



CMRITO

# insights

Summer 2024



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## CMRITO COUNCIL MEMBERS 2024-2025

The new composition of CMRITO Council began at the June 18, 2024 Council meeting. Council also elected the Chair and Vice-Chair for the coming year and appointed Council members and Non-Council members to CMRITO's committees.

The following individuals have been elected or appointed to the CMRITO Council for the 2024-2025 year:

Amanda Lee, MRT(R)(MR), Chair

Derek Ribeiro, MRT(T), Vice-Chair

Rania Arabi, MRT(N)(MR)

Zainool Dhalla, DMS, MRT(R)

District 1 – radiography

District 2 – radiation therapy

District 3 – nuclear medicine

District 5 – diagnostic medical sonography



Caleb Garrow-Ledoux

Public Member

Ovais Iqbal

Public Member

Snehal Katarey

Public Member

Ramesh Makhija

Public Member

Zaynab Muraj, MRT(T)

District 6 – registrant-at-large

Victoria Romero

Public Member

Anna Simeonov, MRT(MR)(R)

District 4 – magnetic resonance

Manjit Singh Saini (Bhondhi)

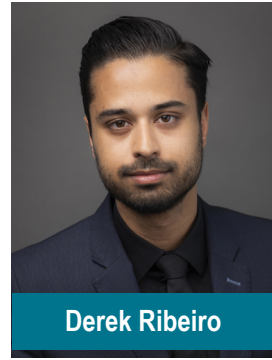
Public Member

Kieng Tan, MRT(T)

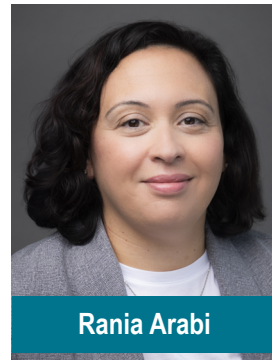
District 7 – academic councillor



Amanda Lee



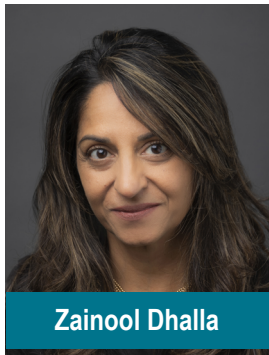
Derek Ribeiro



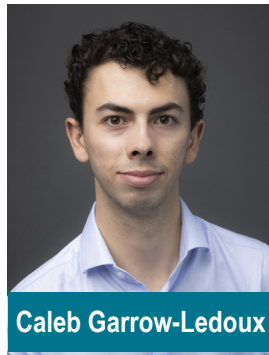
Rania Arabi

Council is CMRITO’s board of directors and, as such, is responsible for ensuring public protection through the regulation of the medical radiation and imaging technology profession in Ontario. Composed of members of the public appointed by the provincial government, appointed professional registrants, and elected professional registrants in each of CMRITO’s five specialties (radiography, radiation therapy, nuclear medicine, magnetic resonance, and diagnostic medical sonography), Council is responsible for determining the College’s strategic direction and ensuring that CMRITO has the necessary resources to meet all its statutory objectives and obligations. Council is also charged with setting and enforcing the Standards of Practice for the profession of medical radiation and imaging technology in Ontario. More information about Council, its role and activities, including the agenda material for all Council meetings, can be found at [www.cmrito.org](http://www.cmrito.org).

CMRITO Council Members 2024-2025



Zainool Dhalla



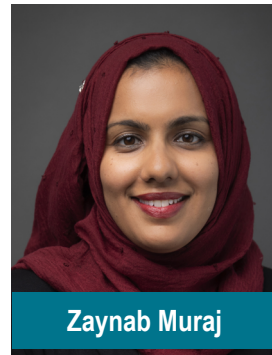
Caleb Garrow-Ledoux



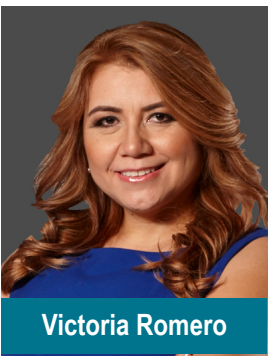
Snehal Katarey



Ramesh Makhija



Zaynab Muraj



Victoria Romero



Anna Simeonov



Manjit Singh Saini (Bhondhi)



Kieng Tan

## COUNCIL ELECTIONS AND APPOINTMENTS

### ELECTION OF CHAIR AND VICE-CHAIR

Amanda Lee, MRT(R)(MR) and Derek Ribeiro, MRT(T) were re-elected by acclamation as Chair and Vice-Chair respectively at the June Council meeting for a one year term.

Congratulations, Amanda and Derek. Thank you for your commitment to public protection and for taking on these important roles at the College.

### PUBLIC MEMBERS OF COUNCIL

The CMRITO Council is composed of six elected professional registrants and one appointed academic registrant, as well as five to eight members of the public. MRITs are elected by their peers through district elections, while public members of Council are appointed by the Lieutenant Governor in Council.

In addition to their role on Council providing leadership, direction, and governance to the College, public members of Council serve alongside registrants on CMRITO committees, bringing the important public perspective to committee discussions. Two CMRITO committees are chaired by public members of Council.

The collaboration between professional and public Council members ensures that the work carried out by Council and committees is fair and balanced and remains focused on protecting the public interest. Public members bring valuable skills, knowledge, and experience that complement the perspectives of professional members, enhancing Council's independence, impartiality, and objectivity. After it has reached a decision, the Council speaks with one voice. This blending of strengths and perspectives works to ensure that the CMRITO fulfills its mission to protect the public and enhances the public trust in the College.

### COMMITTEE APPOINTMENTS

At its June meeting, Council appointed successful applicants to CMRITO's statutory and non-statutory committees. A total of 51 CMRITO registrants (including 38 with current appointments) applied to be appointed to College committees for 2024-2025. All applications were carefully reviewed by the Nominating Committee, which made recommendations to appoint both Council and Non-Council Members to the College's 11 committees based on their experience, specialty, competencies, and references.

Congratulations to our new Non-Council Committee Members:

- Jacqueline C. Evans, MRT(R)(MR)
- Zeynal Ismayilov, DMS
- Krishna Jain, MRT(R)
- John Lai, DMS
- Jananee Mahalingam, MRT(R)
- Bhawana Sharma, MRT(R)
- David Shen, MRT(N)(MR)
- Julie Sit, MRT(N)
- Jennifer Zadravec, MRT(MR)(R)



Committee members began their one year terms on June 18, 2024.

Thank you to everyone who applied for appointment on CMRITO committees this year. The strength of our profession is reflected in the dedication of engaged individuals who volunteer their time to serve on CMRITO committees and uphold the College's public protection mandate.

To learn more about College committees and their composition, please visit the [Committees](#) page on the CMRITO website.

## 2023 ANNUAL REPORT

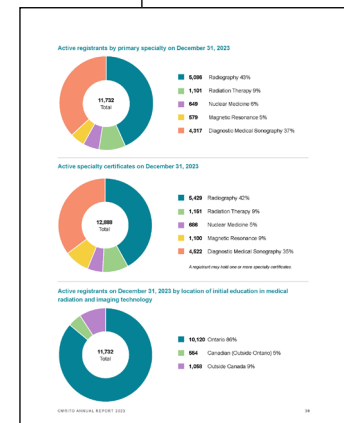
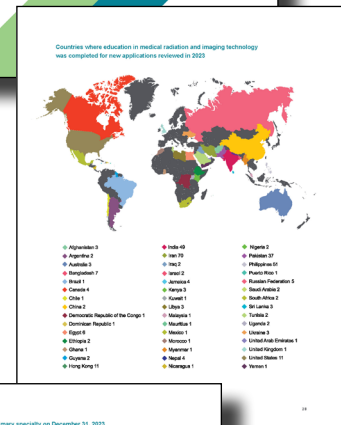
Each year, CMRITO publishes a comprehensive Annual Report for the Minister of Health that documents the College's activities, achievements, and audited financial statements for the previous year. We proudly share this Annual Report with our registrants, stakeholders, and the public.

The Annual Report summarizes the important work and initiatives that Council, committees and staff successfully developed, implemented, and executed in 2023. The Annual Report also provides a snapshot of CMRITO registrants at the end of the year.

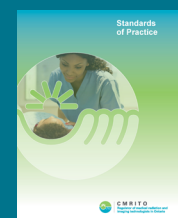
This year's report highlights the following activities:

- the College's progress implementing our strategic plan
- changes to organizational and Council leadership
- the evolution of our Quality Assurance Program
- changes to By-law No. 60, including changes in governance modernization and the creation of an emergency class of registration
- our efforts to support equity, diversity, inclusion, and accessibility
- communications activities
- financial summary
- detailed reports from the following committees: Inquiries, Complaints and Reports; Discipline; Fitness to Practise; Patient Relations; Quality Assurance; Registration

You can read the [2023 Annual Report](#) here.



Did you know that CMRITO has a host of publications, including the Standards of Practice, the Code of Ethics, and previous Annual Reports and issues of Insights, on our website? To read any of these publications, please [click here](#) or visit our [Publications](#) page.



# NEW REGISTRATION REGULATION

CMRITO's new registration regulation came into effect on July 1, 2024. The new regulation made under the *Medical Radiation and Imaging Technology Act, 2017* sets out and streamlines the entry to practice requirements for the five specialties regulated by the CMRITO: radiography, radiation therapy, nuclear medicine, magnetic resonance, and diagnostic medical sonography. Entry to practice requirements ensure the protection of the public by restricting registration to only qualified individuals who have demonstrated their competence to practice.

ONTARIO REGULATION 218/24  
REGISTRATION

Consolidation Period: From July 1, 2024 to the e-Laws database date

No amendments

This is the English version of a bilingual regulation.

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8.	Emergency certificate of registration
9.	Use of title, etc.
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11.	Transfer

Classes of certificate of registration

5. (1) The following are provided as classes of certificate of registration:

1. Specialty
2. Employment specific — nuclear medicine
3. Emergency

(2) A specialty certificate of registration authorizes a member to practice one or more of the following specialties:

1. Radiography
2. Radiation therapy
3. Nuclear medicine
4. Magnetic resonance
5. Diagnostic medical sonography

The new regulation still requires the successful completion of an accredited educational program and a certification examination in a desired specialty, evidence of good character and competent practice in the last five years, and fluency in English or French. While some requirements are now exemptible, giving the Registration Committee discretion to consider other evidence and information when assessing individual applications, their public protection mandate requires that they ensure that only qualified and competent applicants are registered. Successful completion of the national certification examination remains a non-exemptible requirement for registration in any of the five specialties.

You can access the full text of the new regulation in the Resources section of the CMRITO website under [Acts, Regulations, Policies & By-laws](#). If you require further information, please contact us at [communications@cmrito.org](mailto:communications@cmrito.org).

## SUMMARY OF DISCIPLINE HEARINGS

### Georgia M. Callender

The Discipline Committee is responsible for holding hearings into allegations of professional misconduct and incompetence referred by the Inquiries, Complaints and Reports Committee.

In January and March 2024, two hearings were held via videoconference by Zoom. A summary of both hearings can be found below and on the registrant's public register profile.

### HEARING 1

On January 16, 2024, a panel of the Discipline Committee (the Panel) of the College of Medical Radiation and Imaging Technologists of Ontario (the College) found Georgia M. Callender to have committed acts of professional misconduct in that they:

- failed to comply with a requirement or order of a Committee, namely the Quality Assurance (QA) Committee, and thereby,
- contravened the *Medical Radiation and Imaging Technology Act, 2017*, the *Regulated Health Professions Act, 1991*, and/or the regulations under those Acts, and

- 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.

On January 16, 2024, the Panel imposed the following order:

- Georgia M. Callender shall attend for a public reprimand on a date to be determined by the Registrar, with the fact of the reprimand and the text of the reprimand to appear on the College's public register;
- the Registrar is directed to suspend Georgia M. Callender's certificate of registration immediately for a period of five months or longer until they have completed the term, condition or limitations set out below;
- the Registrar is directed to impose the following terms, conditions or limitations on Georgia M. Callender's certificate of registration, all of which are to be completed at their expense:
  - Georgia M. Callender shall successfully complete their 2021 QA Portfolio, including submission of records of self-assessments and records of participation in continuing education or professional development activities;
  - Georgia M. Callender shall unconditionally pass the PROBE ethics course and shall provide proof of successful completion to the Registrar;
  - Georgia M. Callender shall respond to all College communications within fifteen days; and
  - Georgia M. Callender shall advise the College of any change to any required contact information within fifteen days; and
- Georgia M. Callender is required to pay a portion of the College's costs in the amount of \$8,745.32.

## HEARING 2

On January 18, 2024, a panel of the Discipline Committee (the Panel) of the College found Georgia M. Callender to have committed acts of professional misconduct in that they:

- failed to comply with a requirement or order of a Committee, namely the Inquiries, Complaints and Reports (ICR) Committee, and thereby,
- contravened the *Medical Radiation and Imaging Technology Act, 2017*, the *Regulated Health Professions Act, 1991*, and/or the regulations under those Acts, and
- 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.

On March 7, 2024, the Panel imposed the following order:

- Georgia M. Callender shall attend for a public reprimand on a date to be determined by the Registrar, with the fact of the reprimand and the text of the reprimand to appear on the College's public register;
- the Registrar is directed to suspend Georgia M. Callender's certificate of registration immediately for a period of five months (to run concurrent with the suspension ordered on January 16, 2024) or longer until they have completed the term, condition or limitations set out below;

- the Registrar is directed to impose the following terms, conditions or limitations on Georgia M. Callender's certificate of registration, all of which are to be completed at their expense:
  - Georgia M. Callender shall successfully complete all outstanding elements of the Specified Continuing Education and Remediation Program (SCERP) ordered by the ICR Committee, including any recommended remediation arising out of her 2020 QA portfolio and the successful completion of the College's Jurisprudence Course and the quiz associated with each module;
  - Georgia M. Callender shall unconditionally pass the PROBE ethics course and shall provide proof of successful completion to the Registrar;
  - Georgia M. Callender shall respond to all College communications within fifteen days; and
  - Georgia M. Callender shall advise the College of any change to any required contact information within fifteen days; and
- Georgia M. Callender is required to pay a portion of the College's costs in the amount of \$8,016.32.

## DID YOU KNOW?

Did you know that CMRITO posts all upcoming Discipline hearings on our website, along with decision summaries for cases previously brought before a panel of the Discipline Committee? [Click here to learn more.](#)

## QUALITY ASSURANCE NEWS

CMRITO's Quality Assurance (QA) Program is aimed at ensuring that all registrants maintain competence in an ever-changing health care environment. The QA Program allows registrants to direct their own continuing education and professional development activities in areas that interest them and benefit their current practice.



Every year, all CMRITO registrants are required to complete the QA ePortfolio which includes the QA Profile, Self-Assessment, and the record of at least 25 hours of completed Continuing Education and Professional Development activities. CMRITO ensures that registrants are compliant with the QA Program through QA assessments.

This year, several helpful improvements have been made to the QA Profile and Self-Assessment sections of the QA ePortfolio.

The **QA Profile** provides an overview of your practice while helping you reflect on the scope of practice and the authorized acts related to your practice. Resources and links have been added to this section to help you reflect on your practice and consider some of the risks that may be associated with your role as an MRIT.

The **Self-Assessment** requires you to reflect on your own practice against a minimum of two of the Standards of Practice. Starting this year, the QA Committee selected the two Standards of Practice that you are required

to complete. This section has also been enhanced with helpful resources and links. These resources provide greater context to help you understand how the standards and indicators relate to your practice as an MRIT.

You still have the option to complete more than the two required standards.

Additionally, all three sections of the QA ePortfolio now include streamlined steps and new directions to help you complete your QA requirements successfully.

## 2024 QA EPORTFOLIO ASSESSMENT

On May 15th, 2,415 registrants were notified by email that they are required to submit their 2024 QA ePortfolio to CMRITO for assessment no later than January 10, 2025.

If you were selected, there will be a reminder alert on your CMRITO Portal account, and a copy of the QA assessment notice will appear in the 'View QA Notices' section of your account. You will also see a 'Submit' button on your 2024 QA ePortfolio dashboard. When you have completed all three sections of your QA ePortfolio and are ready to submit it for assessment, click the 'Submit' button.

Start completing your QA ePortfolio today and save time and effort later in the year.

You can also use the [QuickQA app](#) to record your Continuing Education and Professional Development (CE&PD) activities throughout the year on your mobile device. Download the free app for your Android or Apple device from the [Google Play Store](#) or the [Apple App Store](#).

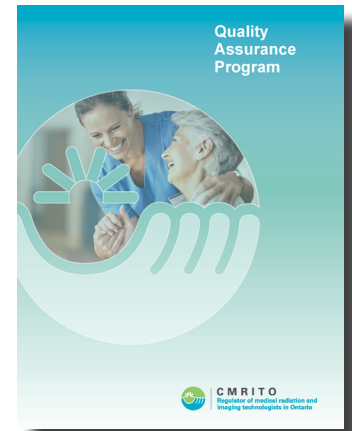
If you have any questions about CMRITO's QA Program, please visit the [QA section of the CMRITO website](#) or contact the QA Team directly at [qa@cmrito.org](mailto:qa@cmrito.org), 1.800.563.5847 or 416.975.4353.

## ANNETTE HORNBY RETIRES

On June 30, 2024, Quality Assurance & Professional Practice Director Annette Hornby, MRT(R), DMS, retired from the CMRITO.

Annette joined the College in 2013 after a successful career as a medical radiation and imaging technologist specializing in both radiography and sonography.

During her time at the College, Annette was responsible for guiding the Quality Assurance Program through several substantial changes, including refining the QA Program to best support medical radiation and imaging technologists in providing safe and effective patient care. Annette worked closely with the QA Committee and QA Team to develop and implement strategies to increase registrant compliance and engagement, enhanced the tools used to track QA activities, and optimized the QuickQA app to make it easier for registrants to track their continuing education and professional development activities, among many other initiatives. Annette also led the Professional Practice Team, responding to practice questions from registrants, managers, members of the public, and other stakeholders.





A graduate of the radiography program at Mohawk College, Annette started her career at Soldier's Memorial Hospital in Orillia. A few years later, she returned home to Hamilton to work at Chedoke Hospital. Soon thereafter, she took on additional roles and responsibilities, including clinical instructor and part-time faculty in Mohawk College's Ultrasound Program, where she taught, monitored, and evaluated students in the program, before eventually settling in as a manager at Hamilton Health Sciences where she would come to manage two Diagnostic Imaging department sites. During this phase of her career, Annette led many significant projects like the implementation of the radiology information system and PACS for the DI department. She also worked with staff to enhance efficiencies and develop collaborative interprofessional processes.

"For over a decade, Annette Hornby's knowledge, passion, and experience have helped guide CMRITO's Quality Assurance Program to become one of the leading MRIT QA Programs in the country," noted CMRITO Registrar & CEO Pree Tyagi. "While we are sorry to lose such a strong leader and achiever, we are glad for Annette as she enters this new stage in her life."

"I am so thankful to the many colleagues, mentors, and friends that I have been fortunate to work with over my career," noted Annette, "and for the experiences I was able to have – from having the privilege to care for patients, to training new generations of MRITs, to updating the College's Quality Assurance Program and making it more personal for registrants to ensure their continued competence. Being an MRIT and helping other MRITs on their journey has been a highly rewarding career that I will dearly miss being a part of."

Thank you, Annette, for all your contributions to the practice and regulation of medical radiation and imaging technology in Ontario. Warmest congratulations and best wishes for a fun-filled retirement spending time with family and friends.

## CARRIE BRU JOINS CMRITO AS QUALITY ASSURANCE & PROFESSIONAL PRACTICE DIRECTOR

Carrie Bru, MRT(N), joined CMRITO as the new Quality Assurance & Professional Practice Director on June 17, 2024.

Carrie was most recently the Director of Education for the Canadian Association of Medical Radiation Technologists, where she led the education portfolio within the association, including continuing professional development.

A registered medical radiation and imaging technologist in the specialty of nuclear medicine, Carrie completed her training at the Southern Alberta Institute of Technology (SAIT), before starting practice at the Regina Qu'Appelle Health Region.

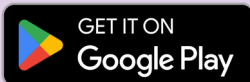
Leveraging her education and the experience gained in this role, Carrie was later appointed to a full-time faculty position for the Nuclear Medicine Technology program at SAIT, which she held for eight years. During that time, she also completed a Master of Education degree in Adult Education from the University of Calgary, furthering her passion to positively impact the profession through education.

"It is a privilege to join CMRITO with its long history of regulatory excellence. I am looking forward to working with CMRITO's Quality Assurance Committee and Team in assuring the profession's quality of practice," noted Carrie.



“CMRITO warmly welcomes Carrie to our team,” noted Pree Tyagi. “Her wealth of experience in diverse aspects of medical imaging and radiation technology will enable her to contribute to the College’s important work to protect the public by ensuring the continued competence of our registrants to practice across Ontario’s health care system.”

Welcome to the CMRITO Carrie!



Click on the App Store or Google Play buttons on the left to download the QuickQA app and start recording your continuing education and professional development activities today.



## EXPANSION OF THE ONTARIO BREAST SCREENING PROGRAM TO PEOPLE AGES 40 TO 49

On October 8, 2024, the Ontario Breast Screening Program (OBSP) will be expanding to offer breast cancer screening to people ages 40 to 49. As part of this expansion, individuals who are 40 to 49 will be able to self-refer to the program, supporting access to screening for people without a primary care provider.

Regular screening can find cancer early when treatment has a better chance of working. This expansion will provide people ages 40 to 49 with access to high quality breast cancer screening and the benefits of participating in an organized screening program.

As medical radiation and imaging technologists are key partners in the successful implementation of the OBSP expansion, Ontario Health (Cancer Care Ontario), which oversees the OBSP, has developed the following resources to help you prepare for the upcoming change:



- [Radiologist and MRT information letter regarding OBSP expansion](#)
- [Screening recommendations for people ages 40 to 49 in the Ontario Breast Screening Program](#)
- [Expansion of the Ontario Breast Screening Program to people ages 40 to 49: Frequently Asked Questions for OBSP sites](#)

Recognizing that OBSP sites and the medical radiation and imaging technologists practicing in those sites may experience capacity challenges as the program expands, they also developed a [service prioritization framework](#) to support program expansion in the short and longer term, where capacity constraints exist. The framework is intended to allow for flexibility based on radiologist discretion and clinical circumstances. This prioritization framework should be applied for both OBSP and non-OBSP screening appointments and assessments, so that all patients are prioritized according to clinical urgency.

In addition to the expansion of the OBSP to include people ages 40 to 49, OBSP sites that have [Digital Breast Tomosynthesis \(DBT\)](#) capability may use it for breast cancer screening for OBSP participants beginning October 8, 2024. The 3D images should be interpreted alongside standard (full-field digital) or synthetic 2D images.

Because there is currently inadequate evidence to suggest that DBT performs significantly better than 2D mammography, the OBSP is not recommending that DBT must be used for breast cancer screening in the program. The use of DBT and how to implement DBT in screening (e.g., which participants to screen) is at the discretion of the OBSP site.

For more information regarding the expansion of the Ontario Breast Screening Program, please visit the [Cancer Care Ontario website](#).

## THAT'S A GOOD QUESTION!

*Being a regulated health professional is complex. We're happy when MRITs ask us to help them understand topics like practice standards, quality assurance requirements or the role and responsibilities of CMRITO in regulating MRITs. In this section of Insights, we answer some of your most frequently asked questions.*



### **The name I use in practice is different than the name I used to register with the College. Is this permitted?**

You are not permitted to use a different name in practice. Patients have the right to know the names of the health professionals involved in their care and have access to this information on the College's Public Register. Therefore, it is essential that your name on the Public Register (which is the name you provided when you registered with CMRITO) matches the name you use in practice. In fact, it is an act of professional misconduct for registrants to use a different name in practice than their name as it appears on the Public Register as outlined in the CMRITO professional conduct regulation.

The good news is that registrants who use a different name in practice than their name as listed on the CMRITO Public Register can request to add the name they use in practice to their CMRITO Profile. Simply fill out the [Add a Practice Name form](#) and send it by email to the CMRITO Registration Team at [registration@cmrito.org](mailto:registration@cmrito.org).

If you need to change your last name as it appears on the Public Register, for example due to a change in marital status, you can also do so. In this case, fill out the [Change of Name form](#), attach any necessary documentation, and email everything to the CMRITO Registration Team at [registration@cmrito.org](mailto:registration@cmrito.org).

Remember, whether adding a practice name or changing your name on the Public Register, you are required to notify the CMRITO of any change in your name within seven days of the change.

# COMBATTING HUMAN TRAFFICKING – ANTI-HUMAN TRAFFICKING STRATEGY 2020-2025

The Ontario government's five-year Anti-Human Trafficking Strategy 2020-2025 is concluding, and the Provincial Anti-Human Trafficking Coordination Office is planning Ontario's next steps in combatting human trafficking – including how the government can better support survivors and protect people who are at greater risk of being targeted and trafficked.

The Strategy sought to raise awareness of the issue through training and public awareness campaigns, empowering frontline service providers – including frontline health care workers like medical radiation and imaging technologists – to prevent human trafficking before it occurs and acting early, supporting survivors through specialized services, and giving law enforcement the tools and resources they need to hold offenders accountable.

You can learn more about human trafficking as well as how it can happen, who is at risk, and the warning signs on the [Recognizing Human Trafficking page](#) on the Government of Ontario website.

If you or someone you know needs support or if you want to report a potential case, call the Canadian human trafficking hotline: 1.833.900.1010. It's confidential, toll-free, and open 24/7.

## SUSPENDED REGISTRANTS

The following registrants' certificates of registration were suspended between March 1, 2024, and June 30, 2024, 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 registrant of the CMRITO and cannot legally practice as a medical radiation and imaging technologist until their registration is reinstated.

08491 Ted M. Barney	13838 Georges Jurdak
10694 Hussam K.H. Beituni	19843 Soha Khan
16699 Minh Giang Kim Chung	17014 Anna Khokhlova
21413 Joshua Doxtator	09621 Monique Michaud
22679 Alyssa-Charlie Ethier	19735 Mihaela Mihaescu
15657 Bradley Alexander Hatcher	20619 Umar Abid Saeed
07201 Nahid Jamasbi	18167 Can Wei



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

**Chair** Amanda Lee

**Vice-Chair** Derek Ribeiro

**Registrar & CEO** Pree Tyagi

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

416.975.4353 1.800.563.5847 [www.cmrito.org](http://www.cmrito.org)

