



CMRITO

insights

Winter 2025



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ELECTION 2025

CMRITO registrants have the opportunity to participate in electing the professional members of the Council that governs the CMRITO. Along with the public members appointed by the provincial government and the appointed academic member, the six elected professional members of Council are responsible for providing leadership and direction to the CMRITO in regulating registrants who practise in Ontario to serve and protect the public interest.

There are three districts holding elections this year – District 4, magnetic resonance, District 5, diagnostic medical sonography, and District 6, registrant-at-large. If you hold a specialty certificate in magnetic resonance, you are eligible to vote in District 4. Likewise, if you hold a specialty certificate in diagnostic medical sonography, you are eligible to vote in District 5. All registrants in the province of Ontario are eligible to vote in District 6.

Remember, your vote must be submitted no later than Wednesday, April 2, 2025 at 4:00 p.m. using the link in the email sent to you on February 24, 2025.

There are three candidates standing for election in District 4, magnetic resonance:

- Jennifer Michelle Frazer, MRT(MR)(R)
- Anna Simeonov, MRT(MR)(R) (incumbent)
- Lyndsay Monica M. Simmons, MRT(R)(MR)

There are two candidates standing for election in District 5, diagnostic medical sonography:

- Zainool Dhalla, DMS, MRT(R) (incumbent)
- Vikram Kumar, DMS

There are five candidates standing for election in District 6, registrant-at-large:

- Christine E. Hill, MRT(T)
- Redon Hoxhaj, MRT(N)
- Catherine Ladhani, MRT(R)
- John Lai, DMS
- Diana Victoria Stenhouse, MRT(R), DMS

If you have any questions about the CMRITO election process or the 2024 election, please visit the [Election Process](#) page on the CMRITO website or contact the College at election@cmrito.org.



Did you know that CMRITO regularly posts and shares updates and information on Facebook, X, and LinkedIn? We also share recordings and videos on important topics on YouTube. Follow us on social media to keep up with the latest CMRITO news.



STRATEGIC PLAN 2025-2027

The College of Medical Radiation and Imaging Technologists of Ontario has a new three-year strategic plan. Strategic plans outline organizations' long-term goals, vision for the future, and the actions needed to achieve these goals. They identify key strategies, set an action plan, and function as a blueprint to help the organization's prioritizing and decision-making processes.

At its meeting in December 2023, Council appointed a Strategic Planning Committee to lead the development of a new strategic plan.

The committee, CMRITO senior staff, and external experts identified key priorities and devised a structure for developing the new [Strategic Plan](#). At meetings throughout 2024, the team reflected on the current regulatory and health care environments, and reviewed the College's mission, vision, and values to help develop a roadmap for the next three years. The group leveraged and applied their diverse experience and knowledge to create [CMRITO's Strategic Plan](#). Council received an interim report at its meeting in March 2024, and a draft of the new Strategic Plan was presented to Council and approved at their meeting in December 2024.

As part of this plan, the following strategic purpose, operational activities, strategic considerations, and goals were identified to help guide CMRITO activities and projects through 2027:



CMRITO

Regulator of medical radiation and imaging technologists in Ontario

MISSION

To regulate the profession of medical radiation and imaging technology to serve and protect the public interest

STRATEGIC PURPOSE 2025-2027

CMRITO proactively regulates in the public interest with MRITs and system partners

Goals

Advancing patient-centered care through collaboration with health care partners

Empowering safe, effective, and ethical practice

Delivering effective regulatory practices

Goals

Strategic Considerations

CMRITO will collaborate with MRITs and health care partners to strengthen patient safety in the system

CMRITO will support the professional practice of MRITs through its regulatory knowledge and resources

CMRITO will ensure regulatory practices are fair, transparent, accessible, and proportionate to risk

Strategic Considerations

Operational Activities

- Promote and enhance current collaborations with system partners
- Develop a future-focused Health Care Partner Engagement Strategy

- Promote understanding of professional accountabilities and compliance with regulatory requirements
- Ensure Inclusion, Diversity, Equity, and Accessibility (IDEA) in our culture

- Monitor, respond to, and implement any changes to legislation and case law
- Ensure the organization has the capacity to continue to build on its strengths
- Evaluate and apply evolving regulatory practices

Operational Activities

Values



Integrity



Inclusion | Diversity
Equity | Accessibility



Trustworthiness



Transparency



Professionalism



Respect

Values

STARTING THE YEAR STRONG WITH CMRITO'S QA PROGRAM!

2025 is well underway, and it's time for CMRITO registrants to start thinking about completing their Quality Assurance (QA) Program requirements. This ensures that registrants stay on top of their practice through continuous learning and professional development, meeting the standards of care and safety that the public expects.



The QA Program:



supports ongoing competence through professional development



provides a pathway for registrants to show compliance with Standard of Practice Standard 8 - Continuing Competence



aligns with CMRITO's mandate to regulate the profession and protect the public

Here are some tips and tricks to make the most of the QA Program:



stay organized: track your professional development activities and keep your records up-to-date in the QA ePortfolio



focus on areas for growth: take advantage of opportunities to reflect on your practice of the profession and set personal learning goals. Use these goals to inspire your continuing education



check for updates regularly: check your email to stay informed about any changes, new resources, or deadlines you need to be aware of. Be sure to add qa@cmrito.org to your safe sender list so important communications from the College stay out of your junk folder



use provided resources: unsure about how to use the QA ePortfolio? Watch the [QA ePortfolio User Instructions](#) video to learn how easy it is to use. Want a new way to record your continuing education and professional development hours? Download the [QuickQA app](#) and get started today!

If you have any questions about the QA Program, your QA ePortfolio, or the QuickQA app, reach out to the CMRITO QA Team at qa@cmrito.org or by phone at 416.975.4353 or 1.800.563.5847.

NEW PROFESSIONAL CONDUCT PUBLICATION

CMRITO recently launched a new publication designed to help registrants navigate the College's professional conduct processes.

What you must know about ... Professional Conduct processes was developed to enhance registrant understanding of CMRITO's professional conduct processes and provide answers to frequently asked questions about the review of reports by the Registrar (regarding professional misconduct, incompetence, incapacity, and sexual abuse), the investigation of complaints and the consideration of Investigation Reports by the Inquiries, Complaints and Reports Committee, and hearings before the Discipline Committee and the Fitness to Practise Committee.

You can read *What you must know about ... Professional Conduct processes* on the Publications page on the CMRITO website.



KNOW YOUR COLLEGE

A lot of great questions about CMRITO were raised during our 2024 public consultation, and we wanted to answer them in a new segment called "Know your College." This section was introduced in the Fall 2024 edition of Insights to allow us to address the issues you've raised and explain parts of CMRITO operations and decision-making that normally don't get coverage in Insights or our other publications.

If the number of CMRITO registrants has increased, why does the College need to raise fees? Doesn't more registrants mean more revenue?

Over the past 14 years, the number of medical radiation and imaging technologists registered with CMRITO has grown by over 80%. In 2011, there were roughly 6,700 registrants. By the end of 2024, the College had over 12,100 registrants.

The College has also seen an increase in the volume of mandatory regulatory activities it is required to carry out. The *Regulated Health Professions Act (RHPA)* sets out the College's responsibilities. These are the activities that CMRITO must do to fulfill its public protection mandate and include administering the College's registration and quality assurance programs, protecting the public through the complaints and discipline process, and maintaining the public register and website. All of these activities are required by the RHPA. Over this time, the mandatory regulatory workload that must be undertaken by, among others, RHPA colleges has increased substantially.

These activities ensure that only those individuals who meet registration requirements are legally authorized to practice the profession in Ontario. They also make sure that registrants maintain continued competency in a changing health care environment, and that concerns regarding the conduct, competence, and capacity of registrants are investigated and considered in accordance with legislation.



The following list outlines some of the key increases in regulatory activity by program area over the last 14 years:

Registration

- 122% more applications submitted annually
- 375% increase in the number of cases referred to the Registration Committee

Quality Assurance

- 300% increase in the number of CMRITO registrants required to submit their QA ePortfolios for assessment each year
- more than 600% increase in the number of registrants selected for assessment

Professional Conduct

- over 400% increase in the number of Professional Conduct cases
- 120% increase in the number of cases reviewed by the Inquiries, Complaints and Reports Committee

This 80% growth in registrants has led to increases of between 120% and 600% to the number of regulatory activities the College is required to complete.

Self-regulation in Ontario is entirely funded by the profession. Registration and application fees provide the CMRITO with the necessary funds to carry out its work. The College does not receive any funding from the government, the Ministry of Health, or any other organization.

The decision on how to spend these funds is made by a Board of Directors – in our case the CMRITO Council – which is made up of elected and appointed professional registrants from each specialty and members of the public appointed by the provincial government. Those decisions are guided by the requirements of the RHPA. Council has a fiduciary duty to ensure the College has the financial resources required to carry out its regulatory mandate to serve and protect the public interest. Council evaluates the College's goals, projected plans, and budget, and sets the registration and application fees based on the forecasted costs of delivering those activities. The last time the annual registration fee was increased was 2011.

Council, with the assistance of its independent financial advisors, has recognized the need to increase fees to ensure the College's continued financial stability and maintain its ability to fulfill its mandate to protect the public of Ontario. In recent years, it has cost CMRITO more than it has collected in registration and application fees to regulate the profession. This has resulted in consecutive deficit budgets. The College has been able to cover these deficits in the short-term by drawing from its reserve funds. Operating at a deficit is possible on a temporary basis but isn't sustainable in the long-term. The cost of regulating the profession is – and will continue to be – greater than the revenue the College collects from the current registration and application fees. Council has therefore determined that it is necessary to increase those fees to properly fund the College's mandatory regulatory activities. Moreover, this fee increase must also replenish the College's depleted reserve funds to ensure the College has the financial means to continue to operate in the event of an emergency.

At the same time, CMRITO has a statutory duty to collaborate with the Ministry of Health to make sure that there is an adequate supply of qualified, skilled, and competent MRITs to meet the growing demand in the health care system.

Council considered these and other factors at its December 6, 2024 meeting when it reviewed and discussed the proposed fee increase. After thoughtfully considering the feedback received during the initial consultation, the Finance and Audit Committee was directed to explore alternate fee increase options for Council to consider at its next meeting. In particular, Council sought to find opportunities to reduce the amount of the initial increase in 2025 and spread the total increase over multiple years. The Finance and Audit Committee has explored various options with the assistance of the College's independent financial advisors, and will present several alternatives for Council's consideration at its March 2025 meeting.

Council will consider the options provided by the Finance and Audit Committee and propose a fee increase that is more gradual in its approach. Registrants, system partners, and the public will all have an opportunity to provide feedback on this proposal through the public consultation process.

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.

Have last year's updates to Safety Code 35 resulted in any changes or modifications to CMRITO's Standards of Practice regarding the use of lead shielding?

Last June, Health Canada published a revised version of *Safety Code 35: Safety Procedures for the Installation, Use and Control of X-ray Equipment in Large Medical Radiological Facilities*, which replaces the previous safety code published in 2008. This revision includes specific updates on patient shielding.

As a result, diagnostic imaging departments and facilities may be looking to update their policies and protocols to align with the new safety code. The CMRITO *Standards of Practice* have not changed following the updates to Safety Code 35. The Standards of Practice are intended to be generic and support facility policies. That is, if facility policy requires patient shielding for a specific procedure, registrants must use that shielding as outlined in the facility's policy.

Remember:

- MRITs in Ontario are required to comply with provincial legislation and the CMRITO Standards of Practice
- the CMRITO Standards of Practice outline how CMRITO registrants must comply with facility policies. The three Standards that speak specifically to patient shielding are: Practice Standard 2, Indicator k, Practice Standard 3, Indicator m, and Practice Standard 4, Indicator k. Please note that each



statement has the qualifier “as required” or “as appropriate.” These qualifiers support interpretation of the Standards of Practice as facilities consider policy changes to address new recommendations as appropriate

- each facility’s radiation protection officer is responsible for matters related to the safe operation of x-ray machines under the *Healing Arts Radiation Protection Act* (HARP Act), and the departmental policies and procedures of your place of employment determine what radiation protection devices are required for each specific examination
- proposed changes in care provision should be addressed at the departmental level through your managers and radiation protection officer and should be consistent with the policies and procedures of your facility, according to CMRITO Practice Standard 6

The CMRITO Standards of Practice allow departments to respond to changes in practice environments, advances in technology, and other emerging issues through their policies and procedures. These policies and procedures will dictate when shielding is appropriate, required, or indicated, while considering patient needs. To do this, work needs to be done in collaboration with your radiologists and radiation protection officers to determine what changes may be required and which protocols you should follow. Departmental policies must be in place to support any changes to your practice.

If you have any questions regarding your practice as an MRIT in Ontario, please contact the CMRITO Practice Advice Team at practiceadvice@cmrito.org.

SUSPENDED REGISTRANTS

The following registrants’ certificates of registration were suspended between October 31, 2024 and January 31, 2025 for failure to pay their fees in accordance with section 24 of the Health Professions Procedural Code, which is Schedule 2 to the *Regulated Health Professions Act, 1991*.

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.

23022 Lena Behnessilian	13599 Amber Sarah Jean Lougheed
13869 Hong Phuc Michael Dinh	21656 Narges Meghdadi Esfahani
17314 Samina Farid	23408 Shadi Salehpour
22992 Mohammad Ghaffaripour Jahromi	16879 Marat Shvedov
23112 Sasha Jervis-Bardy	18061 Shahida Siddiqui
17436 Mirza Khan	08152 Barry K. Smith
11499 Deborah Kim	20316 Hadi Tayan



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario

Chair Amanda Lee

Vice-Chair Derek Ribeiro

Registrar & CEO Pree Tyagi

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416.975.4353 1.800.563.5847 www.cmrito.org