and territories	52	4
United States	9	4
Other International	339	156

<b>Country of Initial Training</b>	<b>Number of Applicants</b>
Canada	702
Philippines	60
Iran	83
Pakistan	41
Hong Kong	15
United States of America	9
Nepal	7
Egypt	6
Bangladesh	5
Other Countries	78
India	49

<b>Official language of preference</b>	<b>Number of Members</b>
English	1049
French	6



<b>Racial identity (optional)</b>	<b>Number of Members</b>
Not collected	1055

### **G. Data Notes**

Note that for Question B.3 the "other countries" includes 45 countries where less than 5 applications have been submitted. Our data standards do not permit providing record level data for values less than 5.

### **H. Application Decisions**

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

<b>Jurisdiction of initial training</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>Withdrawn</b>
Ontario	545	0	86
Other provinces and territories	47	0	48
United States	9	0	0
Other International	118	1	144

### **I. New Registrants**

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

<b>Class of registration</b>	<b>Total new registrants by class</b>	<b>Number of internationally educated registrants</b>
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Full / General/ Independent Practice	703	126
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## J. Data Notes

For the data values in B.7 please note that the "withdrawn "group includes all applications that expired in 2023. 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 2023 therefore may relate to applications that were submitted as early as 2018. 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 1055 new applications in 2023 and registered 703 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
Other International	311	0
Ontario	2	0
Other provinces and territories	2	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
Other International	0	0
Ontario	0	0
Other provinces and territories	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	144

## L. Data Notes

Please note that for B.10 that all international applications are subject to an internal review in order 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 the applicants.

## 8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A.** Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B.** Streamline language proficiency testing requirements.
- C.** Provide for the continuity of registration processes during emergency situations.

**D. Set registration time limits. (FARPACTA only)**

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario has made the following changes to comply with these new legal obligations:

**A. Canadian Experience**

**Change required: No changes required**

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).



**B. Language Proficiency Testing**

**Change required: Yes**

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

The CMRITO Registration Committee has approved the addition of four additional language fluency tests to include all tests accepted for immigration purposes to satisfy the language proficiency requirements.

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada

- Other language proficiency tests
- Education in English or French

## **C. Emergency Registration**

### **Change required: Yes**

College of MEDICAL RADIATION and IMAGING TECHNOLOGISTS of Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

To establish an emergency class of registration, CMRITO amended its Registration Regulation.

## 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.