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Q1

Please indicate which regulator you are and your main point of contact should we require follow up.

College of Medical Radiation and Imaging Technologists of Ontario (CMRITO)

Caroline Morris, Deputy Registrar & Registration Director

Q2

Section 1 - During the reporting period (January 1st– December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes to the registration requirements in this reporting period.

Q3

Assessment of qualifications

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes in the processes used by the CMRITO Registration Committee to assess the qualifications of applicants in the reporting period.

Q4

Timelines for registration, decisions and/or responses

Yes,

Description of change/improvement that would impact fair registration outcomes:

There has been a small increase in the timelines for issuing decisions to applicants in the reporting period. The Registration Committee has continued to see increased volumes of applications in 2022 as compared to the volumes experienced in prior years. The Committee met with increased frequency in 2022 to meet the demand and continued the use of smaller panels of the Committee to be able to review an increased number of applications at each meeting. The Registration Committee also continued the electronic approval process for issuing Decisions, Orders and Reasons on all applications that were reviewed. The increased volumes have resulted in the timelines increasing from three to four months, to four to six months to receive a decision from the Registration Committee.

Q5

Registration and assessment fees

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes in the registration and assessment fees paid by applicants in the reporting period.

Q6

Resources for applicants

Yes,

Description of change/improvement that would impact fair registration outcomes:

The CMRITO continues its ongoing review and refresh of the information available on the applicant resources page on the College website. Information is available to applicants about a range of resources that are available to assist them. The "Resources for Applicants" page can be found at this link.

(<https://www.cmrito.org/applicants/internationalapplicants/resources-for-applicants/>). The resources page includes information for applicants on the CMRITO Council approved examinations, bridging programs, related courses, and other resources. The information on the approved examinations includes direction on how to apply and links to courses and other preparation tools that are available to assist applicants in preparing for the examinations. The information on the bridging programs includes links to optional programs that are available to provide supports that applicants may find helpful in bridging their international training and experience with the practice of the profession in Ontario. The other resources listed on the page provide links to occupation specific language training courses that are offered at no cost to newcomers to Ontario and information on access to The Michener Institute of Education at UHN Learning Resource Centre and HealthForceOntario. In 2022, the CMRITO made publicly available a number of Council policies that relate to registration. These policies can be seen at this link (<https://www.cmrito.org/static-resources/acts-regulations-by-laws/policies/registration/>)

Q7

Changes to internal review or appeal process

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes to the internal review or appeal processes in the reporting period.

Q8

Access by applicants to their records

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes to the process for applicants to request access their records. It is noted however that since the application process has moved to an electronic process, where no paper documents are provided by applicants, that applicants are uploading electronic versions of their documents, and the CMRITO therefore does not have hard copies of any documents provided by the applicant.

Q9

Mutual recognition agreements

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes to the processes for recognition of qualifications for applicants who apply for a certificate of registration under the labor mobility provisions of the Canadian Free Trade Agreement.

Q10

Training and resources for staff regarding registration

Yes,

Description of change/improvement that would impact fair registration outcomes:

In 2022, registration staff received training on the registration requirements and internal processes to prepare an application for assessment. Registration staff also attended training on the Regulated Health Professions Act, 1991(RHPA) legislative framework and the Health Professions Regulators of Ontario (HPRO) governance training for RHPA colleges. Ensuring that everyone involved in the registration process is educated about the registration requirements and understands the established processes and procedures, helps to ensure compliance with our legislated responsibilities. In this manner the CMRITO ensures that the registration processes are transparent, objective, impartial and fair for all applicants.

Q11

Relationship with third party service provider(s)

No,

Description of change/improvement that would impact fair registration outcomes:

There have been no changes to the relationships and contracts that are in place with third party service providers in the reporting period.

Q12

Accreditation of educational programs

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

There have been no changes to the processes that have been established for the accreditation and approval of educational programs in medical radiation and imaging technology in Ontario in this reporting period.

Q13

Technological or digital improvements

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

There have been no significant changes to CMRITO's technological or digital systems as they relate to applications in 2022.

Q14

Anti-racism and inclusion-based policies and practices

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The CMRITO is a regulator that is committed to the values of integrity, respect, and trustworthiness and ensuring transparency, professionalism, and equity, diversity and inclusion in its assessment and registration processes. These values shape our organizational culture and are the basis of our decision-making and actions. The CMRITO continued with several measures to ensure objectivity in the registration practices and systems and identify potential sources of bias in the assessment or decision-making processes. Both external and internal legal counsel provide orientation to Committee members on various topics, such as the decision-making parameters set out in legislation and how human rights law interacts with Registration Committee decision-making. The registration requirements are defined in policies and procedures, are objective and have measurable criteria. Decision-makers consistently apply registration requirement criteria, policies, and procedures to all applicants. Members of the Registration Committee are fully oriented to the criteria, policies and procedures utilized by the Committee and orientation is ongoing. Over time, the Committee has developed its own guidelines and tools to ensure that requirements are applied consistently and there are documented guidelines and tools that decision-makers use. Decision-makers consider previous registration decisions made in similar cases for consistency and there are internal processes to monitor consistency and accuracy in decision-making and the outcomes of those actions. The CMRITO has also developed systems to identify potential sources of bias and employs strategies to address bias and enable neutrality. The working documents that are used by the Registration Committee for the assessment of each application define specific objective criteria that are used as the basis of the assessment of each application. By using criteria that are measurable and defined and not based on objective perceptions, the risk of introducing bias is greatly reduced. The CMRITO has implemented measures to achieve impartiality in its registration decisions and has taken steps to help ensure decision-makers identify source of potential bias and strategies to avoid and mitigate situations of bias from the registration processes. These include clearly defining procedures to follow if bias is identified and using group deliberation and consensus strategies to come to decisions. CMRITO in 2022 has continued to provide Council and Committee members with education and training to improve understanding related to DEI matters.

Q15

Organizational structure

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The CMRITO has experienced a significant increase in the volume of international applicants applying for registration in the 2021-2022 period. In addition to process and technology improvements that were implemented to improve efficiency, the CMRITO Council determined that additional staffing resources were necessary to manage the increased volumes. In 2022 two new registration staff positions were created and new staff were recruited and trained.

Q16

Contingency or continuity of operations plans

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

There have been no changes to the contingency or continuity of operations plans in 2022.

Q17

Documentation requirements for registration

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

There have been no changes in the documentation requirements for registration in the reporting period. CMRITO continued the use of credential evaluation reports that applicants had already completed through credentialing agencies such as WES, ICAS or the Medical Council of Canada, for the authentication and validation of program documents from organizations where applicants had completed their education. A secure document management website is available for applicants applying for registration and can accept files in a variety of formats. Applicants can scan their original or notarized documents and upload them. Applicants can also take images and photographs of their original documents and upload them to the secure site. Registration staff then validate the authenticity of the documents. Should any concerns be identified with any documents, applicants are requested to provide credential evaluation reports in addition to providing the scanned documents or images of the originals. In the event of further concerns, credentialing agencies such as WES or ICAS would be approached to assist. Where official documentation is not available, the CMRITO has continued to consider alternatives including personal declarations, sworn statements and confirmations and validations from former colleagues or supervisors.

Q18

English / French language proficiency testing

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

In 2022, the CMRITO Registration Committee, in anticipation of the legislation changes to require regulators to recognize the language fluency tests approved by Immigration Canada, started to consider, and accept, both the CELPIP and TEF tests which were submitted by applicants. The CMRITO had already recognized the IELTS test for both the academic and general training tests since 2013. Process changes to add the CELPIP and TEF tests to the list of approved tests on the website, in the application guides and Career Map are underway and will be completed in 2023.

Q19

Section 2 – If applicable, please list your organization’s top three accomplishments during the reporting period that relate to fair registration practices.

1

The CMRITO through operational efficiencies and expanded use of technology has been able to process an increased volume of applications for registration

2

The CMRITO has continued with the document management and validation processes that have expedited the application process for applicants, while still maintaining the integrity of the document validation processes

3

Further efficiencies in the process to assist applicants and to prepare applications for the Registration Committee to review have been explored this year.

Q20

Section 3 – If applicable, please list the top three risks that impacted your organization’s ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1

Organizational Capacity - the CMRITO has continued to see a significant increase in volumes of applications in 2022. Staffing capacity may need to be considered should this trend continue in 2023.

Q21

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

No,

Other (please specify):

The CMRITO does not require Canadian experience in medical radiation and imaging technology for registration. Applicants applying for registration can provide evidence of their competence to practise from their home countries.

Q22

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,

French,

Other (please specify):

Note: The French versions of application materials and information are not available on the website and are provided to applicants on demand. Translation of information about the application process into French is completed as needed using external translation services.

Q23

Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	2563
Total Female	8809
Total Non-binary	0
Gender not provided	6
Overall Total	11378

Q24

In relation to your members: Do you collect race-based data?

No

Q25

Do you collect other identity-based or demographics data?

No

Q26

Do you plan to collect race-based data in the future?

No

Q27

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

Full/Independent Practice	11378
Provisional/Limited License/Certificate	0
Emergency License/Certificate	0
All other classes	0
Overall Total	11378

Q28

Jurisdiction where members were initially trained As of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

Ontario	9861
Other Canadian Provinces and Territories	542
USA	0
Other Countries	975
Multiple and/or Unspecified Jurisdiction	0
Total	11378

Q29

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	Pakistan - 147
2	Islamic Republic of Iran - 118
3	India- 110
4	Philippines - 72
5	United States - 71
6	United Kingdom - 59
7	China - 38
8	Bangladesh - 34
9	Hong Kong - 30
10	South Africa - 25
11	Jamaica - 20
12	Lebanon - 18

Q30

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	216
Total Female	651
Total Non-binary	0
Gender not provided	3
Overall Total	870

Q31**No**

In relation to the applications, you received: Do you collect race-based data?

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Q32

No

Do you collect other identity-based or demographics data?

Q33

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

100

Q34

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

Number of Applicants	562
Number of Applicants Licensed/Certified	466
Average Time to Process Application in Weeks from First Point of Applicant Contact	12
Average Time to Process Application in Weeks from Receipt of all Required Documents	1

Q35

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

Number of applicants	52
Number of applicants fully licensed/certified	46
Average Time to Process Application in Weeks from First Point of Applicant Contact	2
Average Time to Process Application in Weeks from Receipt of all Required Documents	1

Q36

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	16
Number of applicants fully licensed/certified	14
Average Time to Process Application in Weeks from First Point of Applicant Contact	2
Average Time to Process Application in Weeks from Receipt of all Required Documents	1

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Q37	
Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	
	Number of applicants 244
	Number of applicants fully licensed/certified 15
	Average Time to Process Application in Weeks from First Point of Applicant Contact 16
	Average Time to Process Application in Weeks from Receipt of all Required Documents 1

Q38	
Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	
	Number of applicants 12
	Number of applicants fully licensed/certified 0
	Average Time to Process Application in Weeks from First Point of Applicant Contact 16
	Average Time to Process Application in Weeks from Receipt of all Required Documents 1

Q39	
Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	
	Number of applicants 562
	Number of applicants fully licensed/certified 498
	Average Time to Process Application in Weeks from First Point of Applicant Contact 10
	Average Time to Process Application in Weeks from Receipt of all Required Documents 1

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Q40

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q41

Please provide any additional comments you may have for questions 33-41.

Please note that the applicants from the USA have been captured under Q38 as there is no specific category for these applicants.

Q42

Jurisdiction where applicants obtained their initial educationPlease indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	Islamic Republic of Iran - 56
2	India - 41
3	Pakistan - 36
4	Philippines - 28
5	USA - 12
6	Hong Kong - 8
7	Bangladesh - 4
8	Egypt - 4
9	Tunisia - 3
10	Vietnam - 3
11	United Arab Emirates - 3
12	United Kingdom - 3

Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

649

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Q44		370
Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.	0 – less than 3 months	370
	3 months – less than 6 months	158
	6 months – less than 12 months	50
	12 months – less than 18 months	23
	18 months – less than 24 months	14
	24 months and greater	34

Q45
Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

865

Q46		142
Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.	0 – less than 3 months	142
	3 months – less than 6 months	75
	6 months – less than 12 months	126
	12 months – less than 18 months	103
	18 months – less than 24 months	55
	24 months and greater	364
	TOTAL	865

Q47		0
Other Licenses/Certificates of Registration Processed Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1- December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.	Ontario	0
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

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Q48	Ontario	0
Other Licenses/Certificates of Registration Processed Please indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

Q49	Ontario	0
Other Licenses/Certificates of Registration Processed Please indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

Q50	Ontario	1
Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	1
	USA	12
	Other Countries	225
	Multiple and/or Unspecified Countries	0
	TOTAL	239

Q51	Ontario	0
State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	0
	USA	0
	Other Countries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

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Q52		0
State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	0
	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q53		0
State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	0
	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q54
List the top three reason for appeals (by percentage) of a registration decision

1	Appeal against completing the mandatory examination requirement which is a non- exemptible requirement in the registration regulation .
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Q55
List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

1	Applicant did not meet requirements for registration set out in the order from the Registration Committee
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Q56
List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1	Did not successfully complete the exam(s) approved by Council
2	Did not register within five years of completing an approved program

Q57
Please provide any additional comments you may have:

Please note that the responses to Q47, Q48 and Q49 are all not applicable to the CMRITO as the College registration regulation does not include any alternative classes of license including provisional and emergency classes of registration.
