

# Fair Registration Practices Report

## Medical Radiation Technologists (2019)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACKTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACKTA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

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## 1. Qualitative Information

### a) Requirements for registration, including acceptable alternatives

#### i. Describe any improvements / changes implemented in the last year.

In 2019, the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO) expanded the online application process to applicants in all five of the specialties that are regulated by the CMRITO. In order to provide applicants with guidance on how to navigate the online application process, the CMRITO also developed application guides for each of the categories of applicants that can apply for a certificate of registration:

- graduates of approved Ontario educational programs in medical radiation and imaging technology
- graduates of accredited educational programs in medical radiation and imaging technology in one of the other provinces in Canada and who have not become registered in a jurisdiction or applicants who have been engaged in the practice of the profession in an unregulated jurisdiction (non-labour mobility)
- applicants who are currently registered in another regulated jurisdiction in Canada (labour mobility)
- applicants who have completed a program in medical radiation and imaging technology outside of Canada.

This year the CMRITO expanded 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 documents from programs where applicants had completed their education. Where applicants had not already completed credential evaluation reports, they were still provided with options such as providing notarized copies of their documents or meeting with CMRITO staff to view original documentation.

Applicants also used several alternatives where the usual or official documentation was not available including providing personal declarations, sworn statements and references from former colleagues or supervisors.

#### ii. Describe the impact of the improvements / changes on applicants.

The online application process has streamlined the process and made it accessible to applicants across Canada and internationally.

The applicants find the online process easy to navigate and understand. Applicants are able to upload

documentation which saves time and cost to the applicant.

The use of pre-existing credential evaluation reports for validation and authentication has further simplified the process for applicants while still maintaining the integrity of the authentication process.

**iii. Describe the impact of the improvements / changes on your organization.**

Applying the online application process to all types of applicants has streamlined the processing of applications for registration for CMRITO staff and has enabled the Registration Committee to be able to move to a fully electronic review process when they assess applications for registration.

**b) Assessment of qualifications**

**i. Describe any improvements / changes implemented in the last year.**

The grandparenting provision in the CMRITO registration regulation for the registration of applicants who had engaged in competent practice of the specialty of diagnostic medical sonography in 2015, 2016 or 2017 (with a specified required number of hours), or were employed in the specialty on December 31, 2017, terminated at the end of 2018.

As of January 1, 2019, the same registration requirements under the registration regulation are applicable to all specialties. The educational requirements that must be met are, that an applicant must have:

- completed one of the approved educational programs in medical radiation and imaging technology in Ontario; or
- completed one of the accredited programs in medical radiation and imaging technology in another province in Canada; or
- completed a program in medical radiation and imaging technology that is offered outside of Canada and is considered by the Registration Committee to be substantially similar to a program in the specialty offered in Ontario.

In addition to the above program requirements, all applicants are required to successfully complete one of the examinations approved by Council. For the specialties of radiography, nuclear medicine, radiation therapy and magnetic resonance, the approved examinations are the examinations of the Canadian Association of Medical Radiation Technologists (CAMRT) and for the specialty of diagnostic medical sonography, the approved examinations are the examinations of Sonography Canada.

**ii. Describe the impact of the improvements / changes on applicants.**

All applicants are now required to meet the same registration requirements in all five specialties.

**iii. Describe the impact of the improvements / changes on your organization.**

Having the registration requirement the same for all of the five specialties regulated by the CMRITO streamlines the evaluation and processing of applications.

**c) Provision of timely decisions, responses, and reasons**

**i. Describe any improvements / changes implemented in the last year.**

In 2019, the Registration Committee continued to see increased volumes of applications. The Committee continued to meet with increased frequency in 2019 to meet the demand. The Registration Committee also expanded the use of smaller panels of the Committee in order to be able to review an increased number of applications at each meeting.

In 2019 the Registration Committee issued 346 decisions for applications that were referred to the Registration Committee for review.

The Registration Committee also expanded their electronic approval process to all applications that were reviewed, which has shortened the time for an applicant to receive their Decision, Order and Reasons from a panel of the Registration Committee from four to six weeks, to two to three weeks in most cases.

**ii. Describe the impact of the improvements / changes on applicants.**

Applicants are able to receive a decision from a panel of the Registration Committee in a shortened timeframe.

**iii. Describe the impact of the improvements / changes on your organization.**

In order to expedite these changes the CMRITO has increased the staffing complement and hired a decision writer to prepare the Order, Reasons and Decisions, based on direction from the panel, for their review and approval. The use of technology for reviewing and approving these decisions has improved our turnaround times.

**d) Fees**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**e) Timelines**

**i. Describe any improvements / changes implemented in the last year.**

The Registration Committee in 2019 continued to process applications that were received in 2018 from internationally educated diagnostic medical sonographers. Many of these applications were incomplete and considerable support was provided by CMRITO staff to prepare these applications for review by the Registration Committee. As a result, some of the timelines on preparing these applications for the panel to review were extended, but from the time the application was considered to be complete to the time the applicant received their decision, the typical processing time was between 3-4 months.

**ii. Describe the impact of the improvements / changes on applicants.**

The considerable work that CMRITO staff invested in assisting these applicants in preparing their applications, including exploring suitable alternatives to the normal process, was instrumental in being able to assist these applicants in preparing their applications and submit a complete application for registration.

**iii. Describe the impact of the improvements / changes on your organization.**

The impact of this increased level of support for applicants was significant on the workload of the staff in the registration team.

## **f) Policies, procedures and/or processes, including by-laws**

### **i. Describe any improvements / changes implemented in the last year.**

In 2019, the Registration Committee considered the issue of applications from diagnostic medical sonographers who have not practised the profession for a period of greater than five years. As the registration regulation requires that an applicant must have engaged in competent practice within the last five years to be eligible for registration, this group of applicants poses a challenge, particularly where the reasons the applicant has stepped away from practice may be for a circumstance that could be a protected ground under human rights legislation.

The Registration Committee approved a policy for applicants who have completed accredited and/or approved programs in medical radiation and imaging technology in Canada, and have not practised in the last five years, to submit an application for registration and following the completion of all remaining requirements for registration (including completion of the approved examinations), register the applicant with an imposed term, condition and limitation for a period of supervised practice, in order to provide the applicant with an opportunity to demonstrate their competence.

### **ii. Describe the impact of the improvements / changes on applicants.**

This new policy will provide access for applicants who have completed approved accredited programs in the past, to a "retraining" option to demonstrate their competence to practice, in order to meet the registration requirements.

### **iii. Describe the impact of the improvements / changes on your organization.**

The change supports the CMRITO organizational commitment to provide fair and equitable registration processes for all applicants, while still adhering to the mandate to ensure public protection.

## **g) Resources for applicants**

### **i. Describe any improvements / changes implemented in the last year.**

The application guides for all types of applicants are an additional resource to applicants, as was the implementation of the online application process to all applicant types. The online application process enables applicants to view the status of their applications.

### **ii. Describe the impact of the improvements / changes on applicants.**

The online application process makes the application process more transparent and accessible for applicants. The application guides provide clarity on process.

### **iii. Describe the impact of the improvements / changes on your organization.**

The online application process for all application types streamlines the registration work processes and improves the efficiency and effectiveness of staff.

## **h) Review or appeal processes**

### **i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**i) Access to applicant records**

**i. Describe any improvements / changes implemented in the last year.**

The work that was begun in 2018 to move all documents to an electronic format continued in 2019. Any hardcopy documents that are provided by applicants are now returned to the applicant once the application process is complete and the applicant has received their decision.

**ii. Describe the impact of the improvements / changes on applicants.**

The changes are positive for applicants as their documents are returned to them.

**iii. Describe the impact of the improvements / changes on your organization.**

The process of returning the applicant's documents is an extra step in the process, but it has removed the need to send documents to off-site storage, so the processes associated with managing our documents have been simplified.

**j) Training and resources for registration staff, Council, and committee members**

**i. Describe any improvements / changes implemented in the last year.**

All Registration Committee members participated in an annual general orientation to the regulatory responsibilities and requirements of self-regulation of the practice of medical radiation and imaging technology in the public interest, provided by CMRITO internal legal counsel.

New members to the Registration Committee received committee specific orientation to the policies, tools, guides and processes that are used by the Registration Committee when completing their assessment of applications for registration.

Registration staff received training on the registration requirements and internal processes to prepare an application for evaluation by the Registration Committee.

**ii. Describe the impact of the improvements / changes on applicants.**

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.

**iii. Describe the impact of the improvements / changes on your organization.**

Providing training and information to the Registration Committee and staff involved in the registration processes ensures that all who are supporting the registration processes are aware of their responsibilities and roles.

**k) Mutual recognition agreements**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**l) Other (include as many items as applicable)**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year**

The *Medical Radiation and Imaging Technology Act* (MRIT Act) came into force on January 1, 2020, replacing the *Medical Radiation Technology Act* (MRT Act). The MRIT Act changes the name of the College and changes 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.

In anticipation of the coming into force of the MRIT Act, in 2019, the CMRTO's Council approved, for circulation and comment, a new registration regulation to be made under the MRIT Act. Among other things, the proposed regulation refers to the new name of the profession and streamlines the regulation so that it reflects the similarities of the registration requirements for all five specialties – radiography, radiation therapy, nuclear medicine, magnetic resonance and diagnostic medical sonography.

In accordance with the *Regulated Health Professions Act, 1991* the proposed regulation was circulated for 60 days to members and stakeholders for comment. The Office of the Fairness Commissioner provided comments on the proposed regulation. The proposed regulation has not yet been posted to the Ontario Regulatory Registry.

## 2. Quantitative Information

### a) Languages

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	No

Other (please specify)

Additional comments:

### b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	.
Female	.
None of the above	.

Additional comments:

The CMRITO does not collect statistics on the gender of applicants.

### c) Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of Members
Male	2433
Female	8580
None of the above	4

Additional comments:

Clarification note: The CMRITO membership is composed of 22.08% male members and 77.88% female members.

### d) Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Albania 1		
			Armenia 1		
			Bangladesh 1		
			Croatia 1		
			Congo, The Democratic Republic 1		
			Egypt 5		
			Finland 1		
			Germany 1		
			India 15		
			Iran 24		
			Iraq 1		
			Ireland 1		
			Israel 1		
			Italy 1		
			Jamaica 1		
			Jordan 1		
470	52	3	Korea 1	0	637
			Lebanon 2		
			Morocco 1		
			Nicaragua 1		
			Pakistan 21		
			Philippines 10		
			Slovakia 1		
			S. Africa 2		
			Sri Lanka 1		
			Sudan 1		
			Syrian Arab Republic 2		
			Trinidad 1		
			U.K. 6		
			Ukraine 2		
			Zimbabwe 1		
			Turkey 1		
			OTHER 1		
			Total 112		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

**e) Jurisdiction where applicants who became registered members obtained their initial education**

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where



they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
531	33	0	OTHER 202 Total 202	0	766

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

All members who have completed their initial education in the USA, are included in the "other international" total.

**f) Jurisdiction where members were initially trained**

Indicate the total number of registered members by jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
9644	514	0	OTHER 859 Total 859	0	11017

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

The CMRITO does not track statistics for specific locations of initial education for members, and all members who would have completed their initial education in the USA would be included in the "other international" total.

**g) Applications processed**

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
<b>New applications received</b>	470	52	3	112	0	<b>637</b>
<b>Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)</b>	0	0	0	0	0	<b>0</b>
<b>Inactive applicants (applicants who had no contact with your organization in the reporting year)</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who met all requirements and were authorized to become members but did not become members</b>	190	62	0	55	0	<b>307</b>
<b>Applicants who became FULLY registered members</b>	531	33	0	202	0	<b>766</b>
<b>Applicants who were authorized to receive an alternative class of licence<sup>3</sup> but were not issued a licence</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who were issued an alternative class of licence<sup>3</sup></b>	0	0	0	0	0	<b>0</b>

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
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<sup>1</sup> An alternative class of licence enables its holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

**Additional comments:**

The number of applicants who met all the requirements for registration and were authorized to become members but did not become members is a cumulative total of all eligible applicants for the last five years who have not yet become members.

Applicants who would have completed their initial education in the USA are included in the "other international" totals.

The rows with 0 values above reflect information that is not tracked and is not available.

**h) Classes of certificate/license**

Indicate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	Specialty certificate of registration	<p style="text-align: center;"><b>Description (a)</b></p> <p>In 2019, the CMRITO issued specialty certificates of registration in the specialties of radiography, nuclear medicine, radiation therapy, magnetic resonance and diagnostic medical sonography.</p>

**Additional comments:**

**i) Reviews and appeals processed**

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	10	2	0	337	0	<b>349</b>
Applicants who initiated an appeal of a registration decision	0	0	0	0	0	<b>0</b>
Appeals heard	0	0	0	0	0	<b>0</b>
Registration decisions changed following an appeal	0	0	0	0	0	<b>0</b>

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
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**Additional comments:**

Applicants who would have completed their initial education in the USA are included in the "other international" total.

**j) Paid staff**

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
<b>Total staff employed by the regulatory body</b>	23.5
<b>Staff involved in appeals process</b>	2
<b>Staff involved in registration process</b>	5

**Additional comments:**

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### 3. Submission

**I hereby certify that:**

**Name of individual with authority to sign on behalf of the organization:**

Linda Gough

**Title:**

Registrar & CEO

**Date:**

2020/02/27

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