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Lori Boyd Joins College



The College is pleased to announce that Lori Boyd joined the College as Director of Policy on November 6.

Lori is registered with the CMRTO in the specialty of radiography and has more than 25 years experience in the profession. Upon graduating from The Michener Institute for Applied Health Sciences (formerly The Toronto Institute of Medical Technology) she practised at The Toronto General Hospital and The Toronto Vascular Institute, working in general radiography, angiography and CT. Lori then joined The Michener Institute where she was Chair of Continuing Professional Education for 15 years and Co-Chair of the Medical

Radiation Sciences Program for two years.

Recently Lori has been teaching courses for the Access and Options Program at The Michener Institute, the Medical Radiation Sciences Program for the University of Toronto and for the CAMRT. Her research interests include patient safety, interprofessional collaborative care, health ethics, and culture and health. She has presented at national and international conferences and has published articles on professionalism for the Journal of Allied Health and research ethics for the CAMRT Journal.



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Ordre des
technologues en
radiation médicale
de l'Ontario

Lori's educational background includes a Bachelor of Arts degree from York University, and a Master of Arts in Philosophy from The University of Toronto. Lori is currently working on a doctorate from the Ontario Institute for Studies in Education at the University of Toronto. Lori has sat on the Continuing Education Committee of the CAMRT and chaired the Education Committee of the OAMRT.

As Director of Policy, Lori will be assisting the Registrar with policy and current issues facing the profession, and will be responsible for the College's Quality Assurance Program. Lori will be supporting the Quality Assurance and Patient Relations Committees.

Reduction of GST

The federal government has announced that the GST will be reduced from 6% to 5% effective January 1, 2008. Here is a list of some of the College's fees, along with the new GST amounts.

All College fees paid on or after January 1, 2008 will be subject to the 5% GST rate. If you have any questions regarding your fees, please contact the College.

FEE	AMOUNT	GST	TOTAL
Annual (registration) fee	\$360.00	\$18.00	\$378.00
Late registration fee, including penalties (\$360.00 annual registration fee, \$90.00 late fee)	\$450.00	\$22.50	\$472.50
Application fee	\$100.00	\$5.00	\$105.00
Application and evaluation fees (\$100.00 application, \$250.00 evaluation fee)	\$350.00	\$17.50	\$367.50

Summary of Discipline Hearing

Johnson Wong, M.R.T.(R.)

On August 16, 2007 a discipline hearing was held to consider allegations of professional misconduct brought against Johnson Wong. It was alleged that on April 12, 2006, Mr. Wong accessed and reviewed a friend's ultrasound film, although he had no reason to do so for the purpose of patient care or in the performance of his duties, contrary to his employment agreement, the Standards of Practice of the College and the

professional misconduct regulation made under the *Medical Radiation Technology Act*.

The panel of the Discipline Committee found Mr. Wong guilty of professional misconduct. The panel acknowledged that Mr. Wong admitted his guilt of professional misconduct. Although he may have obtained his friend's verbal consent to view the films, Mr. Wong was accessing personal health information for purposes unrelated to the professional care or treatment of his friend and as such was in breach of the College's standards of practice (namely section 1 and section 5 of the Essential Competencies)ⁱ and the regulations. Thus the panel concluded that his actions constituted professional misconduct as set out in the legislation and standards of practice. The need to maintain confidentiality is a fundamental part of professional practice. While his friend provided consent to Mr. Wong, it is the responsibility of the member to ensure that they are accessing patient medical health information for the purposes of providing health care delivery.

The panel ordered that Mr. Wong be reprimanded and that the reprimand be noted on the College register for a period of one year. The panel also ordered Mr. Wong to satisfactorily complete the CMRTO Legislation Learning Package within six months.

In reaching its decision regarding the appropriate penalty, the panel considered the serious nature of the offence while recognizing a number of mitigating factors including Mr. Wong's acknowledgement of responsibility for the conduct as well as the fact that he had already served a five day unpaid suspension as a result of the incident. The panel was also influenced by the fact that Mr. Wong was under the misapprehension that his friend's verbal consent was all he required to view the films in questions.

ⁱ Section 1 of the Essential Competencies states that M.R.T.s must understand, and adhere to, the legislation governing the practice of the profession, the standards of practice set by the College, and the Code of Ethics.

Section 5 of the Essential Competencies states that M.R.T.s must understand how, and act, to protect the confidentiality of all professionally acquired information about patients and further states that all M.R.T.s must keep all patient information confidential, except when necessary to facilitate diagnosis or treatment of the patient or when legally obliged or allowed to disclose such information.



In our practice as medical radiation technologists, boundary issues sometimes arise. When they do, MRTs need to consider their professional obligations and standards of practice and practise in accordance with the applicable legislative framework, policies and regulations of the College and their employer. Two boundary issues are currently worthy of particular attention.

Performing an examination or procedure without an order

Under provincial legislation MRTs are authorized to perform an MRI, nuclear medicine study, radiation therapy treatment or x-ray only when the procedure is ordered by a health care professional with the authority to do so. Occasionally, in practice, a colleague, friend or relative may ask you to perform a diagnostic procedure on them without the appropriate authorization in place. The request is especially challenging because it is coming from a friend or family member. Sensitivity and tact is needed in explaining that you are not able to do what they ask as this is not permitted under our health care legislation in Ontario.

Although we may understandably feel compassion and concern for a friend or loved one, we are ultimately required to act in accordance with the applicable legislation and standards of practice governing the members of the College. There is no exception in the legislation for friends, family members or co-workers. If you are asked to perform an examination without a proper order or requisition, regardless of the circumstances, it is your professional obligation to refuse because it would be a clear breach of the legislation.

Privacy and confidentiality of personal health information

In this digital age, patients have become aware that many health care practitioners may be able to access patients' personal health information. Privacy legislation has emerged in response to this concern. Under this legislation, facilities and individuals (called health information custodians under the *Personal Health Information Protection Act*) who collect, use and disclose personal health information and maintain records which contain personal health information are required to have policies and methods in place to control access to this information.

MRTs have long understood the concept of patient confidentiality and are accustomed to not discussing or disclosing personal health information about a patient outside of their practice setting. The concept of privacy under the legislation goes one step further, however, restricting access to the information to those who require it in order to provide patient care. The College's standards of practice state that MRTs must understand how, and act, to protect the confidentiality of all professionally acquired information about patients. They also state that MRTs must keep all patient information confidential, except when necessary to facilitate diagnosis or treatment of the patient or when legally obliged or allowed to disclose such information.

MRTs should familiarize themselves with their employer's privacy policies. Many facilities are actively auditing their electronic systems to ensure that only those employees who need to access patient information are doing so. And when they find unauthorized access there are often associated penalties for employees.

If you are not providing care to a patient, there is no reason for you to access his or her records, whether in electronic, paper or other format. Nor are exceptions to be made for family, friends, colleagues or celebrities. Even if the patient consents to your accessing his or her information for purposes not related to your professional duties, doing so is likely a violation of your employer's policies and a failure to maintain the College's standards of practice. It is far better to let patients access their own information through appropriate channels. They can share it with you if they want. If you wish to access your own information, there are also procedures in place for you, as a patient, to do so.

New Regulation for Nurse Practitioners

On August 29, 2007, the College of Nurses of Ontario (CNO) announced that, as a result of the Ontario government's approval of new regulations to expand Nurse Practitioners' specialties, the CNO gained the authority to regulate three new Nurse Practitioner specialties in the Extended Class: NP-Paediatrics, NP-Adult and NP-Anaesthesia in addition to the currently regulated NP-Primary Health Care role. Also, as a result of amendments to the Nursing Act, the title Nurse Practitioner became protected. It is available only to nurses registered in the Extended Class known as Registered Nurse Extended Class or RN(EC).

Currently under the *Healing Arts Radiation Protection Act* (HARP Act), RN(EC)s are authorized to order x-rays of the: chest, ribs, arm, wrist, hand, leg, ankle, and foot, and to order a mammogram. They are also permitted to order diagnostic ultrasound of the abdomen, pelvis and breast. Recently the CNO submitted a proposal to the Ontario government to expand this list to include the authority to order additional diagnostic procedures including CTs, MRIs and diagnostic ultrasounds. The rationale for making these changes includes increasing access to, and improving timeliness of, care for patients. The CNO submission to the Health Professions Regulatory Advisory Council (HPRAC) can be found at <http://www.hprac.org>.

These proposed changes are currently being reviewed carefully by HPRAC, including a public consultation process, prior to HPRAC providing advice to the Minister of Health and Long-Term Care on the proposed changes. The College will notify members if and when the relevant legislation changes and what it means for your work with nurse practitioners.



The Strategic Map 2008-2010

The College's strategic map for 2008-2010 was approved by Council at its meeting in December. Some of the initiatives planned for 2008 include:

- Revise the College's comprehensive guidelines and validate the revisions
- Implement changes to the College's processes due to amendments to the *Regulated Health Professions Act* made by the *Health System Improvements Act* (Bill 171)
- Implement remaining IT upgrades/enhancements including the new registration system which will allow on-line registration and a credit card payment option
- Implement the next steps in demographic data gathering for the Health Human Resources Database of the Canadian Institute for Health Information (CIHI)

Notice of Election of Members to Council

Notice of election of members to Council

District #3 (Central District, Radiography) is composed of the geographic area within the territorial boundaries of the Regional Municipalities of Durham, Peel and York, the Counties of Haliburton, Northumberland, Peterborough and Simcoe, the City of Kawartha Lakes, and the City of Toronto.

District #6 (Nuclear Medicine) includes all of the Province of Ontario.

Date: May 2, 2008

Place: College of Medical Radiation Technologists of Ontario
170 Bloor Street West, Suite #1001
Toronto, Ontario M5S 1T9

Time: Ballots must be received at the College no later than 5:30 p.m. on May 2, 2008

Council Highlights

A summary of key decisions taken by Council at each of its meetings is available on the College's website www.cmrto.org. The highlights here capture some of the main elements of the Council meeting held on December 3-4, 2007.

The Strategic Map 2008-2010

The strategic map for 2008 was approved by Council. The strategic map for 2009-2010 was approved in principle. (See the short article elsewhere in this issue of Insights.)

Budget Approved

Council approved the 2008 budget for the College and approved in principle the 2009 and 2010 budgets.

Microsoft Customer Relationship Management Project (MS CRM)

A report on the MS CRM project was presented to Council. The new system will go live internally in January 2008 after extensive development and testing. It is expected that on-line renewal of registration and the option of credit card payment of College fees for members will be available in early summer 2008.

Quality Assurance Committee Report to Council

Council approved a new policy in connection with the College's QA program to replace two existing policies.

Health Human Resource Planning

Council approved, for circulation to members, a proposed by-law to permit the College to collect additional information from members about themselves and their practice.

In addition, the College Council approved the following additional object of the College, under paragraph 8 of subsection 3(1) of the Health Professions Procedural Code, as being desirable for the delivery of human health care:

“to engage in and facilitate, with other stakeholders, activities, such as the collection and analysis of data, for the purpose of human resources planning and demographic, research and other studies”.

These steps are being taken in conjunction with the College's participation in the Health Human Resources Database project of the Canadian Institute for Health Information to establish a health human resource database for medical radiation technologists in Canada.

Health Professions Regulatory Advisory Council (HPRAC) Patient Relations Program Review

HPRAC is currently reviewing the patient relations programs of health regulatory colleges. The College staff met with HPRAC in October and submitted a report for 2007 on the performance of the College's patient relations program.

Fair Access to Regulated Professions Act

The Office of the Fairness Commissioner (OFC) is an independent agency set up to ensure that regulatory bodies have registration practices that are transparent, objective, impartial and fair. The College had an introductory meeting with the OFC in October and a study meeting in November to report on the College's registration practices.

HPRAC Interprofessional Collaboration

On June 28, 2007, the Minister of Health and Long-Term Care asked HPRAC to recommend mechanisms to facilitate and support interprofessional collaboration among health colleges. The CMRTO is participating in the discussion and consultative process. Two Council members and the Registrar attended a HPRAC working session on interprofessional collaboration on October 18, 2007.

Pandemic Planning

The College has developed a business continuity plan for emergency preparedness in the event of a pandemic or other emergency. Updates will be shared with Council as the business continuity plan is implemented.

Allied Health Professional Development Fund (AHPDF)

The Ministry of Health and Long-Term Care has confirmed that the AHPDF will be available for medical radiation technologists for a second year. The College sent notification to all its members on behalf of the MOHLTC in November 2007.

Physician Assistant Initiative

Information was provided to Council on the Ministry of Health and Long-Term Care physician assistant initiative. There are currently four pilot demonstrations under the project. Physician assistants will work under the supervision of a physician.

Reminder – Allied Health Professional Development Fund

Under HealthForce Ontario, the Ontario provincial government has extended the Allied Health Professional Development Fund (AHPDF) for an additional year to reimburse fees (up to a maximum of \$1500) for professional development activities which enhance the skill, knowledge, practice and service delivery of a variety of health professionals including MRTs. Application can be made for the reimbursement of fees for professional development activities completed between April 1, 2007 and March 31, 2008.

Members should direct any questions to the AHPDF help line at 905-602-6015 or toll-free at 1-866-992-6015, or by email to lsawaya@ahpdf.ca, or by the website www.ahpdf.ca.

Suspended Members

The following are the people whose certificates of registration were suspended between August 1, 2007 and December 31, 2007 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 member of the College unless and until the suspension is removed.

08258	Tourigny, France S.
06331	Pornaras, Van (Evangelos) G.
12769	Donker, Catherine E.
12938	Grewal, Kiranjit

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The mission of the CMRTO is to serve and protect the people of Ontario through self-regulation of the profession.

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