



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario

STRATEGIC PLAN

2022-2024

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INTRODUCTION

We are pleased to share the 2022-2024 Strategic Plan of the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO).

As Ontario's health care system evolves and recovers from the unprecedented global pandemic that stretched the system and health care professionals to the limit, there is a greater focus on the patient, access to services, the pursuit of optimal value for health care dollars, and improved delivery of quality health services. Further, the field of medical radiation and imaging technology is advancing as new and innovative technologies are introduced. In light of these developments, medical radiation and imaging technologists (MRITs) can expect to experience considerable change in their workplace environment and be called on to adapt and respond to the evolving health care landscape.

The 2022-2024 Strategic Plan reaffirms our commitment to meeting our public protection

mandate. Health regulatory colleges, including the CMRITO, are a key part of the health care system in Ontario and are charged with ensuring safe and effective patient care. In turn, regulated health professionals are accountable to their health regulatory colleges for the quality of care they provide to patients.

This plan presents the College's blueprint for the next three years. During this time, we will focus our efforts on three strategic goals. Guided by our mission, vision and values, we will support the continuing competence of MRITs in the delivery of safe and effective services in this rapidly changing environment. We will apply evolving regulatory practices to enhance public protection and strengthen the work we do with our valued partners, both in fulfilling our important regulatory role and serving as a trusted resource.

We look forward to meeting the challenges set out in this Strategic Plan.



Sandra Willson, MRT(N)
President



Linda Gough, MRT(R), MPA
Registrar & CEO

CMRITO'S ROLE

The College of Medical Radiation and Imaging Technologists of Ontario regulates medical radiation and imaging technologists in five specialties: radiography, radiation therapy, nuclear medicine, magnetic resonance and diagnostic medical sonography. In Ontario, regulated health professions are governed under the *Regulated Health Professions Act, 1991* (RHPA) and health profession Acts (for the CMRITO, the *Medical Radiation and Imaging Technology Act, 2017*). This legislative framework establishes health regulatory colleges, which regulate the professions in the public interest. Health regulatory colleges are responsible for ensuring that regulated health professionals provide health services in a safe, effective and ethical manner. CMRITO does this by ensuring that MRITs are competent to practice and are practising professionally. Schedule 2 to the RHPA, the Health Professions Procedural Code, sets out requirements that ensure that health professional regulation in Ontario is transparent, objective, impartial and fair for those seeking to become regulated health professionals, for the regulated health professionals who are governed by the health regulatory colleges, and in particular, for patients and members of the public.

CMRITO's powers and duties derive from this legislative framework. The CMRITO Council recognizes these obligations as the central mandate of the organization.

GOVERNANCE

The Council is the governing body of the CMRITO, and is made up of both members of the public, who are appointed by the provincial government, and members of the profession who are elected or appointed from the membership. In addition to the Council, the CMRITO has a number of statutory and non-statutory committees to manage the regulatory activities of the College. The committees are composed of public and professional Council members, and non-Council professional members, who are appointed by the CMRITO Council.

The Council, its committees and management are committed to serve and protect the public interest through progressive, future-focused governance and regulatory oversight processes.

Health regulatory colleges are responsible for ensuring that regulated health professionals provide health services in a safe, effective and ethical manner. CMRITO does this by ensuring that MRITs are competent to practice and are practising professionally.

THIS PLAN

Through the execution of the 2017-2021 Strategic Plan, CMRITO made substantial advancements in innovating and enhancing our regulation in the public interest. Not least of these accomplishments included the regulation of diagnostic medical sonography and new legislation that changed our name to be more reflective of all of the five specialties we now regulate. These successes demonstrate that the CMRITO is an effective, responsive and collaborative regulator committed to public protection.

In the fall of 2021, the Council and senior staff met virtually a number of times to reflect on the current regulatory and health care environment, and to review the CMRITO's mission, vision and values. This Strategic Plan recognizes the challenges facing the health care system and medical radiation and imaging technologists after two years of unprecedented strain and overwhelming demands resulting from the COVID-19 pandemic. There are many changes still unfolding as public health restrictions are reduced, and expectations for a more equitable, diverse and inclusive society in all areas emerge.

The CMRITO Council is committed to executing this plan and achieving the goals set out in this foundational document. The Council has directed staff to develop annual

operating plans articulating strategies and tactics to implement the plan's strategic goals and objectives. Building on a base of sound regulatory processes, these goals have been set by Council because they are primary to the advancement of the CMRITO's mandate for the years 2022-2024 and identify the critical success factors that must be achieved over this period.

The Council has directed staff to develop annual operating plans articulating strategies and tactics to implement the plan's strategic goals and objectives.



MISSION

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

VISION

CMRITO is an effective and collaborative regulator committed to transparency, equity, diversity and inclusion.

VALUES

CMRITO's values shape the organizational culture and are demonstrated in our decision-making and actions:

- Integrity
- Equity, Diversity and Inclusion
- Trustworthiness
- Transparency
- Professionalism
- Respect



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GOAL

Actively monitor, evaluate and apply evolving regulatory practices to enhance public protection.

We will accomplish this by:

- reviewing our existing programs and practices to ensure that they support equity, diversity, and inclusion
 - refining our Quality Assurance Program as necessary to best support medical radiation and imaging technologists in providing safe and effective patient care
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GOAL

Maximize the impact of our communications to support our mission, mandate and strategic objectives.

We will accomplish this by:

- developing educational strategies to support registrant compliance with standards and guidelines
 - developing targeted communications campaigns in conjunction with risk
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GOAL

Increase organizational capacity to anticipate and respond to external forces and future challenges with awareness, flexibility and openness.

We will accomplish this by:

- ensuring that all program areas have the resources and infrastructure they need to meet increasing demand
 - ensuring our senior management team has the resources and support it needs to maintain continuity and continue to build on its strengths
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