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Wendy Rabbie
President

President's Message

Well, as they say, 'it's a wrap'. Not only is this annual report a 'wrap' of CMRITO's 2020 activities, but it is also my last report as CMRITO president. What a year it was and what a journey it has been.

It would be difficult to overstate the impact the pandemic has had on our lives both personally and professionally over the past year. CMRITO members around the province faced either reduction in hours, lay-offs or dramatically increased workloads as they took on new roles and new responsibilities within their facilities to care for patients and perform procedures during a world-wide pandemic. And, unfortunately, even in the early part of 2021, the COVID-19 pandemic remains an evolving situation with no immediate end in sight.

In the last year alone, the changes and challenges brought about by the pandemic have reshaped CMRITO on a level comparable to the transformation we experienced over the previous nine years that I have been part of the CMRITO Council. During that period of transformational change, we added over 4,000 new members and successfully regulated diagnostic medical sonography as a fifth specialty under the College. To be certain, that is a significant metamorphosis. So too is the transformation that has taken place since March 2020.

The CMRITO reacted to the pandemic quickly, compassionately and efficiently. It instituted new management measures, moved to working remotely, launched new technologies to facilitate new work methodologies and processes, shifted priorities, and enacted policies that ensured it met its obligation to protect the public, maintain operations, and to the extent possible support members.

Having said that, I would not want the events of the pandemic to eclipse how far the CMRITO has come over the past few years in meeting its mandate to protect the Ontario public interest.

So let me look back on what for me have been a few highlights of CMRITO's progress during my time as President.

Of course, as I mentioned above, the top of the list would have to be the registration of over 4,000 diagnostic medical sonographers as new members in our profession's fifth specialty. It was a Herculean effort and one that proved the success of competent and effectual communications and new delivery technologies to reach sonographers and members of the CMRITO's other specialties to ensure all knew of this new requirement and made diagnostic medical sonographers aware of their new accountabilities.

This was an extraordinarily complicated process that involved surveying all medical radiation technologists, diagnostic medical sonographers, other health professionals and members of the public throughout Ontario to obtain feedback regarding proposed revisions to the registration regulations and the standards of practice required for registering this new specialty within the CMRTO (as we were known at the time). We worked closely with the Ministry of Health as legislation and regulations were drafted, and consulted extensively with members of the profession, stakeholders, and the public. All of these activities took many, many hours and more Council meetings than I can remember, but without question, it was worth it. Now the public can be assured that all of the diagnostic medical sonographers registered with CMRITO have met the requirements to practice, are practising within the standards of practice, and have the same commitment to continuous education and professional development as all other health professionals under Ontario's regulatory college system.

While the integration of a fifth specialty transformed the College on a seismic scale, many other changes over the past nine years have had a similarly profound impact on the College, our members, and our ability to protect the public interest. These activities included revising the College's governance structure, redefining Council electoral districts for a more balanced Council composition, the move to a fully online application system, the creation of a five year strategic plan that mapped out our future growth and development, in-person workshops and information sessions held across the province, developing communication guidelines for members working with patients, two updates to the standards of practice, the creation of a

new QuickQA app to help members easily record their professional development activities, a new website, our name change, and the development of a new brand for the College to better represent the specialties we regulate and our role as a regulator, to name only a few.

So, after nine productive and rewarding years on Council, my term of office ends. It has been an immense pleasure to serve the public interest through Council and to work with CMRITO staff to bring about the changes touched on above. Before I leave, I wish to highlight the commitment, dedication and hard work of volunteer Council members, committee members, and CMRITO staff in protecting the public. It has been an honour to walk alongside you on this journey and witness firsthand the incredible transformation that has occurred within our College and our profession in such a short time. I am very proud of the work carried out by the CMRITO, and excited to see what other important initiatives and developments the future will bring.



Linda Gough
Registrar & CEO

Registrar & CEO's Message

In last year's annual report, we announced the College's new name — the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO) — and new protected titles for our profession. However, since the *Medical Radiation and Imaging Technology Act* was actually proclaimed on January 1, 2020, these changes are also included in this year's report.

Who could have guessed at the time that the proclamation of the Act and the excitement about our new name would very shortly be replaced by the anxiety and concern brought about by the COVID-19 global pandemic?

At the CMRITO we have dealt with many challenging issues and projects over the past few years, but the unique challenges of 2020 were unlike anything else any of us experienced previously. It has been a difficult year for members, both in their work and in their family lives. MRITs saw their hours slashed or increased exponentially at various points in the year, were asked to take on additional responsibilities outside their usual practice and went to work every day to deliver essential frontline care to patients in the face of the largest health threat of the past 100 years. 2020 was a demanding and overwhelming year for everyone, even health regulatory bodies, as we altered priorities, developed emergency policies, overhauled our workflows and implemented new technologies in record time to ensure we were able to meet our obligations to protect the public.

Nevertheless, I can confidently say from a regulatory and operations perspective that we moved forward on a variety of essential and important initiatives — even if they were mobilized from home desks or kitchen tables and conducted through remote online Council and statutory committee meetings.

While it was necessary to defer or cancel some important projects — notably our in-person province-wide professional practice workshops and strategic planning project — we were still able to carry out several initiatives designed to support the health care system and make things a little easier for our members during this turbulent time. For example, we were able to provide guidance and information to members on the multiple emergency orders issued by the Ministry of Health, educate decision-makers at the Ministry of Health on the role and essential clinical practice performed by MRITs, and launch an updated application to help members record their continuing education and professional development activities on the go — our QuickQA app.

Even more critical were urgent changes we made to the registration process to ease pressure on all MRITs who were working so hard to provide essential diagnostic and therapeutic procedures to patients, and to ensure the province had all the MRITs it needed during the state of emergency.

These changes were outlined in detail in our Fall issue of Insights and included streamlining the reinstatement process for previous members who resigned within the previous two years, suspending the late fee payment for members renewing their registration within three months after the due date, and issuing a one-time COVID-19 pandemic fee credit of \$90 to all active members.

Transitioning to a remote workplace and managing through a pandemic requires patience, focus, flexibility and, yes, a sense of humour.

But the strength of a team like the staff at CMRITO and the volunteer members of Council and the statutory committees is in our ability to keep things moving steadily forward even when uncertainty and competing priorities threaten to derail consequential work. While there is certainly a lot to remember about the past year, it is the incredible commitment, effort, and steadfastness of CMRITO staff, Council, committees, and members across the province throughout 2020 that will always stand out to me.

Report from Council

Council

Wendy Rabbie, President	MRT(R)	District 1 - radiography
Jay A. Neadles, Vice President	MRT(MR)(R)	District 4 - magnetic resonance
Angela Cashell	MRT(T)	District 2 - radiation therapy
Zainool Dhalla	DMS, MRT(R)	District 5 - diagnostic medical sonography
Yasir Khalid	MRT(T)	District 6 - member at large
Caitlin McCabe	Public Member	
Nilay Saha	Public Member	
Manjit Saini (Bhondhi)	Public Member	<i>(from December 17, 2020)</i>
Victoria Romero	Public Member	
Kieng Tan	MRT(T)	District 7 - academic councillor
Scott Tracze	Public Member	
Martin Ward	Public Member	
Sandra Willson	MRT(N)	District 3 - nuclear medicine

Executive Committee

Wendy Rabbie, President	MRT(R)	Council Member
Jay A. Neadles, Vice President	MRT(MR)(R)	Council Member
Angela Cashell	MRT(T)	Council Member
Nilay Saha	Public Member	Council Member <i>(from June 11, 2020)</i>
Martin Ward	Public Member	Council Member
Sandra Willson	MRT(N)	Council Member

The following is a summary of what has certainly been a unique, yet incredibly productive year for Council, its statutory committees and CMRITO staff.

The Medical Radiation and Imaging Technology Act

The *Medical Radiation and Imaging Technology Act, 2017* (MRIT Act) came into force on January 1, 2020, replacing the *Medical Radiation Technology Act, 1991* (MRT Act). The MRIT Act changed the name of the College to the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO) and changed the name of the profession to medical radiation and imaging technology to encompass the regulation of diagnostic medical sonographers by the College, which began in 2018.

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

The transformation into the CMRITO marked the end of a long journey to bring diagnostic medical sonographers into the same public protection framework as the other four specialties of medical radiation and imaging technology. The College's Council members and staff worked tirelessly to ensure the College's visual identity, website, and key publications, such as our Standards of Practice, Code of Ethics, and Quality Assurance Program reflect this important change. Further updates to other publications and resources continued throughout 2020.



CMRITO

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

COVID-19

The COVID-19 pandemic has had a profound impact on CMRITO members across the province. As the Ministry of Health spearheaded efforts to control the spread of this virus, new directives shaped how hospitals, independent health facilities, and businesses across Ontario could operate.

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

CMRITO reacted to this situation by instituting new measures, shifting priorities, and enacting policies to ensure the continuation of CMRITO's regulatory obligation to protect the public, maintain our operations, and support our members in providing services to the public during this trying time.

Remote operations during COVID-19

In response to the COVID-19 pandemic, CMRITO began operating remotely on March 18, 2020. The decision to move to a remote operations model was made to ensure business and regulatory continuity, comply with government orders, maintain staff health and prevent possible service disruptions.

The CMRITO Corporate Services team worked hard to ensure that our staff had the equipment and software required to operate remotely. The systems CMRITO had in place then, and continue to have in place now, ensured our ability to provide our full range of services and operate successfully with minimal disruptions without affecting our public protection mandate. As a result, members continued to be able to renew their registration with CMRITO using our online registration system, and applicants were able to apply for registration using our online application process. Similarly, all our other departments continued to support members and provide assistance to the public of Ontario.

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

- holding all Council and statutory committee meetings by teleconference and later videoconference

- postponing the spring professional practice workshops
- cancelling travel to meetings and conferences
- cancelling the QA Multi-source Feedback assessments for 2020

State of Emergency Policy

On March 27th, the CMRITO Council approved a time-limited State of Emergency Policy for the COVID-19 pandemic. The purpose of this policy was to:

- ensure that CMRITO's regulatory processes did not put an undue burden on members or patients
- work collaboratively with the Minister of Health to ensure an adequate supply of MRITs during the state of emergency
- continue to ensure the protection of the public through the regulation of the profession

The policy suspended the late fee for members renewing their registration from March 1st to September 30th, providing members three months from their birthday to pay their annual renewal fees with no penalty. Steps were also taken to streamline the reinstatement process for anyone wishing to return to practice who had resigned within the past two years.

2020 Operational Plan

On April 3rd, at a special meeting, Council approved amendments to the CMRITO 2020 Operational Plan, originally approved by Council on December 6, 2019. As many of the regulatory best practice initiatives planned for 2020 were no longer feasible under the state of emergency restrictions, Council determined that CMRITO should focus exclusively on essential regulatory initiatives and services for the balance of 2020. As a result, all non-essential projects that were planned were deferred or canceled, including: in-person province-wide professional practice workshops, governance review, new strategic plan development, revised communication guidelines, and new patient information materials.

COVID-19 pandemic fee credit

As MRITs across the province faced difficult times in response to the pandemic, including lay-offs, the money set out in the budget to fund these non-essential projects and initiatives was returned to CMRITO members in the form of a one-time COVID-19 pandemic fee credit of \$90 per member to make members' lives a little easier during this unprecedented time.

COVID-19 information webpage

CMRITO was quick to set up a COVID-19 information page on our website to collect and share information with MRITs during the pandemic. Combining information, guidance, and directives from the Ministry of Health, Public Health Ontario, Health Canada, and the World Health Organization, CMRITO updated the information on the page as circumstances changed and new guidance was received. In addition to our social media channels and newsletter, the College used the COVID-19 information page as an information hub to support MRITs' ability to provide safe, effective, and ethical medical radiation and imaging technology services during the pandemic. The CMRITO COVID-19 information page aided in members' understanding of their professional obligations and accountabilities during the turbulent times of the pandemic.

While much of our focus was firmly set on COVID-19 in 2020, CMRITO also concentrated our efforts and resources in continuing to meet our essential regulatory functions, including the launch of a new version of our popular QuickQA app. In the fall, the Quality Assurance team rolled out a new and improved QuickQA app that works with members' QA ePortfolios allowing them to record continuing education and professional development activities in real time using both Apple and Android devices.

Communications Outreach

Webinars and videos

Despite the challenges presented by remote operations, CMRITO still delivered two important webinars in 2020. The webinars were designed to be practical and informative sessions for new and established members alike.

Topics for these webinars included:

- The CMRITO Quality Assurance Program
- How to use your protected titles

In addition to posting recordings of these webinars on our website for members who missed the live sessions to watch at a later date, CMRITO also released five other educational videos to share information with our members:

- CMRITO is now the College of Medical Radiation and Imaging Technologists of Ontario
- Self regulated professionals
- Professional practice tip - protected titles
- CMRITO QA ePortfolio user instructions
- How to use the QuickQA app

Our webinars and videos allow us to connect with many MRITs and share information in a cost-effective and flexible manner that is especially conducive to our current remote operations. We continue to identify topics that are relevant to help our members meet their professional accountabilities.

Conferences and presentations

2020 saw the postponement or cancellation of in-person presentations and conferences. However, this did not stop CMRITO Council members and staff from attending seven conferences virtually and one conference in-person prior to the declaration of a state of emergency. CMRITO staff were also active in delivering live virtual presentations and recorded video presentations at academic institutions. The Registrar & CEO, Deputy Registrar, Quality Assurance Director, Quality Assurance Manager, and Professional Practice Advisor delivered a total of 10 virtual presentations to more than 1,100 medical radiation and imaging technology students and two in-person presentations to nearly 200 CMRITO members before the state of emergency.

Email communications

Throughout 2020, the College continued our online communication efforts with members and applicants. A total of 35 targeted bulk email messages were sent to members and applicants to inform them of new developments, outline their obligations as regulated health professionals, and most importantly to keep them up to date on the latest COVID-19 information and developments. This focus on online communication proved very effective, as demonstrated by a delivery rate of 99.1% and more than 32,000 in-message clicks. These results reveal CMRITO members' and applicants' interest in and desire to learn more about the topics covered in these communications and their commitment to continue to meet their professional obligations.

Social Media

CMRITO continued our commitment to sharing content on social media in 2020. In a year where being able to reach our audience was more important than ever, we saw growth across all social media platforms.

Facebook

- 89 posts
- 4,746 likes, shares, comments and clicks
- followers increased by 31.5%

Twitter

- 89 tweets
- 1,137 engagements
- followers increased by 22.8%

LinkedIn

- 77 updates
- 1,191 engagements
- followers increased by 39.4%

Together, CMRITO posts on our three social media channels enhanced our ability to reach and share information with the public and our key audiences using their preferred platforms.



Strategic Plan 2017-2021: Commitment to Regulatory Excellence

In December 2016, Council approved *Strategic Plan 2017-2021: Commitment to Regulatory Excellence* to guide the work of the the College for the next five years.

As part of this plan, the following strategic and enabling goals were identified to help guide the College activities and projects:

Strategic goals

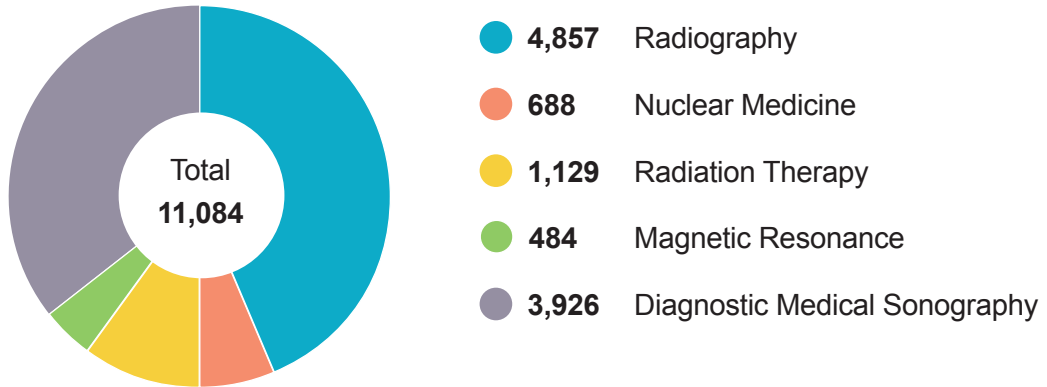


Enabling goals

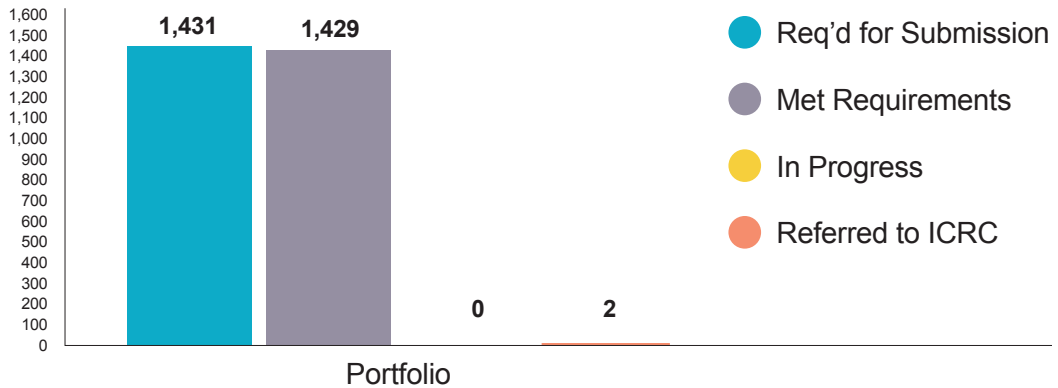


CMRITO Dashboard 2020: January 1 – December 31, 2020

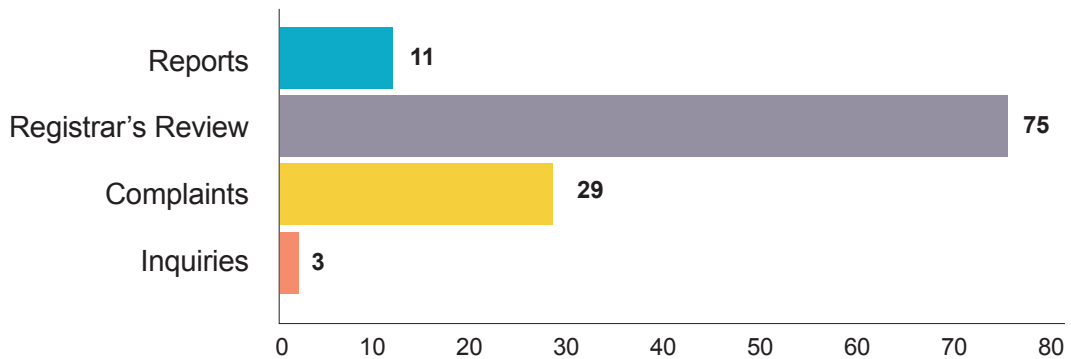
Active members by primary specialty



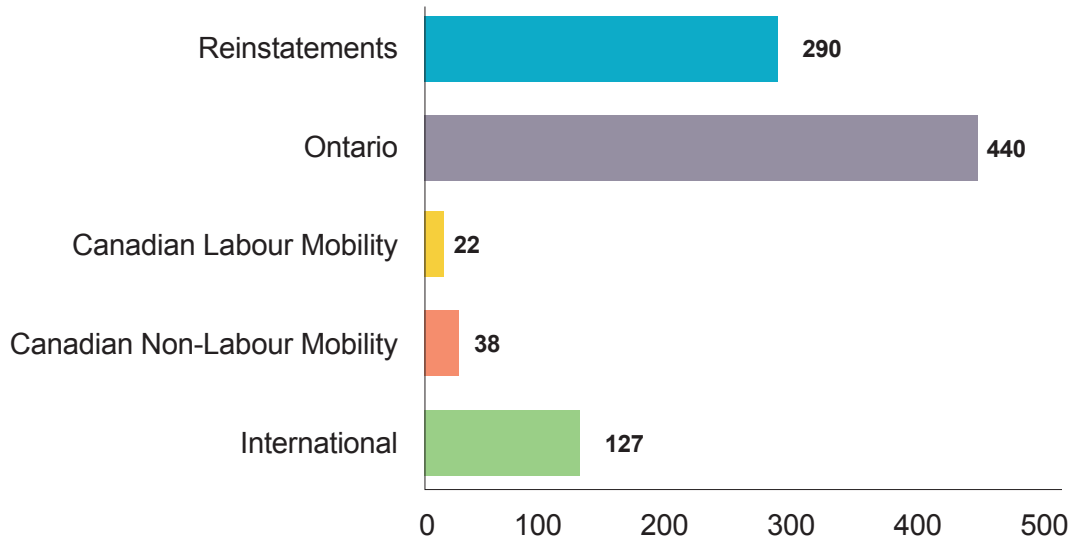
Quality Assurance Assessments



Professional Conduct New Cases



Registration applications



Committee Reports

Inquiries, Complaints and Reports Committee

Angela Cashell, Chair	MRT(T)	Council Member
Rania Arabi	MRT(N)(MR)	Appointed Member
Bronwen Baylis	MRT(R)	Appointed Member (to June 11, 2020)
Angela Brunetti	MRT(T)	Appointed Member
Lisa Giampa	MRT(N)	Appointed Member
Tarja Heiskanen	MRT(T)	Appointed Member
Yasir Khalid	MRT(T)	Council Member
Caitlin McCabe	Public Member	Council Member
Kim Phan	DMS	Appointed Member
Janet Scherer	MRT(R)	Appointed Member
Titus Stan	DMS	Appointed Member
Kimberly Thorvaldson	MRT(R)	Appointed Member
Martin Ward	Public Member	Council Member

The Inquiries, Complaints and Reports (ICR) Committee is the statutory committee under the *Regulated Health Professions Act, 1991* (the RHPA) responsible for handling all complaints, reports and inquiries regarding member conduct.

The Chair of the ICR Committee has appointed two separate panels, the Inquiry Panel and the Complaints and Reports Panel. The panels hold separate meetings and deal with distinct matters and therefore their data is tracked separately.

Inquiry Panel

Inquiry cases involve issues related to a member's fitness to practise. The inquiry is focused on identifying if a member is suffering from a physical or mental condition or disorder, the nature and extent of the condition or disorder and whether to refer the matter to the Fitness to Practise Committee for a hearing. These cases are handled by the Inquiry Panel of the ICR Committee.

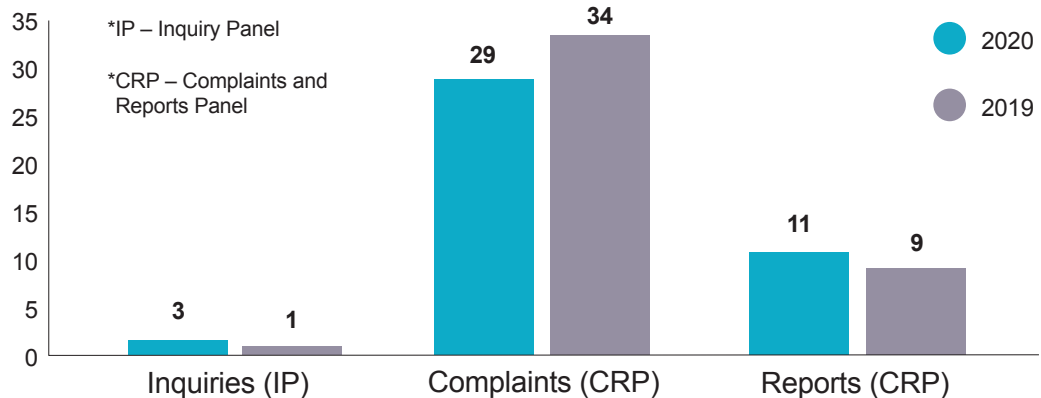
Complaints and Reports Panel

Complaint cases are opened when the College receives a written/recorded complaint regarding the conduct of a member. These cases are investigated by the Complaints and Reports Panel of the ICR Committee.

The Complaints and Reports Panel of the ICR Committee also considers reports made by the Registrar regarding the results of an investigation conducted by an investigator appointed by the Registrar. With the approval of the ICR Committee, the Registrar may appoint an investigator to conduct an investigation to determine whether a member has engaged in professional misconduct or is incompetent.

In 2020, panels of the ICR Committee reviewed a total of 43 new cases. Of those cases, 29 were complaints, 11 were reports and three were inquiries.

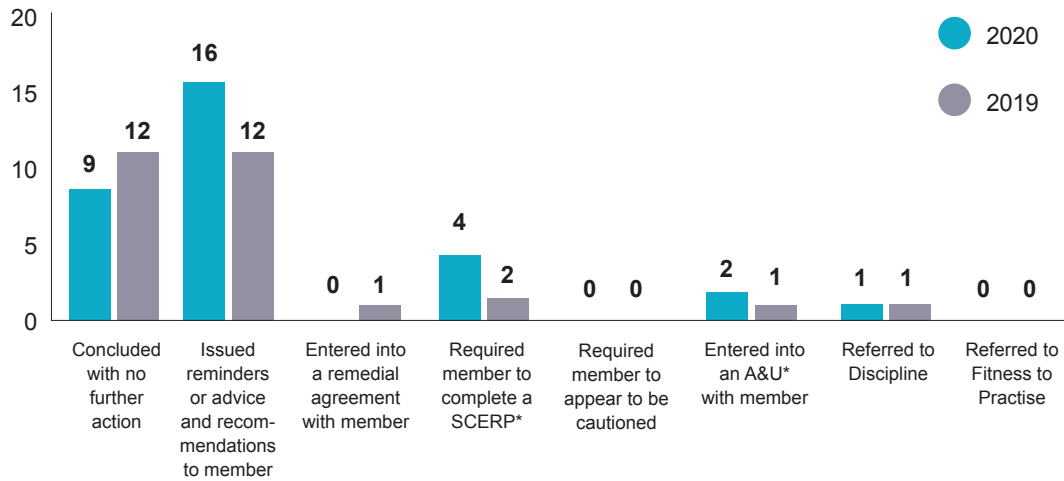
Total number of cases reviewed by panels of the ICR Committee in 2020 and 2019



In 2020, panels of the ICR Committee issued a total of 32 decisions.

Below are charts that show the outcomes of the decisions issued by the ICR Committee in 2020, as well as a breakdown of the complaints and reports by the related practice standard. Please note that a decision may involve more than one outcome and more than one practice standard.

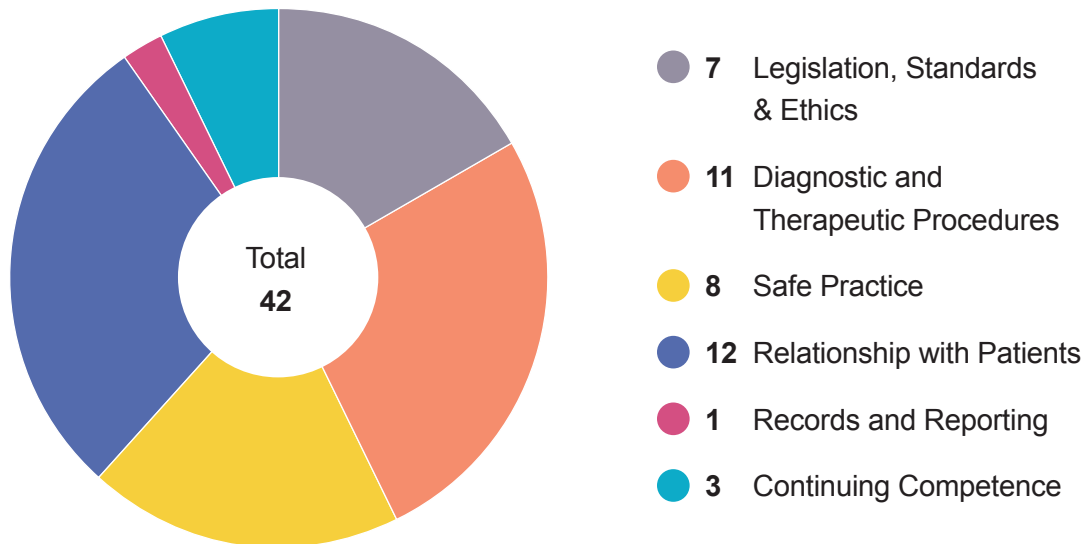
Decision outcomes issued by panels of the ICR Committee in 2020 and 2019



*SCERP – specified continuing education and remediation program

*A&U – acknowledgment & undertaking

Complaints/Reports by Practice Standard 2020



**A complaint or report may involve more than one practice standard. The total number of practice standards may not equal the total number of complaints and reports decisions issued. The practice standards involved in a complaint or report are assigned at the time the decision is issued.*

Health Professions Appeal and Review Board

The Health Professions Appeal and Review Board (HPARB) is an agency of the government, independent of the CMRITO that is responsible for reviewing the decisions of the Inquiries, Complaints and Reports Committee regarding complaints. HPARB can review both the adequacy of the investigation and the reasonableness of the decision. A review may be requested by either the complainant or the member who is the subject of the complaint.

There were no HPARB decisions issued in 2020.

Discipline Committee

Jay Neadles, Chair	MRT(MR)(R)	Council Member
Ebenezer Adiyiah	MRT(R)	Council Member <i>(to June 11, 2020)</i>
Renate Bradley	MRT(T)	Appointed Member
Zainool Dhalla	MRT(R), DMS	Council Member
Lisa Di Prospero	MRT(T)	Appointed Member
Simrat Grewall	DMS	Appointed Member
Jia Inacio	DMS, MRT(R)	Appointed Member
An Ling	DMS	Appointed Member <i>(to July 28, 2020)</i>
Victoria Romero	Public Member	Council Member
Nilay Saha	Public Member	Council Member
Scott Tracze	Public Member	Council Member
Martin Ward	Public Member	Council Member
Sandra Willson	MRT(N)	Council Member
Miranda Young	MRT(R)	Appointed Member <i>(to June 11, 2020)</i>

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

There was one referral to the Discipline Committee in 2020. This hearing was not held in 2020.

There was one hearing held in 2020. This hearing related to a referral from 2019. A summary of the hearing is set out below.

Summary of Discipline Hearing – Patrick M. Jew, MRT(R)

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

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

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

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

Fitness to Practise Committee

Kieng Tan, Chair	MRT(T)	Council Member
Jordan Aarssen	MRT(T)	Appointed Member <i>(to June 11, 2020)</i>
Renate Bradley	MRT(T)	Appointed Member <i>(from June 11, 2020)</i>
Christine MacRae	DMS	Appointed Member
Victoria Romero	Public Member	Council Member <i>(from June 11, 2020)</i>

The Fitness to Practise Committee is responsible for holding hearings related to incapacity matters referred by the Inquiries, Complaints and Reports Committee.

There were no referrals to the Fitness to Practise Committee in 2020 and no hearings were held in 2020.

Patient Relations Committee

Wendy Rabbie, Chair	MRT(R)	Council Member
Angela Cashell	MRT(T)	Council Member
Jay Needles	MRT(MR)(R)	Council Member
Nilay Saha	Public Member	Council Member <i>(from June 11, 2020)</i>
Martin Ward	Public Member	Council Member
Sandra Willson	MRT(N)	Council Member

The Patient Relations Committee is responsible for the CMRITO's Patient Relations Program. The Patient Relations Program includes measures for preventing and dealing with sexual abuse of patients, including educational requirements for members, guidelines for the conduct of members with their patients, training for CMRITO's staff and the provision of information for the public.

At the CMRITO, the Executive Committee also acts as the Patient Relations Committee, reflecting the importance of the role and the fact that the Patient Relations Program and any patient relations initiatives should permeate all activities undertaken by the CMRITO and should not be restricted to the activities of a single committee.

The Patient Relations Committee is also responsible for administering the fund for therapy and counselling for patients who allege they have been sexually abused by a member. There were no requests for funding for therapy or counselling in 2020.



Quality Assurance Committee

Sandra Willson, Chair	MRT(N)	Council Member
Nathalie Bolduc	MRT(R)	Appointed Member
Tatiana Grankina	DMS	Appointed Member
Constance Krajewski	MRT(R)	Appointed Member
Merrylee McGuffin	MRT(T)	Appointed Member
John Andrew Mogg	MRT(R)(MR)	Appointed Member
Derek Ribeiro	MRT(T)	Appointed Member
Martin Ward	Public Member	Council Member

The role of the Quality Assurance Committee is to develop and administer a quality assurance program that includes:

- continuing education or professional development to promote continuing competence and continuing quality improvement among members
- self, peer and practice assessments, and
- a mechanism to maintain members' participation in, and compliance with, the program

The Quality Assurance Committee held seven meetings in 2020.

In 2020, 14% of members were required to submit their 2019 QA ePortfolio for assessment. These members were randomly selected and notified they were required to submit their QA Portfolio in 2019.

For the College's peer and practice assessment by means of the Multi-source Feedback (MSF) Assessment, it had been planned to randomly select 5% of members to complete the MSF assessment in 2020. As one of its responses to the COVID-19 pandemic, Council determined to cancel the MSF assessments for 2020.

Quality Assurance Declaration

The Quality Assurance Declaration is completed each year by every member at the time of their annual renewal of registration. Members confirm whether they have complied with the requirements of the QA Program and that they understand the requirements of the QA Program.

The QA Committee monitors the declarations of members' participation in the QA Program and follows up with members that have declared noncompliance.

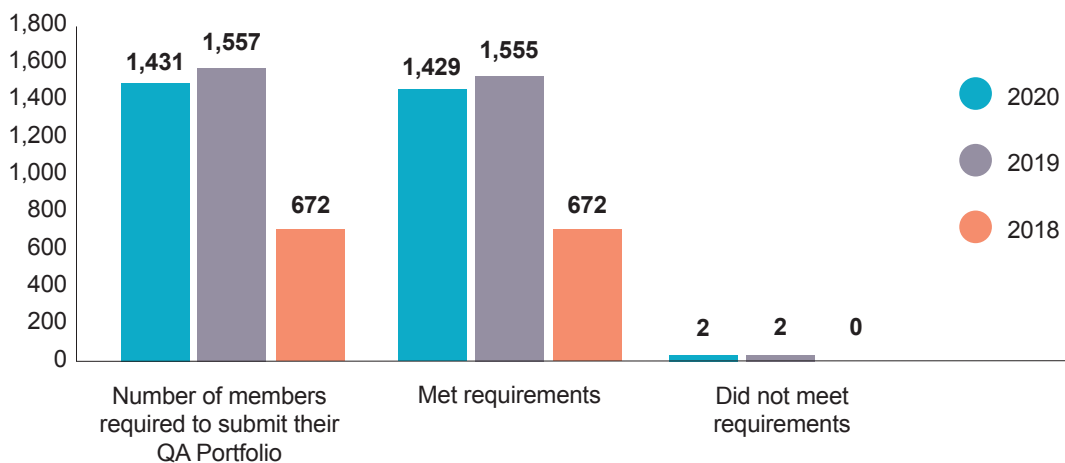
Quality Assurance Portfolio

The QA Portfolio is completed each calendar year by every member. The QA Portfolio includes a self-assessment based on the standards of practice, a QA profile which describes the member's practice, and a method to keep a record of continuing education and professional development activities completed each year. Each member is required to complete and record at least 25 hours of continuing education and professional development activities each year. A member may be requested to submit the QA Portfolio for assessment by the QA Committee or an assessor.

QA Portfolio Assessment 2020

In 2018, CMRTO retired the old paper portfolio – all members are now required to record their continuing education and professional development activities hours using the ePortfolio.

2020 QA Portfolio Assessments with 2019 and 2018 comparison



Hours of Continuing Education and Professional Development

The majority of members who submit their ePortfolio exceed the required 25 hours of continuing education and professional development activities, with some members recording over 100 hours.

QuickQA app

On November 6, 2020 CMRITO launched the new and improved QuickQA app available for free to all CMRITO members. This app allows members to record their continuing education and professional development activities using their mobile devices.

The QuickQA app has been downloaded 2,904 times and continues to be a popular tool among members for recording continuing education and professional development activities. In 2020 there were over 7,562 continuing educational activities uploaded using the app compared to 4,895 the previous year.

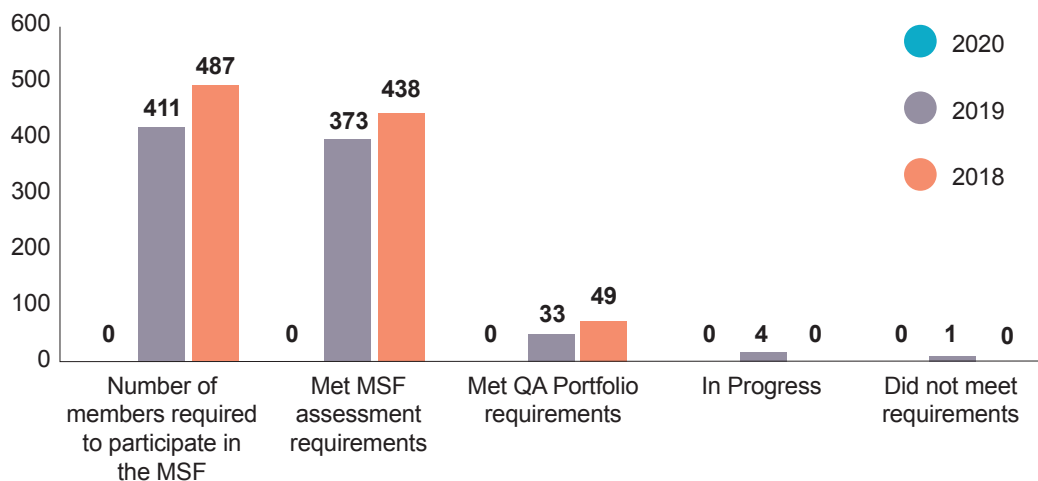
Multi-source Feedback (MSF) Assessment

The peer and practice assessment by means of a multi-source survey is completed by individual members randomly selected by the QA Committee in accordance with the QA regulation. The assessment includes a self, peer and co-worker, and patient assessments of a member's practice, based on the standards of practice. A report of this assessment is prepared by the QA Committee, a copy of which is provided to the member.

Due to the COVID-19 pandemic the MSF assessments were cancelled for 2020.

2020 Multi-source Feedback assessment with 2019 and 2018 comparison

* 2020 MSF assessment was cancelled due to the COVID-19 pandemic



Individual Practice Assessment (IPA)

A member will be selected by the QA Committee to participate in an IPA with an assessor when, based on an assessment of the QA Portfolio or an MSF assessment, the QA Committee is of the opinion that there may be a gap in a member's practice and a further assessment of the member's practice is required.

There were no individual practice assessments conducted in 2020.



Registration Committee

Martin Ward, Chair	Public Member	Council Member
Valentina Al-Hamouche	MRT(R)	Appointed Member
Zafar Bajwa	DMS	Appointed Member
Ruvette Coelho	MRT(T)	Appointed Member
Laura D'Alimonte	MRT(T)	Appointed Member
Dolores Dimitropoulos	MRT(R)	Appointed Member <i>(to June 11, 2020)</i>
Redon Hoxhaj	MRT(N)	Appointed Member <i>(from June 11, 2020)</i>
Cara Mazur	DMS, MRT(R)	Appointed Member
Kelly McDonald	MRT(R)	Appointed Member <i>(from June 11, 2020)</i>
Anna Simeonov	MRT(MR)(R)	Appointed Member
Kieng Tan	MRT(T)	Council Member

The role of the Registration Committee is to assess applications for registration which have been referred to the Committee by the Registrar to determine whether the applicants meet the requirements for registration to practise the profession in Ontario, in a fair, transparent, objective and impartial manner.

The Registration Committee held 10 days of meetings to discharge its statutory responsibilities in 2020.

During the 10 days of meetings, the Committee reviewed and approved the following:

Internationally educated applicants

- reviewed 133 new applications for registration from internationally educated individuals
- issued 118 decisions where the panel approved the applications for registration following the completion of certain requirements, including the successful completion of the CMRITO approved examinations (either the Canadian Association of Medical Radiation Technologists' national certification examination or the Sonography Canada national certification examination(s))

Applicants trained in Ontario

- reviewed five applications for registration from applicants who completed their education in Ontario. The panel approved the five applications for registration following the completion of certain requirements

Applicants trained in Canada outside of Ontario

- reviewed two applications for registration from applicants who completed their education in Canada in a province outside of Ontario. The panel approved the two applications for registration following the completion of certain requirements

Applications from members

- reviewed two applications for a variation of a term, condition and limitation imposed on the members' certificate of registration. The panel issued two decisions for these members

Health Professions Appeal and Review Board

The Health Professions Appeal and Review Board (HPARB) is an agency of the government, independent of the CMRITO that is responsible for reviewing decisions of the Registration Committee upon request of the applicant. In 2020, there was one HPARB decision issued, which upheld the decision of the Registration Committee.

Office of the Fairness Commissioner

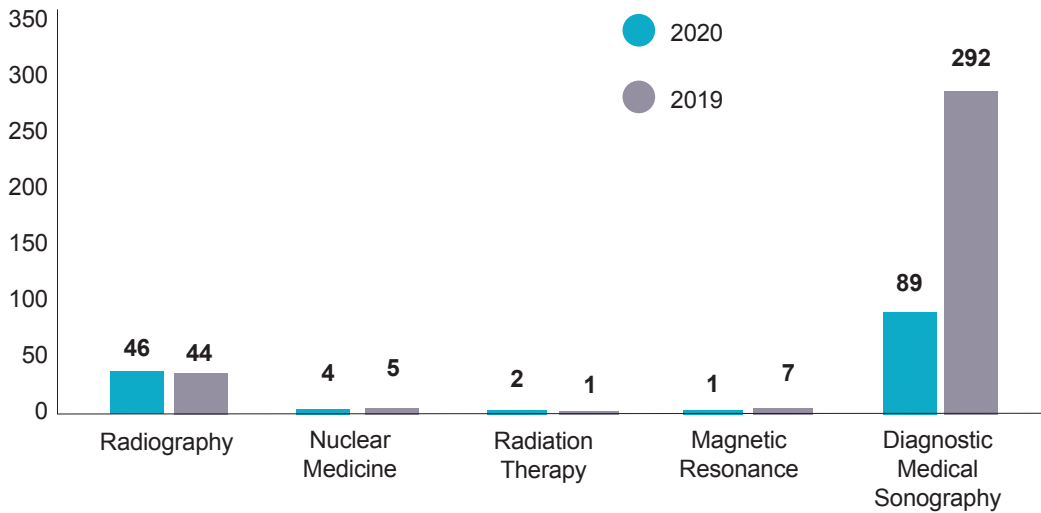
The CMRITO submitted the 2020 Fair Registration Practices Report to the Office of the Fairness Commissioner (OFC) in April 2021.

Education and Training

Members of the Registration Committee completed the following education in 2020:

1. orientation and training on the *Regulated Health Professions Act* (RHPA) legislative framework
2. orientation and training on CMRITO registration committee processes and procedures.
3. Office of the Fairness Commissioner (OFC) module on Applying Fair Access Law
4. 2020 Health Professions Regulators of Ontario (HPRO) governance training for *RHPA* colleges

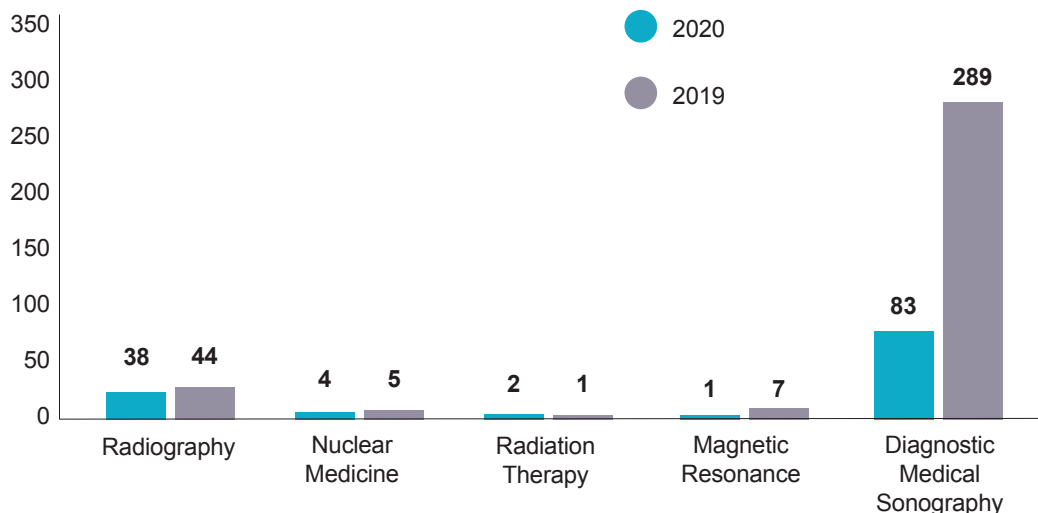
Applications reviewed by the Registration Committee by specialty in 2020, with 2019 comparison



**The total number of countries in which international applicants completed their education in medical radiation and imaging technology for new applications received in 2020 does not correspond to the total number of applications reviewed, or decisions issued, as the total number of applications reviewed includes applications from Canadian applicants.*

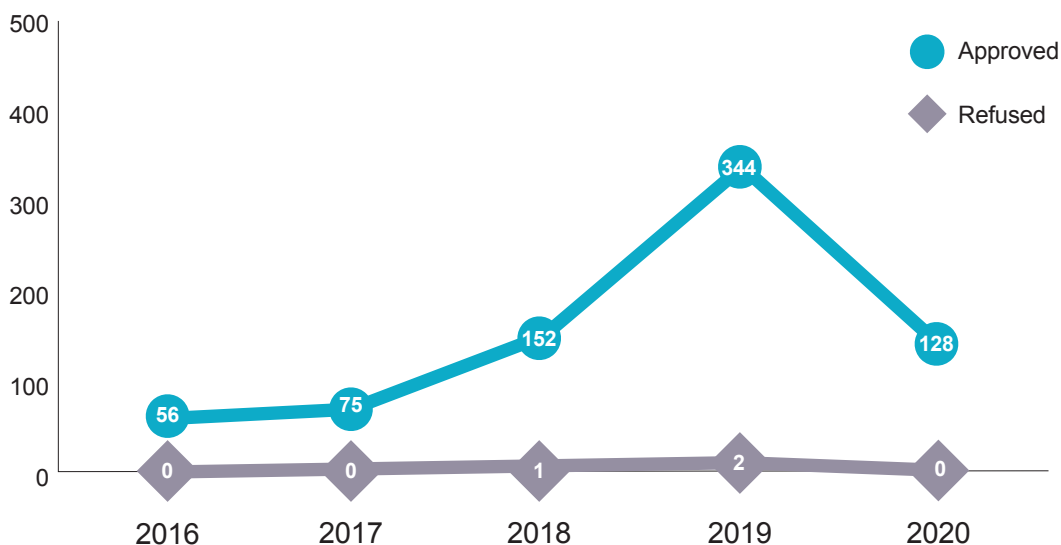


Decisions issued by the Registration Committee by specialty in 2020, with 2019 comparison



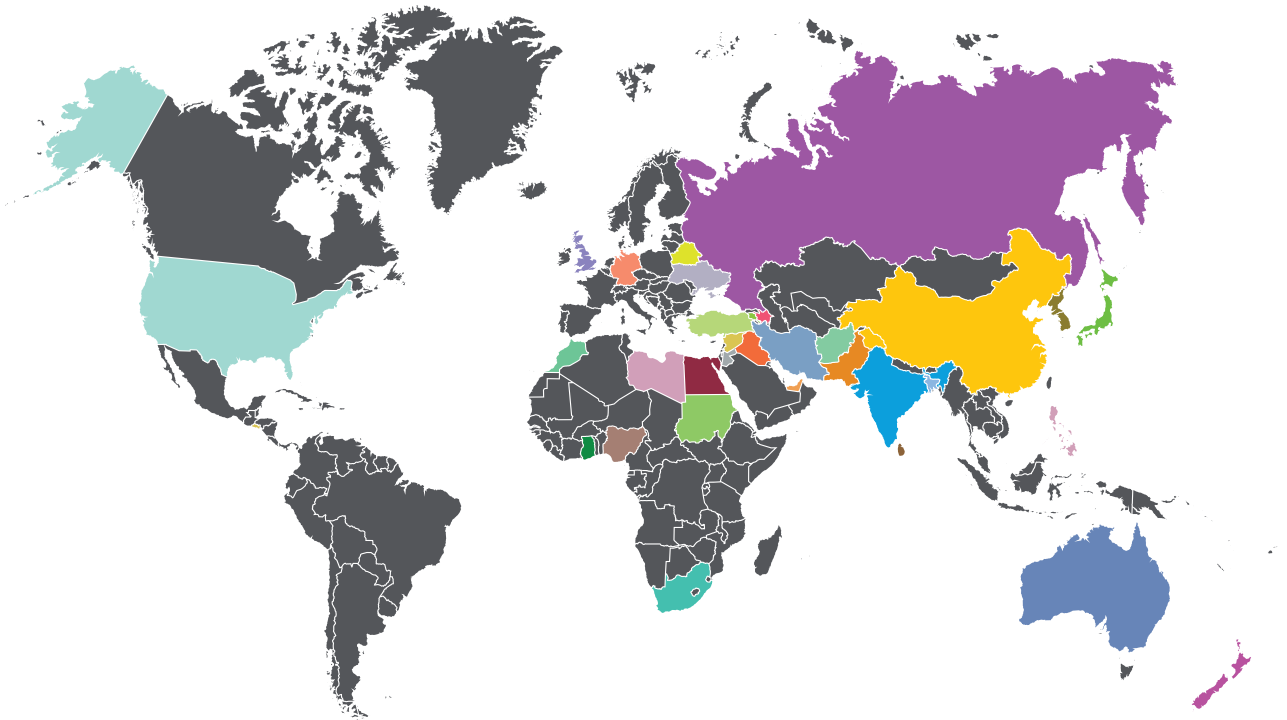
* The total number of decisions may not correspond to the total number of applications reviewed as decisions may be pending receipt of additional information or decisions may be issued for applications reviewed in the previous calendar year.

Decisions issued by the Registration Committee annually 2016 - 2020



* The total number of decisions issued by the Registration Committee includes decisions for all types of applications referred to the Committee including Ontario educated applicants, internationally educated applicants and past members.

Countries where education in medical radiation and imaging technology was completed for international applications reviewed in 2020

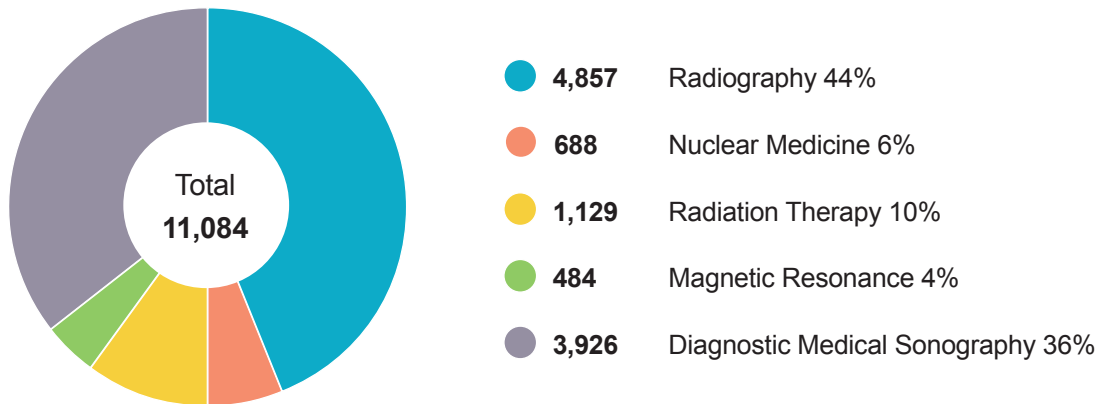


- Afghanistan 1
- Armenia 1
- Australia 1
- Azerbaijan 1
- Bangladesh 4
- Belarus 1
- China 2
- Egypt 4
- El Salvador 1
- Germany 1
- Ghana 1
- India 13
- Iran 21
- Iraq 2
- Jamaica 2
- Japan 1
- Jordan 1
- Korea 1
- Libya 1
- Morocco 1
- New Zealand 1
- Nigeria 1
- Pakistan 27
- Philippines 13
- Russia 3
- Singapore 1
- South Africa 1
- Sri Lanka 2
- Sudan 3
- Syria 3
- Tanzania 1
- Turkey 1
- Ukraine 1
- United Arab Emirates 2
- United Kingdom 5
- USA 7

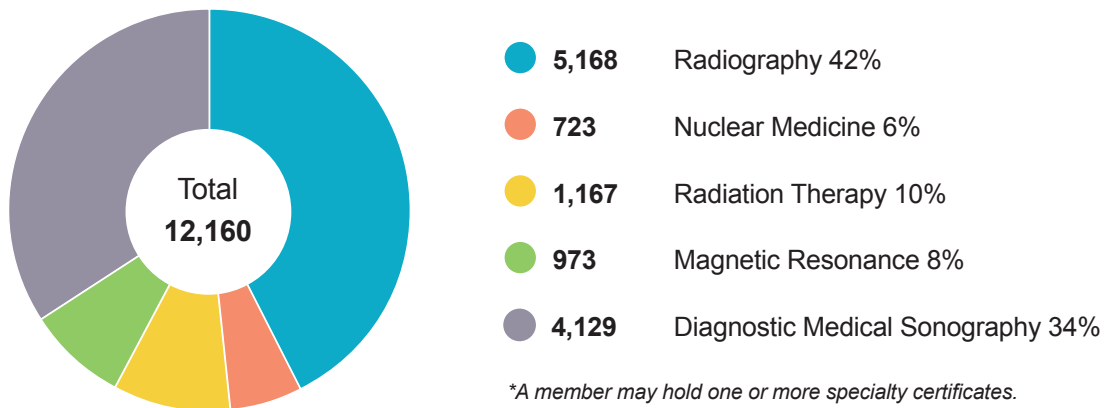
Membership Profile

Active	2020	2019	2018
Specialty (Primary)			
Nuclear Medicine	686	701	709
Radiography	4,857	4,829	4,838
Radiation Therapy	1,129	1,124	1,115
Magnetic Resonance	484	456	428
Diagnostic Medical Sonography	3,926	3,904	3,625
Employment Specific			
Nuclear Medicine	2	3	5
Total Active	11,084	11,017	10,720
Resigned			
Specialty (Primary)			
Nuclear Medicine	46	43	46
Radiography	310	303	329
Radiation Therapy	81	95	84
Magnetic Resonance	24	19	19
Diagnostic Medical Sonography	254	156	2
Employment Specific			
Nuclear Medicine	1	2	2
Total Resigned	716	618	482
Suspended (for failure to pay fees)			
Specialty (Primary)			
Nuclear Medicine	2	1	1
Radiography	5	11	8
Radiation Therapy	0	1	1
Magnetic Resonance	0	0	1
Diagnostic Medical Sonography	9	3	0
Total Suspended	16	16	11
Total Active, Resigned and Suspended	11,816	11,651	11,213

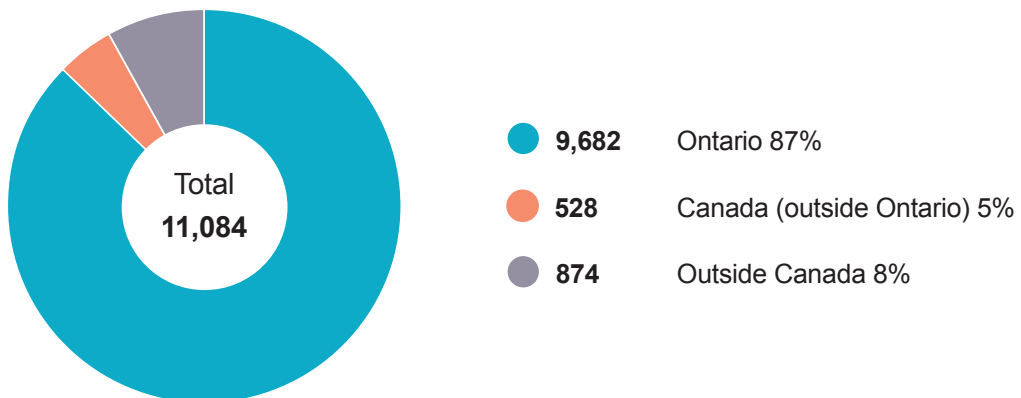
Active members on December 31, 2020 by primary specialty



Active specialty certificates on December 31, 2020



Active members on December 31, 2020 by location of initial education in medical radiation and imaging technology



Summary Financial Statements



Report of the Independent Auditor on the Summary Financial Statements

To the Council of the College of Medical Radiation and Imaging Technologists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2020, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Medical Radiation and Imaging Technologists of Ontario (the “College”) for the year ended December 31, 2020.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor’s report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor’s report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated March 25, 2021.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

Toronto, Ontario
March 25, 2021

The logo for Hilborn LLP is written in a light blue, cursive script font.

Chartered Professional Accountants
Licensed Public Accountants

Summary Statement of Financial Position

December 31	2020	2019
	\$	\$
ASSETS		
Current assets		
Cash	411,740	191,436
Lease incentives receivable	-	160,140
Prepaid expenses	81,731	125,921
	493,471	477,497
Investments	2,228,098	2,383,080
Capital assets	297,826	321,234
Intangible assets	428,071	509,776
	2,953,995	3,214,090
	3,447,466	3,691,587
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	202,395	271,176
Deferred registration fees	2,209,494	2,628,560
	2,411,889	2,899,736
Deferred lease incentives	144,126	160,140
	2,556,015	3,059,876
NET ASSETS		
Invested in capital and intangible assets	725,897	831,010
Unrestricted	165,554	(199,299)
	891,451	631,711
	3,447,466	3,691,587

Summary Statement of Operations

Year ended December 31	2020	2019
	\$	\$
Revenues		
Registration fees	5,001,843	5,458,770
Investment income	46,117	52,000
	5,047,960	5,510,770
Expenses		
Human resources	2,959,440	2,726,221
Operating	884,821	1,019,735
Communications and legal	450,245	663,758
Committee meetings	83,535	165,627
Education and quality assurance	120,634	234,046
Amortization - capital assets	85,159	169,650
Amortization - intangible assets	204,386	199,082
	4,788,220	5,178,119
Excess of revenues over expenses for year	259,740	332,651

Note to Summary Financial Statements

December 31, 2020

1. Basis of presentation

These summary financial statements are derived from the audited financial statements of the College of Medical Radiation and Imaging Technologists of Ontario (the “College”) for the year ended December 31, 2020, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include a statement for each statement included in the audited financial statements, except for the statements of changes in net assets and cash flows;
- (b) information in the summary financial statements agrees with the related information in the audited financial statements; and
- (c) major subtotals, totals and comparative information from the audited financial statements are included.

The audited financial statements of the College are available on the College website.

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CMRITO
Regulator of medical radiation and
imaging technologists in Ontario