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Diagnostic medical sonographers to be regulated with the CMRTO!

On August 2, 2017, CMRTO's President, Wendy Rabbie, received a letter from Denise Cole, Assistant Deputy Minister, Health Workforce Planning and Regulatory Affairs Division, Ministry of Health and Long-Term Care, directing the CMRTO to regulate diagnostic medical sonographers under the CMRTO, and to begin the registration of diagnostic medical sonographers by January 2018. In her letter, Ms. Cole noted that regulating diagnostic medical sonographers with CMRTO will enhance public protection and make the regulatory framework consistent for all areas of medical imaging.



College of
Medical Radiation
Technologists of
Ontario

Ordre des
technologues en
radiation médicale
de l'Ontario

We are delighted the government has decided to regulate diagnostic medical sonographers under the Regulated Health Professions Act and within the CMRTO!

CMRTO's president, welcomed the opportunity the regulation provides to extend the public protection framework for diagnostic imaging by bringing diagnostic medical sonographers into CMRTO.

Wendy said — "I am looking forward to working with diagnostic medical sonographers at the CMRTO Council table . . . the body responsible for the governance of the medical radiation technology profession in Ontario."

Registrar & CEO, Linda Gough, said — "The CMRTO has been working for many years to assist the Ontario Ministry of Health and Long-Term Care in completing the public protection framework for medical radiation technology by including diagnostic medical sonographers in the CMRTO."

CMRTO Council is currently working on drafting the regulations for diagnostic medical sonographers to register with the CMRTO, which will be posted to the CMRTO website for comment in the near future.

Our goal as the CMRTO is to work with sonographers and MRTs to ensure a smooth and seamless implementation of diagnostic medical sonographers as a fifth specialty within the CMRTO.

Election of President and Vice President!

Congratulations to Wendy Rabbie and Angela Cashell who were re-elected to the positions of President and Vice President of the CMRTO respectively!

In addition to re-electing Wendy and Angela, Council also appointed members to the CMRTO's statutory and non-statutory committees.

About the CMRTO Council

The CMRTO Council is responsible for the governance of the medical radiation technology profession in Ontario. The Council is made up of members of the public, who are appointed by the Lieutenant-Governor of Ontario, and members of the profession, who are elected from the membership. The Council has ultimate accountability for meeting CMRTO's mission, and for how this is accomplished. It ensures the Ontario public receives safe, effective and ethical medical radiation technology services according to accepted standards of practice.

The Council oversees the affairs of the CMRTO and, through its committees, registers members, ensures the maintenance of high standards of professional ethics, monitors standards of practice, manages quality assurance, continuing education and sexual abuse prevention programs and administers fair, open and honest complaint and discipline procedures. Council members sit on one or more committees of the CMRTO and each committee has its own mandate, directed by provincial legislation.

You can find a complete list of current Council and Committee members and more information about Council on the CMRTO website.

Council meetings are held four times per year at the CMRTO office and are open to the public. If you would like to attend a CMRTO Council meeting, please contact us by email at info@cmrto.org or by telephone at 1.800.563.5847.

2016 Annual Report

The CMRTO 2016 Annual Report: Advancing Public Protection, is now available on the CMRTO website. The annual report is one of the most important channels for learning about how the CMRTO functions and meets its mandate. The annual report is available in PDF format at www.cmrto.org. Any MRT who would like their own copy can be sent one by mail upon request. To receive your copy, please contact the CMRTO at communications@cmrto.org.

Members of Council for 2017/2018



Ebenezer Adiyiah,
MRT(R)
District 3
radiography



Susan Allen,
public member
Toronto



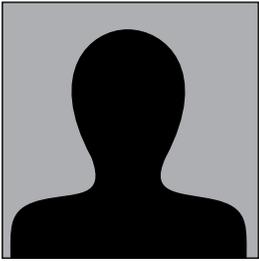
Nathalie Bolduc,
MRT(R)
District 1
radiography



Elaine Bremer,
public member
Orillia



Angela Cashell,
MRT(T)
District 5
radiation therapy



Mary (Susan) Gosso,
public member
London



Janice Hoover,
public member
Markdale



Franklin Lyons,
public member
Toronto



Jay Neadles,
MRT(MR), MRT(R)
District 8
magnetic resonance



Cathryne Palmer,
MRT(T)
District 7
faculty



Wendy Rabbie,
MRT(R)
District 2
radiography



Janet Scherer,
MRT(R)
District 4
radiography

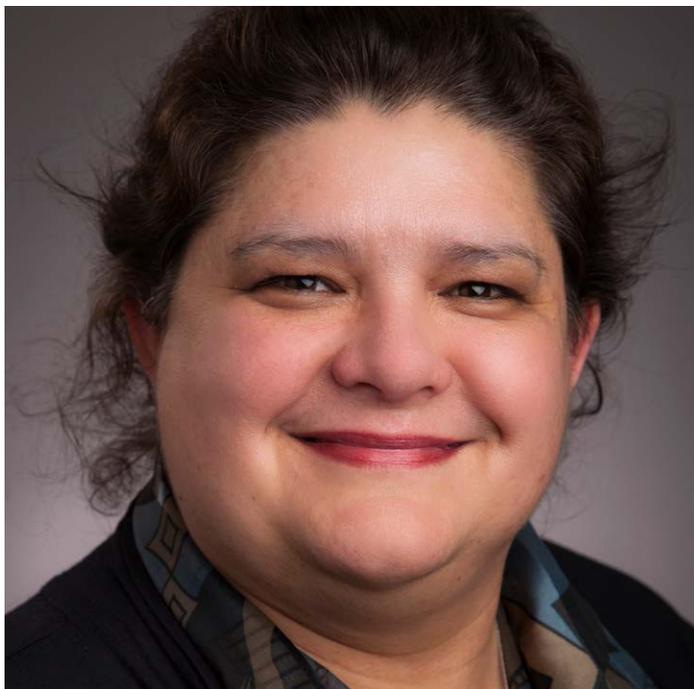


Martin Ward,
public member
Orillia



Sandra Willson,
MRT(N)
District 6
nuclear medicine

(Re)Introducing Caroline Morris



The CMRTO is very pleased to announce that as of July 1, 2017, Caroline Morris is now the Deputy Registrar!

Caroline has been the Director of Professional Practice at CMRTO since 2007. In this role, she has been responsible for registration and professional practice, data submission, office administration and human resources.

Caroline started her career in medical radiation technology in South Africa where she completed her National Diploma in Radiography and her Higher National Diploma in Post School Education at the Port Elizabeth Technikon.

Caroline immigrated to Canada in 1986 and began working at the Scarborough Hospital as a staff technologist in radiography. She was later appointed as a charge technologist in MRI and oversaw the installation of the first MRI at the Scarborough Hospital.

In 2002, she was promoted to manager of the DI department. Caroline was responsible for radiography, MRI, mammography, ultrasound and clerical support for the department. During this time, she also completed the Canadian Health Association Health Services Administration Diploma.

Most recently, Caroline has completed her Master of Arts in Leadership from Royal Roads University, which she found to be a challenging and interesting process. Caroline is excited to bring the knowledge she has gained to her new position as Deputy Registrar.

Announcing the new Ontario Health Regulators Website!

Recently, the [Federation of Health Regulatory Colleges of Ontario](#) created The [Ontario Health Regulators](#) (OHR) website on which the public can find the most trustworthy, relevant, and up-to-date information about the colleges and the health professionals they regulate.

What are the advantages of using the OHR website?

This new website recognizes the public's need for easy-to-access information and resources on regulated health professionals in a single place. Visitors can access the registers and websites of all 26 health colleges including the CMRTO, find a health professional, and see important information about a health professional's registration and discipline history.

The site also contains a variety of articles to help users of the healthcare system make the most of their care and time with regulated health professionals and the information is available in 10 languages.

The OHR website is a unique resource designed for the public to be a one-stop gateway for anyone trying to find information about a regulated health professional.

The website has been developed to help educate Ontarians about their rights as healthcare consumers, the role of regulatory colleges (like CMRTO), and the value of regulation to ensure the protection of the public.

Go to: www.ontariohealthregulators.ca to access the website, or click on the link to 'Ontario Health Regulators' found under the Links section of the CMRTO website.

We receive many questions from MRTs about the roles and legislative authority of differing organizations regarding specialized and advanced areas of practice, such as dosimetry, bone mineral densitometry (BMD), mammography, CT, PICC line insertions, and advanced practice radiation therapy.

This article will help in understanding who is responsible for what with respect to these different areas of our practice.

The CMRTO is the regulatory (licensing) body for medical radiation technologists (MRTs) in Ontario. We regulate the activities of MRTs in accordance with the *Regulated Health Professions Act (RHPA)* and the *Medical Radiation Technology (MRT) Act*. It is mandatory for MRTs to be registered with CMRTO in order to practise the profession of medical radiation technology in the specialties of radiography, nuclear medicine, radiation therapy and magnetic resonance in Ontario. The mandate of the CMRTO is to protect the public interest by ensuring that MRTs are qualified to practise and are practising professionally.

The CMRTO ensures MRTs are practising professionally by establishing and enforcing the Standards of Practice for MRTs. The Standards of Practice reflect the knowledge, skills and judgment MRTs need in order to safely perform the services and procedures that fall within the scope of practice of the profession. MRTs must adhere to the CMRTO's Standards of Practice in all practice areas, including areas of specialization.

Confusion sometimes happens because of the role some organizations and government agencies play in setting facility and equipment requirements, which may include establishing facility practice guidelines in CT, mammography and/or BMD. These guidelines may affect your practice in these facilities. But it is important to realize that if the standard set by a facility is lower than the CMRTO's Standards of Practice, as an MRT you are required to adhere to the CMRTO standard.

The CMRTO sets the requirements for an MRT's registration in each of the specialties of radiography, nuclear medicine, radiation therapy and magnetic resonance. MRTs are responsible for ensuring they have the requisite knowledge, skills and judgment to perform procedures safely and effectively in every area of their practice. This means that you must not perform any procedure unless you are competent to do so, and you must practise only in the areas of medical radiation technology in which you are educated and experienced.

Education, certification and continuing competence

One way to demonstrate that you have the necessary education and experience is to complete a certification in a specialty area offered by a professional association or other organization. In fact, your facility may require MRTs to complete a certificate in a specialized area of practice before practising in that area.

As a member of CMRTO, you are required to complete the CMRTO Quality Assurance Portfolio every year, including a minimum of 25 hours of continuing education and professional development activities. The continuing education and professional development activities you choose must be related to improving your knowledge, skills and judgment as an MRT can be achieved in a variety of ways, including formal courses, workshops and conferences, reading professional journals and textbooks, learning from others on the job and online learning.

There are of course many organizations that offer education, training, certification and accreditation in the many areas in which MRTs practise. You may find these programs suitable learning activities for the purposes of CMRTO's Quality Assurance program and some employers may make participation in these various programs a requirement of practise in a specialized area.

Any additional employer requirements must not however be confused with your mandatory CMRTO registration in radiography, nuclear medicine, radiation therapy and/or magnetic resonance.

Quality Assurance update

At registration renewal each year, on or before your birthday, you must declare compliance with the Quality Assurance program which includes the annual completion of the QA Portfolio. One of the duties of the QA Committee is to monitor MRTs' compliance with the QA program.

The QA Committee monitors MRTs' compliance each month by reviewing aggregate data that provides a high level ePortfolio usage report (the report does not give any information on the individual MRTs or the content of their portfolios). Each report indicates the number of MRTs who have completed each of the three sections of the ePortfolio (QA Profile, self-assessment and continuing education and professional development). For example, the QA Profile and self-assessment sections are to be filled out at the beginning of the year. The CMRTO website and ePortfolio provide guidelines to help you keep on track with timelines.

| Timeframe | Activity |
|---|---|
| January - March | Complete the self-assessment and QA Profile in the QA Portfolio |
| January - March | Complete the Professional Development Plan in the QA Portfolio (optional) |
| January 1 - December 31 | Complete and record 25 hours of continuing education and professional development activities in the ePortfolio (or print version) |
| At the time of completing the MRT's annual renewal of registration with CMRTO | Complete the Quality Assurance Declaration to provide evidence of having complied with the requirements of the CMRTO QA program |

Based on the guidelines all active members should have started to enter data into their portfolios (QA Profile and self-assessment) with some hours of continuing education and professional development recorded. The following chart shows MRTs actual compliance as of the end of June 2017.

| Total Number of Members | Number of MRTs who have started to enter data into ePortfolio | Total number of completed ePortfolios | Number of MRTs who have not yet entered information into their ePortfolio |
|-------------------------|---|---------------------------------------|---|
| 7075 | 2229 (31.5%) | 290 (4.1%) | 4556 (64.4%) |

The QA Committee has identified that two thirds of MRTs have not yet entered data into their ePortfolios at the half year mark. This is an area that they are monitoring monthly and working on strategies to ensure compliance by all members.

Moving forward

The QA Committee wants to make sure all MRTs have participated in the QA assessment process at least once by either submitting their QA Portfolio for assessment or by completing the MSF assessment process. The QA Committee is working towards having all MRTs assessed by December 2018. So, if you have never been selected for a QA Portfolio assessment or an MSF assessment, next year may be the year!

The QA Committee is also reviewing the value of continuing to provide the print version of the QA Portfolio. With the implementation of the ePortfolio, MRTs who have been randomly selected to submit their QA Portfolio for assessment are no longer submitting by paper, so this may no longer be an option in the near future. More to come!

As a reminder, the CMRTO QuickQA app is available for free to all MRTs to help record hours into the ePortfolio in real time through a smartphone or tablet. Go to www.cmrto.org for more information on how to download the app to your device.

By engaging in continuing education and professional development activities, and by participating in the CMRTO QA program, MRTs are showing their continued commitment to the profession. These actions ensure the competence of MRTs to the public, now and in the future.

Accreditation update

In January 2016, CMRTO and other regulators and professional associations across Canada received notice from the Canadian Medical Association (CMA) that it is ending its Conjoint Accreditation Services effective February 2018. CMRTO (as part of the Alliance of Medical Radiation Technology Regulators of Canada (AMRTRC)), the Canadian Association of Medical Radiation Technologists (CAMRT) and the regulators and national associations for other professions including medical laboratory technologists, diagnostic medical sonographers,

paramedics, orthoptists, clinical perfusionists and cardiology technologists, formed a working group to find a new accreditation services provider.

CMRTO is very pleased to announce that after an intensive search, Health Standards Organization (HSO) and its affiliate Accreditation Canada (AC) has been selected by Canadian medical radiation technology regulators and associations (including CMRTO and CAMRT) to deliver accreditation services for medical radiation technology education programs through its new Equal Canada Program, following the end of the CMA Conjoint Accreditation Services. This means that graduates of the accredited programs will continue to meet the registration requirements of the CMRTO and to have access to the CAMRT certification examination.

HSO and its affiliate AC are working together to change the way health services standards are created, and the way accreditation services are provided in Canada and around the world. HSO sets the standards for accreditation and AC, through the Equal Canada Program, implements and operates the accreditation service. Further information on HSO and AC can be found at www.healthstandards.org and www.accreditation.ca.

Next steps and transition

Agreements between HSO and the provincial regulators and the CAMRT are in progress. Agreements between AC and the educational institutions will be sent to all the medical radiation technology educational programs in the next few weeks. Ontario educational programs have been sent a notice from CMRTO notifying them of the change for the accreditation services from the CMA to the HSO/AC Equal program.

The CMRTO, CAMRT and CMA will work with HSO/AC to ensure a smooth transition for the educational programs, in particular those programs which are scheduled for visits in the year or two following February 1, 2018.

CMRTO will continue to provide updates to the educational programs and other stakeholders as this important work continues.

In Ontario, the practice of medical radiation technology is governed by a number of provincial and federal laws, including the *Regulated Health Professions Act* (RHPA). An Act amending the RHPA and five other health-related Acts, called the *Protecting Patients Act, 2017*, (formerly Bill 87) received Royal Assent on May 30, 2017.

This article highlights several amendments¹ made to the RHPA by the *Protecting Patients Act* that impact your practice and professional obligations as an MRT. These provisions are now in force.²

Mandatory revocation

The CMRTO has adopted a philosophy of zero tolerance of sexual abuse of patients. The *Protecting Patients Act* reinforces Ontario's Ministry of Health and Long-Term Care zero tolerance policy on the sexual abuse of patients by any regulated health professional.

The philosophy of zero tolerance means that no act of sexual abuse (as defined by the RHPA) is ever acceptable and sexual abuse must never be tolerated. The *Protecting Patients Act* expands the list of acts of sexual abuse that will result in the mandatory revocation of a regulated health professional's certificate of registration under the RHPA. The additional acts include touching of a sexual nature³ of a patient's genitals, anus, breasts or buttocks.

It is a necessary part of an MRT's practice to touch their patients to ensure that the patient is in the correct position for the diagnostic or therapeutic procedure. MRTs must therefore explain to their patients, before they touch them, when and where the MRT will touch them and why, and ensure they have a patient's consent to proceed.⁴

Mandatory suspension

The *Protecting Patients Act* provides that whenever a panel of a college's discipline committee makes a finding of sexual abuse that does not result in mandatory revocation, it must impose a suspension. Revocations of certificates of registration remain on the public register indefinitely.

Mandatory reporting by MRTs: sexual abuse

As you know, an MRT must file a written report with the CMRTO, or another provincial health regulatory college, if the MRT has reasonable grounds, obtained in the course of his or her practice, to believe that a patient has been sexually abused by any member of the CMRTO or any member of another health regulatory college.⁵ As a result of the *Protecting Patients Act*, the maximum fine on a first offence for failing to make a mandatory report relating to sexual abuse has doubled to \$50,000. For corporations, it has quadrupled to \$200,000. Keep in mind that the RHPA provides protection to a person who files a report in good faith from actions or other proceedings taken against him or her.

Elimination of gender based restrictions

Additionally, a panel of the discipline committee is now prevented from ordering gender-based restrictions in any case (not just sexual abuse cases).

Public register

The CMRTO is now required to make additional information available on the public register. New information includes:

¹ This article is not meant to be a complete list of amendments, nor a complete description of each amendment

² Additional provisions will take effect on proclamation, and the impact of other important changes will not be known until the Minister makes regulations

³ It is important to note that "sexual nature" does not include touching, behavior or remarks of a clinical nature appropriate to the services provided

⁴ See the CMRTO publication *What you must know about...communicating with patients* for guidelines on communicating effectively with patients and their families

⁵ For an overview of what an MRT must do if he or she believes a patient has been sexually abused, see *What you must know about...sexual abuse* online at www.cmрто.org

- Where an MRT is deceased, the name of the deceased and the date of death, if known
- A notation of an oral caution order of the Inquiries, Complaints and Reports (ICR) Committee requiring the member to appear before a panel of the ICR Committee to be cautioned
- A notation of any specified continuing education or remediation program (SCERP) imposed on a MRT by the ICR Committee
- A notation of any acknowledgments and undertakings (A & U) provided to the CMRTO by an MRT in relation to professional misconduct or incompetence, so long as the A & U is in effect

In addition, cautions and SCERPs must now remain on the public register indefinitely. This amendment supersedes CMRTO's By-law No 28 which stated that cautions would be removed after two years and SCERPs would be removed when completed.

Suspended members

There were no members whose certificates of registration were suspended between May 1, 2017 and July 15, 2017, 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 CMRTO unless and until the suspension is removed.

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

VISION: The CMRTO is a future-focused, responsive, collaborative regulator committed to excellence.

VALUES: Integrity | Fairness | Transparency | Respect | Professionalism

Registrar & CEO Ms. Linda Gough

President Ms. Wendy Rabbie

Vice President Ms. Angela Cashell

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