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Notice of Election 2017

Last year, CMRTO held its first online election of members to Council. We received lots of positive feedback from members who found the process to be quick and intuitive. Since everything was done online it meant there were no spoiled ballots, so every vote counted!

The CMRTO will hold elections in Districts 3 and 6 on April 5, 2017. Members who are eligible to vote in these districts were sent an email on November 30, 2016 detailing the online election process. Nomination forms giving all interested and eligible MRTs the opportunity to stand for election in 2017 were emailed on December 6, 2016.

District 3 (Central District, Radiography) is composed of the geographic area within the territorial boundaries of the Regional Municipalities of Durham, Peel and York, the Counties of Haliburton, Northumberland, Peterborough and Simcoe, the City of Kawartha Lakes and the City of Toronto.

District 6 (Nuclear Medicine) includes all of the Province of Ontario.



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radiation médicale
de l'Ontario

For more information about the CMRTO Council, the election process or electoral districts, please visit the CMRTO website at www.cmrto.org or send your questions to communications@cmrto.org.

Call for nominations

If you are an MRT practising or living in Districts 3 or 6, then you may run for election to Council or nominate a colleague.

Council members participate in ensuring the CMRTO meets its obligations, and in setting policies which regulate the profession in the public interest. Participation on Council and its committees is a commitment that brings with it challenge, personal and professional growth, and collaboration. It is a rewarding opportunity to learn about the profession and regulation and make a contribution to the public of Ontario. The most important attributes are an ability to address issues in the public interest and a willingness to commit the required time, effort, energy and enthusiasm.

More information on the election process and the work of Council can be found on the CMRTO website.

Quality Assurance (QA) update

2016 QA Portfolio submission deadline

Each year, each member of the CMRTO is required to complete the QA Portfolio and complete and record at least 25 hours of continuing education and professional development activities.

This means that even if you haven't been randomly selected to submit your QA Portfolio to the QA Committee for assessment, you must still complete your QA Portfolio. The QA year runs from January 1 to December 31.

This year, the 702 randomly selected MRTs (10% of the total CMRTO membership) were notified by a letter dated April 15, 2016, (and by email on May 12, 2016) telling

them of the requirement to submit their QA Portfolio for the year January 1 – December 31, 2016 to the QA Committee for assessment, no later than January 6, 2017.

Submitting your QA Portfolio to CMRTO

If you have been notified that you're required to submit your QA Portfolio to the QA Committee for assessment, you can submit your QA portfolio online by ePortfolio. The 2016 ePortfolio is available for your use through the members' section of the CMRTO website.

You will find the 'Submit to CMRTO' button in the 'Summary' tab found in the upper left portion of your ePortfolio screen. When your ePortfolio is complete and ready for submission, click the 'Submit to CMRTO' button.

After submission, your 2016 ePortfolio will be locked and information cannot be entered or deleted. Once the QA Committee or an assessor appointed by the QA Committee has assessed it, and it has been determined that it meets the requirements of the QA program, your ePortfolio will be unlocked giving you access to your data again. The CMRTO will no longer have access to your ePortfolio and will not keep a copy.

CMRTO's QuickQA app

Have you downloaded the CMRTO's QuickQA app yet?

The QuickQA app is a fast and easy way to document your continuing education and professional development activities anytime and anywhere! And it's free to all MRTs! Once you've filled in an activity, you can upload it to your QA ePortfolio when you're connected to the internet. To get more information about the QuickQA app and instructions on how to download it visit the Quality Assurance program section of the CMRTO website and click on 'The QuickQA app'.

If you have any questions about the QuickQA app or the QA program, please contact the CMRTO by phone at 1.800.563.5847 or 416.975.4353 or email at qa@cmrto.org.

Multi-source Feedback (MSF) 2016

Each year, as part of its QA program, the CMRTO randomly selects a number of MRTs to undergo a peer and practice assessment by means of a multi-source feedback (MSF) system.

On June 6, 2016, CMRTO mailed MSF packages to the 216 MRTs who were randomly selected. If you underwent a peer and practice assessment, your report is being developed and will be sent to you by the end of December.

Strategic planning session

The current CMRTO strategic plan ends on December 31, 2016.

In September, the CMRTO Council met for a strategic planning session to develop a new strategic plan for the next five years. The new strategic plan will be released on the CMRTO website after the final version has been approved by Council.

COMMITMENT TO EXCELLENCE 2014-2016 STRATEGIC PLAN

MISSION

The mission of the CMRTO is to regulate the profession of medical radiation technology to serve and protect the public interest

VISION

The CMRTO is a future-focused, responsive, collaborative regulator committed to excellence

STRATEGIC GOALS

Facilitate the safe use of new and changing diagnostic and therapeutic technologies by MRTs

Contribute to quality patient care and treatment through leadership and collaboration

Increase awareness and understanding of the role of the CMRTO through communications with the public and members

ENABLING GOALS

Demonstrate excellence in governance and leadership

Ensure sufficient organizational capacity

Nurture productive relationships to support the mission, vision and strategic goals

VALUES

Integrity | Fairness | Respect | Professionalism

The CMRTO believes strategic planning is at the core of successful management of a regulatory college in order to ensure it meets its mission to serve and protect the public interest through the regulation of MRTs.

Every three years, CMRTO Council works closely with staff to develop a plan to guide the CMRTO's activities and decisions for the subsequent three years. The plan takes into account the impact of technological advances on our profession, changes in our professional practice, initiatives needed to improve our ability to protect the public, and anticipated legislative progress.

Our approach has been to define these plan elements under a number of overarching objectives, with specific strategies for achieving each objective. This strategic plan is then debated and approved by Council before implementation.

Outlined below are the central objectives of the 2014-2016 plan that have guided us for the past three years. Because transparency is an important part of the CMRTO values, we are also providing a summary report on what we have accomplished in meeting the objectives and strategies set out in the 2014-2016 Strategic Plan.

We do want to point out that these objectives, strategies and actions are only part of the ongoing programs and activities engaged in by the CMRTO in meeting its mandate to protect the public.

Objective: Facilitate the safe use of new and changing diagnostic and therapeutic technologies by MRTs

Strategy: Review the regulatory framework for medical radiation technology relative to new and changing diagnostic and therapeutic technology

Actions:

Participated in the Alliance of Medical Radiation Technologists Regulators of Canada's (AMRTRC) survey and review of hybrid imaging practice by MRTs; reviewed and approved Canadian Association of Medical Radiation

Technologists (CAMRT) national competency profiles as the basis for accreditation of the educational programs and for the CMRTO approved certification examination

Strategy: Facilitate members' means to acquire the necessary knowledge, skills and judgement to practice safely with new technologies

Actions:

Developed and distributed 'What you must know about... professional accountability'; and collaborated with the Michener Institute for Applied Health Sciences on development of updated nuclear medicine educational program

Strategy: Be a resource for public policy regarding the use of existing and new diagnostic and therapeutic technologies

Actions:

Participated in the Ministry of Health and Long-Term Care (MOHLTC) review of *Healing Arts Radiation Protection Act*; and in the Health Professions Regulatory Advisory Council (HPRAC) consultation on the application for the regulation of diagnostic medical sonographers by Ontario Association of Medical Radiation Sciences (OAMRS)

Objective: Contribute to quality patient care and treatment through leadership and collaboration

In addition to the Registrar & CEO participating in Diagnostic Imaging Committee of Health Quality Ontario, and the CMRTO commenting on and participating in a review of proposed legislative changes, the CMRTO undertook the following strategies.

Strategy: Promote collaborative care in medical radiation technology by supporting MRTs to practice effectively within inter-professional care (IPC) teams

Actions:

Developed 'What you must know about...professional accountability', including IPC obligations; and presented it to MRTs in the Registrar's workshops around the province

Strategy: Continue to update the CMRTO Quality Assurance program for MRTs

Actions:

In addition to increasing the percentage of members undergoing random selection for annual audit of QA portfolios and MSF assessment, and appointing the director of QA as an assessor, the CMRTO developed and implemented:

- Revised and streamlined QA program for all four specialties
- Revised and streamlined QA Portfolio including electronic portfolio
- Developed and implemented a QA mobile app (QuickQA)
- Revised and streamlined multi-source feedback peer and practice assessment
- QA pin for all MRTs who have completed a QA assessment

Strategy: Contribute to MOHLTC and other agencies' initiatives in quality patient care

Actions:

Formed the Sonography Implementation Group and studied and developed recommendations for the proposed regulation of diagnostic medical sonographers with CMRTO

Objective: Increase awareness and understanding of the role of the CMRTO through strategic communications with the public, stakeholders and members.

Strategy: Enhance public awareness regarding the role of the CMRTO

Actions:

Developed and implemented patient information poster and brochure about the public register; collaborated with the Federation of Health Regulatory Colleges of Ontario (FHRCO) public awareness campaign; engaged public, patients and MRTs in workshops to develop patient communication guidelines, built a section of the website for public; improved transparency of public register of MRTs

Strategy: Enhance members' knowledge and understanding of their professional obligations and the role of the CMRTO in the regulation of the practice of the profession

Actions:

Developed 'What you must know about...communicating with patients' and patient communication guidelines and 'What you must know about...professional accountability'; implemented professional liability insurance requirements for MRTs; developed updated electronic Legislation Learning Package

Strategy: Refresh the CMRTO communications plan, including the redesign of the CMRTO website

Actions:

Built a new CMRTO website on a new platform using best practices and brought the management of the site in-house; integrated member services platform into the website; developed a CMRTO social media presence on Facebook, Twitter, and with a Registrar's blog; implemented electronic newsletter (Insights) and electronic communications with MRTs; implemented a new communications plan; senior management presented at many conferences and at the Registrar's workshops; established a physical presence with a new booth and staff at professional conferences

Objective: Demonstrate excellence in governance and leadership

Strategy: Maintain the effectiveness of the CMRTO Council and the statutory committees

Actions:

Developed an orientation manual for all Council and Committee members; developed governance tools including Council and Committee member code of conduct, decision-making in the public interest and required Council and Committee member competencies; conducted an education session at every Council meeting and annual education dinner; worked with Public Appointments Office to ensure continuity of public member appointments to Council;

implemented electronic elections for elected Council members; supported FHRCO in the development of regulatory education sessions and discipline orientation sessions; the CMRTO President and Vice President attended professional conferences and meetings; and developed and implemented Council meeting effectiveness evaluation process

Strategy: Develop and implement appropriate governance policies and processes

Actions:

Completed a governance review and implemented modified policy governance model; refined the CMRTO's committee structure and refined their accountabilities; created the Finance and Audit Committee; developed terms of reference for each Committee; refined and updated all CMRTO and Council policies; implemented a regular policy review process; and developed and implemented:

- A risk management framework
- Registrar & CEO annual performance review process

Strategy: Continue to demonstrate regulatory accountability, performance and compliance

Actions:

Changed corporate banking institution; implemented electronic banking; and developed and implemented a balanced scorecard policy and reporting tools to Council, dashboard for the website and financial reports to Council

Strategy: Develop and implement appropriate transparency initiatives

Actions:

Transparency Compliance Review and Regulatory Compliance Review conducted by Director of Professional Conduct; developed and implemented initiatives to strengthen transparency; approved transparency principles; reviewed and updated information available on the CMRTO website regarding the role and processes of the CMRTO under transparency review; reviewed public register and developed by-law changes, circulated proposed changes for comment, and approved and

implemented the changes to public register; and the Director of Professional Practice participated in MOHLTC transparency working group

Objective: Sustain sufficient organizational capacity

Strategy: Maintain an appropriate level of human resources, IT and infrastructure, finance, facilities

Actions:

Developed and implemented an annual review of HR policies, salary scales and staffing plan; recruited three new positions: Communications and Publications Administrator, IT Administrator, Professional Conduct Associate; developed the new position of Financial and Human Resources Manager; Director of Professional Practice obtained Master's in Leadership degree from Royal Roads University; recruited summer law student; continued with hardware and software replacement and upgrade plan, including accounting software; implemented SharePoint records management system; digitized member records and transitioned SharePoint records into cloud-based solution; maintained and refined annual budget planning and management, and managed and reviewed the CMRTO reserve fund

Objective: Nurture productive relations to support the mission, vision and strategic goals

Strategy: Work collaboratively with stakeholders and organizations to facilitate the regulation of medical radiation technology and to meet our strategic goals

Actions:

Worked collaboratively with stakeholders and organizations including involvement of the Director of Professional Conduct on a number of FHRCO Committees (including discipline orientation and policy), the Registrar & CEO acting as president of FHRCO and Executive Committee member, being a founding member of AMRTRC and acting as its secretary and president; and the CMRTO signed an agreement to be a full member of National Network for Medical Radiation Technology Organizations

Transparency update

After discussing proposed By-law No. 57, which was posted to the public consultation page of the CMRTO website from June 30 – September 6, 2016, and reviewing the comments received from MRTs and stakeholders during the consultation period, Council approved a revised version of the by-law at its meeting on December 9, 2016.

By-law No. 57 amends By-law No. 28 which sets out what information about MRTs the CMRTO collects, and what information is required to be posted to the public register. The amendments to By-law No. 28 will make additional information available on the public register effective January 1, 2017 including:

- Restrictions on a member's right to practise that result from an undertaking or agreement;
- Decisions of a Panel of the Inquires, Complaints and Reports (ICR) Committee that result in:
 - An oral caution being issued to a member (to be removed from the public register two years after the member appears to be cautioned); and/or
 - A Specified Continuing Education or Remediation Program (SCERP) (to be removed from the public register once the Registrar is satisfied that the member has successfully completed all requirements of the SCERP);
- A notation if a member agrees to resign to avoid a proceeding before the Discipline Committee or while a discipline proceeding was outstanding;
- Known registrations or licenses to practise the profession in another jurisdiction; and
- Known findings of professional misconduct or incompetence in other jurisdictions.

Council did not approve the additional information of a charge against a member relevant to the member's suitability to practise the profession, based on the responses received during the consultation. Council directed staff to conduct more research into this provision and will consider such again in the future.

The changes to By-law No. 28 have been approved by Council in an effort to increase transparency. In 2014, the Honourable Dr. Eric Hoskins, Minister of Health and Long Term Care, directed all health regulatory colleges in Ontario to make transparency a priority and make tangible strides to continually increase transparency in college processes and decision-making. The Minister noted that adjusting college processes and procedures may include amending existing by-laws.

Update on the proposed regulation of diagnostic medical sonographers

In reviewing the report of the Ministry of Health and Long-Term Care's Sexual Abuse Task Force (SATF), Council took special note of Recommendation 15B of the report which states 'Currently unregulated health care providers – for example, sonographers – need to be identified and assigned to an existing college for regulation in the interest of public safety....'

More than two years ago, the HPRAC recommended to the Minister of Health and Long-Term Care that diagnostic medical sonographers be regulated with the CMRTO.

Both the CMRTO and the OAMRS support HPRAC's recommendation, and believe it is in the public interest that diagnostic medical sonographers be regulated with CMRTO.

While the government has not yet indicated whether it will accept HPRAC's advice, the CMRTO governing Council recognized that extensive preparation will be required should the government proceed with the regulation of diagnostic medical sonographers. CMRTO looks forward to working with the MOHLTC to implement the government's directions should that come to pass.

Accreditation update

Last January, CMRTO and all the other national and provincial accreditation sponsors received notice from the Canadian Medical Association (CMA) that it is ending its Conjoint Accreditation Services effective February 2018. This change will have a significant impact for certifying bodies, regulators and educational institutions. The Allied Health Program Accreditation Working Group is actively searching for an alternative mechanism by which to accredit the educational programs when the CMA Conjoint Accreditation Program ends its services. A small subgroup developed a request for proposals that was distributed to interested organizations with responses received in September.

CMRTO will continue to provide updates to the educational programs and other stakeholders as this important work continues.

Suspended members

The following members' certificates of registration were suspended between September 1, 2016 and November 30, 2016, 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 CMRTO unless and until the suspension is removed.

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The mission of the CMRTO is to regulate the profession of medical radiation technology to serve and protect the public interest.

VISION: The CMRTO is a future-focused, responsive, collaborative regulator committed to excellence.

VALUES: Integrity | Fairness | Respect | Professionalism

Registrar & CEO Ms. Linda Gough

President Ms. Wendy Rabbie

Vice President Ms. Angela Cashell

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