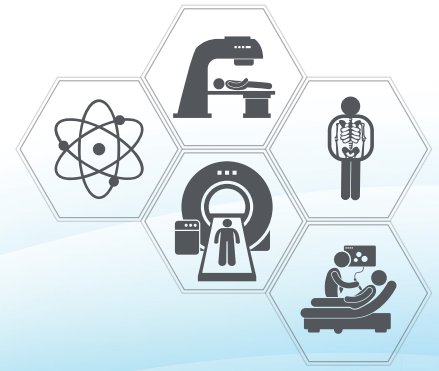




CMRITO

insights

Fall 2021



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MEMBERS OF COUNCIL 2021-2022

Council is the governing body of the CMRITO responsible for regulating the medical radiation and imaging technology profession in Ontario and ensuring public protection. Composed of members of the public appointed by the Ontario government and elected professional members registered in each of CMRITO's five specialties (radiography, radiation therapy, nuclear medicine, magnetic resonance, and diagnostic medical sonography), Council determines the College's strategic direction and ensures that CMRITO meets all its statutory objectives.



Visit www.cmrito.org
to learn more about
CMRITO Council
and Committees

The following members of the public and CMRITO members were elected or appointed to CMRITO Council for the 2021-2022 year:

Sandra Willson, President, MRT(N)	District 3 – nuclear medicine
Jay A. Neadles, Vice President, MRT(MR)(R)	District 4 – magnetic resonance
Zainool Dhalla, DMS, MRT(R)	District 5 – diagnostic medical sonography
Yasir Khalid, MRT(T)	District 6 – member at large
Amanda Lee, MRT(R)(MR)	District 1 – radiography
Ramesh Makhija	Public Member
Caitlin McCabe	Public Member
Derek Ribeiro, MRT(T)	District 2 – radiation therapy
Victoria Romero	Public Member
Nilay Saha	Public Member
Manjit Saini (Bhondhi)	Public Member
Kieng Tan, MRT(T)	District 7 – academic councillor

More information about Council, its role and activities, including the agenda material for all Council meetings, can be found at www.cmrito.org.

ELECTION OF PRESIDENT & VICE PRESIDENT AND COMMITTEE APPOINTMENTS

Congratulations to Sandra Willson, MRT(N) on being elected President, and Jay A. Neadles, MRT(MR)(R) who was re-elected Vice President at the June Council meeting. Sandra and Jay will hold these roles for one year.

Council also appointed members to CMRITO's statutory and non-statutory committees at their June meeting. To learn more about the committees of Council and the public and professional members appointed to each of these committees, please visit the [Committees](#) page on the CMRITO website.



Watch recordings of previous CMRITO webinars on our [Videos and Webinars](#) page and our [YouTube](#) channel.



INTRODUCING SANDRA WILLSON, MRT(N)

Sandra Willson was elected CMRITO Council President on June 10, 2021. Sandra was first elected to Council in District 3 - nuclear medicine in 2014, and has sat on numerous committees including Executive, Discipline, Patient Relations and Quality Assurance (where she served as Committee Chair) during her seven years as a Council member. She has also played an important role in a number of CMRITO's key priorities, including the regulation of diagnostic medical sonography and the College's transition from CMRTO to CMRITO.

Since 2015, Sandra has been the Manager of the Diagnostic Imaging Department at Thunder Bay Regional Health Sciences Centre where she oversees technologists in nuclear medicine, PET, MRI, and ultrasound.



Sandra Willson

Thank you, Sandra, for taking on this key role within the CMRITO Council, and for bringing your experience, skills, and knowledge to this important leadership position.

WENDY RABBIE RETIRES AS PRESIDENT

On June 10, 2021, Wendy Rabbie ended her nine-year term on CMRITO Council and her six-year tenure as Council President. CMRITO Council, committees and staff thank Wendy for her countless contributions, leadership and lasting impact on the College.



Wendy Rabbie

Wendy was first elected to Council in District 2 - radiography in 2012. Since that time, she has been a member of various CMRITO Committees including Executive, Patient Relations and Inquiries, Complaints and Reports. She also served as CMRTO Vice President in 2015. Over this time, Wendy participated in various working groups including the College's first Governance Task Group and the Sonography Implementation Group. Wendy enjoyed a long and productive career as the Director of Medical Imaging and Laboratories at the Children's Hospital of Eastern Ontario (CHEO), a position from which she retired from this June, and was a part of a team that brought multiple changes and new services to CHEO's pediatric population. She was also the Co-Chair of the Joint Health and Safety Committee at CHEO and served on multiple committees within the hospital as the medical imaging representative. Wendy also acted as a member on many external committees including the Medbuy Imaging Committee, Champlain LHIN Regional Diagnostic Imaging Network Committee and the Algonquin Medical Radiation Technology Program Steering Committee.

Thank you, Wendy, for your years of outstanding leadership on Council, dedication to the profession of medical radiation and imaging technology and commitment to public protection.

For all of the latest CMRITO news and information, follow us on Facebook, Twitter, and LinkedIn.



NOTICE OF ELECTION 2022

On April 1, 2022 CMRITO will hold elections in District 4 – magnetic resonance, District 5 – diagnostic medical sonography, District 6 – member at large. Submissions will be accepted for District 7 – academic member, which is an appointed position.

A call for nominations will be sent to members in Districts 4, 5, 6 and 7 in December 2021. The election of professional members to the CMRITO Council is an important component of self-regulation. Council members set policies to ensure the safe, effective and ethical practice of medical radiation and imaging technology services in the province and regulate the profession in the public interest.

If you're considering standing for election and serving on the CMRITO Council, it's important to be able to address issues in the public interest and be able to commit the required time, effort, energy and expertise for the entire three year term. You can review the [CMRITO Council member competencies and expectations here](#). Additional information about Council, the election process and electoral districts can be found on the [Council](#) and [Elections](#) sections of the website.

2020 ANNUAL REPORT

Each year, the College is required by legislation to publish a comprehensive annual report for the Minister of Health that documents the College's activities, achievements and audited financial statements. We also proudly share the annual report with our members, stakeholders and the public.

The [2020 Annual Report](#) was released in early June 2021 and marks the first Annual Report of the CMRITO, as the College became the CMRITO with the proclamation of the *Medical Radiation and Imaging Technology Act, 2017* on January 1, 2020.

While 2020 was certainly a different year for all of us, the Annual Report remains a record of the work and important initiatives that Council, committees and staff successfully developed and implemented in 2020.

This year's report provides a comprehensive review of the activities CMRITO Council, committees and staff engaged in during 2020 to fulfill our mandate to regulate the profession of medical radiation and imaging technology in Ontario. Similarly, the report provides a snapshot of CMRITO membership at the end of the year.

This year's report highlights the following:

- The coming into force of the *Medical Radiation and Imaging Technology Act, 2017*
- COVID-19 and its impact on the practice of MRITs and CMRITO operations
- Communications efforts in 2020
- Committee reports

Please click [here](#) to view the [2020 Annual Report](#).



EMAIL MANAGEMENT AND SECURITY

As a registered member of CMRITO, you have an obligation under College by-laws to provide an email address which is unique to you and that you check regularly. With increased security around online services for many email providers, it is important that you frequently check both your inbox and junk or spam folders. Some tips that you can use to ensure you receive emails from CMRITO include:

- adding the following CMRITO email addresses to your safe sender list:
 - registration@cmrito.org
 - qa@cmrito.org
 - communications@cmrito.org
 - election@cmrito.org
 - nominations@cmrito.org
- checking your spam/junk mail folders regularly
- moving improperly flagged CMRITO emails in your junk mail to your inbox and identifying it as a safe email



Make sure you don't miss important information from CMRITO!

QUALITY ASSURANCE NEWS

CMRITO's mandatory Quality Assurance (QA) Program is designed to ensure that members maintain their competence in an ever-changing health care environment. There are two main components of the QA Program – the peer and practice assessment (Multi-source Feedback assessment) and the QA ePortfolio which every member must complete every year. The QA ePortfolio is very flexible and permits members to direct their own continuing education and professional development activities in topics that interest and benefit members in their current practice area(s) and helps to ensure their continued competence throughout their careers.

MULTI-SOURCE FEEDBACK ASSESSMENT 2021

Each year, a percentage of members are randomly selected to complete a peer and practice QA assessment by a Multi-source Feedback (MSF) assessment. This year, Council has cancelled the MSF assessment due to the ongoing COVID-19 pandemic.

QA EPORTFOLIO ASSESSMENTS

This year, 2,231 members were randomly selected to submit their 2021 QA ePortfolios for assessment. These members were notified of the requirement to submit their 2021 ePortfolio by email on April 21, 2021, and the deadline to submit the completed 2021 ePortfolios is January 7, 2022.

You will see a reminder alert on your [MAP account](#) if you are required to submit your 2021 QA ePortfolio for assessment. Please sign into [MAP](#) to check for this alert and for a copy of the email notice sent on April 21, 2021. This email, along with instructions on how to submit your ePortfolio, will be in the QA Notices section of your account.

TIPS FOR COMPLETING YOUR QA EPORTFOLIO

Now that we're in the last couple of months of 2021, all members should have the ePortfolio QA Profile and Self-assessments complete, and most of the 25 hours of continuing education and professional development activities completed and recorded as well.



Members can choose which continuing education and professional development activities they will complete in any given year – the learning activities do not need to be certified or approved by the CMRITO or professional associations for you to include them in your QA ePortfolio. Instead, what is most important is that you can explain what you learned and how that learning helps you in your practice.

Your 25 hours of continuing education and professional development activities may include the following:

- professional readings
- webinars, seminars, courses
- learning from other health professionals (e.g., attendance at rounds, tutorials, and staff meetings)
- training on new equipment or applications
- researching/writing a professional journal article or presentation
- reviewing and applying practice and protocol changes (such as new or changed practices due to COVID-19)

DID YOU KNOW?

Clinical teaching and training of others (e.g., students, new co-workers) can also be included as a professional development activity in your ePortfolio. To include teaching and training activities in your ePortfolio as part of your continuing education and professional development, log the amount of time you spent:

- preparing a lesson/presentation
- participating in case reviews with the student/staff
- reviewing policies/practices/protocols
- researching interesting cases with the student/staff

Remember to count and record only the time you spent learning from teaching and training experiences, and not the time you were teaching and the student was learning. And, as with all learning activities, you must explain what you learned from the experience and how it helped you in your practice.

For additional tips, watch our [ePortfolio 'how to' video](#), read our [QA Program publication](#), or watch our [QA Program webinar](#).

NEW QA EPORTFOLIO!

Since the launch of the CMRITO QA ePortfolio, members have enthusiastically embraced this easy to use, intuitive and accessible way to complete their annual QA requirements.

We are excited to announce that we will be releasing a new ePortfolio in early 2022! The new QA ePortfolio features:

- a modern look and feel
- a user dashboard that allows you to monitor your progress throughout the year
- an improved user interface for adding activity details

You will be able to access the new ePortfolio through your MAP account in the new year – there is no need for you to change your login information. Your ePortfolios from previous years will still be available to you for reference.

Watch your inbox and stay tuned for emails and social media posts for more information about the new QA ePortfolio!

THAT'S A GOOD QUESTION!

The practice of a regulated health professional can be very complex. We're happy when MRITs ask us to help them understand topics like practice standards, patient communication and consent, or the role and responsibilities of CMRITO in regulating the profession of medical radiation and imaging technology. In 'That's a good question!' we answer some of the most frequent questions MRITs ask us.

As a manager, can I hire a new graduate before they are registered with CMRITO?

Students who have completed one of the approved educational programs in one of the specialties of radiography, radiation therapy, nuclear medicine, magnetic resonance and diagnostic medical sonography in Ontario are able to be hired while waiting for examination results. However, there are a number of restrictions on the activities that a new graduate can perform prior to their registration with CMRITO.

In order to practice the profession of medical radiation and imaging technology in Ontario, an individual **must** be registered with CMRITO.

There are exemptions in legislation that permit students in approved educational programs to perform authorized acts and to apply ionizing radiation, electromagnetism for MRI, and soundwaves for diagnostic medical sonography while they are actively enrolled in the approved educational program, provided they are supervised by a member of CMRITO. **However, these exemptions don't apply after a person is no longer a student.**



An individual who has completed an approved educational program, but is not yet registered with the College is:

- **not** able to hold themselves out as a medical radiation and imaging technologist or a person qualified to practice in a specialty of medical radiation and imaging technology - MRT(R), MRT(T), MRT(N), MRT(MR) or DMS
- **not** authorized to apply ionizing radiation, electromagnetism for MRI, or soundwaves for diagnostic medical sonography
- **not** authorized to perform any of the controlled acts authorized to CMRITO members, including:
 - administering substances by injection or inhalation
 - administering contrast media or putting an instrument, hand or finger beyond the opening of the urethra, labia majora, anal verge or into an artificial opening of the body
 - performing a procedure on tissue below the dermis

The same restrictions apply even if the new graduate is supervised by a member of CMRITO.

More information is available in [What you must know about ... performing procedures](#).

SUMMARY OF DISCIPLINE HEARING JANICE G. MIZEN

The Discipline Committee is responsible for holding hearings related to professional misconduct and incompetence allegations referred by the Inquiries, Complaints and Reports Committee.

In September 2021, a discipline hearing was held via videoconference by Zoom. A summary of that hearing is set out below and now appears on the member's public register profile.

On September 2, 2021, a panel of the Discipline Committee (the Panel) held a hearing to consider allegations of professional misconduct regarding member Janice G. Mizen. The hearing proceeded by way of an agreed statement of facts wherein Janice G. Mizen admitted that she inappropriately accessed the personal health information and/or electronic medical records of 27 patients without consent or proper authorization.

The Panel found Janice G. Mizen to have committed acts of professional misconduct in that she:

- failed to maintain the standards of practice of the profession;
- contravened a federal, provincial, or territorial law, a municipal by-law, or a by-law or rule of a hospital within the meaning of the Public Hospitals Act, by accessing the personal health information and/or electronic medical records for 27 patients without consent or proper authorization while employed at St. Mary's General Hospital in Kitchener, Ontario, contrary to the *Personal Health Information Protection Act, 2004*, and/or the rules of the hospital; and
- engaged in conduct or performed an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

The Panel accepted a joint submission on penalty and made the following order:

- that Janice G. Mizen be required to appear before the Panel of the Discipline Committee via video to be reprimanded on September 2, 2021;
- that the Registrar impose specified terms, conditions and limitations on Janice G. Mizen's certificate of registration, requiring that she must successfully complete:
 - all of the modules of CMRITO's online Jurisprudence Course and the associated online quiz, and
 - the online Privacy Awareness in Health Care Training – Ontario course offered by Corridor Interactive, at her expense, by no later than November 1, 2021; and
- that Janice G. Mizen pay CMRITO's costs in the amount of three thousand five hundred dollars (\$3,500.00), payable by no later than September 2, 2022.

During the oral reprimand, the Panel indicated that of special concern was the fact that the professional misconduct in which Janice G. Mizen engaged involved accessing the personal health information and/or electronic medical records for numerous patients without consent or proper authorization over an extended period of time.

SUSPENDED MEMBERS

The following members' certificates of registration were suspended between April 1, 2021 and September 30, 2021 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 CMRITO and cannot legally practice as a medical radiation and imaging technologist unless and until the suspension is removed.

15628	An Khang (Anthony) Trinh	10575	Naina Keswani
21275	Farzad Asgharizadeh	17251	Pardeep Shardha
19562	Kathryn Lenz	20154	Shagufta Aftab Memon
19927	Luis Fernandez	21030	Sofia Mehmood



CMRITO
Regulator of medical radiation and
imaging technologists in Ontario

President Sandra Willson

Vice President Jay A. Needles

Registrar & CEO Linda Gough

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