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## 2019 Council election

In 2018, the introduction of By-law No. 60 created new electoral districts and changed the composition of the CMRTO Council, the governing body of the CMRTO. It was necessary to alter Council's structure to reflect the addition of diagnostic medical sonographers as members of the College last year.

Polls in three districts (magnetic resonance, diagnostic medical sonography and member-at-large) opened on March 1, 2019 and remained open until April 3, 2019



College of  
Medical Radiation  
Technologists of  
Ontario

Ordre des  
technologues en  
radiation médicale  
de l'Ontario

at 11:59 pm. Members who were eligible to vote in the districts were notified by email and sent personalized voting links.

CMRTO is pleased to announce the results of the election:

#### **District 4 – Magnetic Resonance**

**Jay A. Needles, MRT(R)(MR)**

#### **District 5 – Diagnostic Medical Sonography**

**Zainool (Zani) Dhalla, MRT(R)(DMS)**

#### **District 6 – Member-at-large**

**Yasir Khalid, MRT(T)**

The three-year term for these Council members begins at the next Council meeting on June 13-14, 2019.

Congratulations to Jay, Zani and Yasir, and all of the candidates who stood for election this year. Your commitment to the profession and desire to actively participate in its regulation are to be commended.

For more information about the CMRTO Council, the election process, or electoral districts, please visit the Council and Elections sections of the website.

*The Medical Radiation and Imaging Technology Act, 2017 and the College of Medical Radiation and Imaging Technologists of Ontario*

*The Medical Radiation and Imaging Technology Act, 2017* received Royal Assent in December 2017 and is now awaiting a proclamation date.

Once the MRIT Act comes into force, it will change the College's name to the College of Medical Radiation and Imaging Technologists of Ontario (CMRITO), and the name of the profession to medical radiation and imaging technology, to improve public transparency and better reflect all five specialties providing medical radiation and imaging services to patients in Ontario.

In anticipation of this legislation being proclaimed, CMRTO Council and staff have spent months developing a new visual identity, creating a new website, and updating

publications and tools that reflect the change in name and identity.

Once this legislation is proclaimed in force by the Ontario government, we are positioned to move swiftly to roll out our new identity and tools. We are excited to share the fruits of our labour with you. Our new communication materials and tools will make it easier to find and understand the information that is critical to your role as a medical radiation and imaging technologist.

Until this important new legislation comes into force, however, CMRTO members are reminded that the *Medical Radiation Technology Act, 1991* remains the legislation governing the profession.

In anticipation of the MRIT Act coming into force, Council has approved for circulation and comment a new registration regulation to be made under the Act. Among other things, the proposed regulation refers to the new name of the profession and streamlines the regulation by combining the registration requirements for all five specialties into one section. Members, applicants, stakeholders and the public are encouraged to review the proposed regulation and provide comments using the College's public consultation forum by visiting <https://www.cmrto.org/what-we-do/consultations/>.

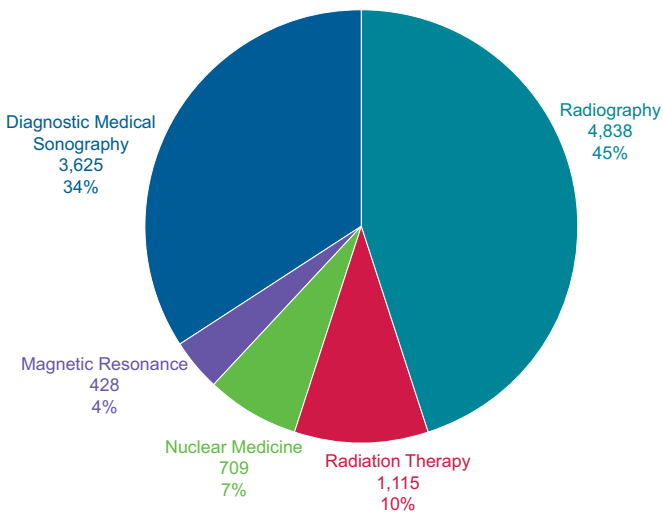
Members may also learn more about the MRIT Act by watching a recording of our recent webinar "Everything you need to know about the *Medical Radiation and Imaging Technology Act!*" This brief webinar addresses a number of important aspects of this change and should answer all of your questions about this Act and its impact on CMRTO members. Please visit <https://www.cmrto.org/resources/videos/> to watch this recording now.

If you have any questions about these changes, please contact us at [communications@cmrto.org](mailto:communications@cmrto.org).



## Regulation of diagnostic medical sonographers

Throughout 2018, CMRTO staff, Council and committee members have worked hard to ensure the smooth and seamless integration of diagnostic medical sonographers in to the CMRTO. As of January 2, 2019, more than 3,867 certificates in diagnostic medical sonography (DMS) have been issued. Those members' names and practice information are now available on the Public Register at [www.cmrto.org](http://www.cmrto.org). Any member of the public as well as employers of diagnostic medical sonographers can easily check the registration status of their diagnostic medical sonographer. A further 212 individuals have been approved for registration, while approximately 400 applications in the specialty of diagnostic medical sonography are currently being processed. As a result, CMRTO now regulates 10,720 medical radiation technologists and diagnostic medical sonographers. Registration helps the public be confident that they are qualified to practice, maintaining their competence, and practicing safely, effectively and ethically.



At our March 2019 Council Meeting, CMRTO invited officials from the Ministry of Health and Long-Term Care to attend a presentation on the College's activities regulating diagnostic medical sonographers. Registrar & CEO Linda Gough recapped the flurry of activity carried out by the College over the 17 months beginning with the notification in August 2017 that CMRTO would be responsible for regulating diagnostic medical

sonographers, to January 1, 2019 when registration with CMRTO became mandatory for anyone working as a DMS in Ontario.

At that meeting, Council presented Thomas Custers, Manager of the Health Workforce Regulatory Oversight Branch of the MOHLTC, with the 'Final Report to the Ministry of Health and Long-Term Care Regarding the Successful Completion of the Regulation of Diagnostic Medical Sonographers by the College of Medical Radiation Technologists of Ontario'. This comprehensive publication collected all of CMRTO's communications and outreach efforts to members, applicants, stakeholders and the public related to the regulation of diagnostic medical sonographers over this period, demonstrating the CMRTO's thoroughness in regulating this new specialty.

## Quality Assurance Program update

### 1. 2019 QA Program

Your 2019 ePortfolio is now available through the [Member & Applicant Portal \(MAP\)](#) section of the [CMRTO website](#). Start completing your ePortfolio today and save time and effort later in the year.

Each year, a percentage of CMRTO members are randomly selected to participate in the Multi-Source Feedback and QA ePortfolio assessment processes. Members selected for a Multi-Source Feedback (MSF) assessment were sent their MSF kits in March, while individuals selected for a QA ePortfolio assessment were notified in April.

[Please click here](#) for more details about the QA Program, and watch for communications from CMRTO for additional information.

### 2. QuickQA app

Have you downloaded the QuickQA app yet? QuickQA allows you to add continuing education and professional development activities directly into your QA ePortfolio as you are doing them, making it easier to record and track your required 25 hours of learning activities.

For more information about the QuickQA app, including downloading instructions, [please click here](#). Once you have downloaded the QuickQA app, email us at [qa@cmrto.org](mailto:qa@cmrto.org) to be issued a password to start using this helpful tool.

If you have any questions about CMRTO's Quality Assurance Program, please visit our [website](#) or contact Annette, Janet or Cathy in our QA Department at [qa@cmrto.org](mailto:qa@cmrto.org), 1.800.563.5847 or 416.975.4353.



## Changes to the Member & Applicant Portal

Since the last issue of *Insights*, many changes have taken place on the Member & Applicant Portal (MAP) that are worth reviewing.

### Information for Ministry's Health Human Resources

At the end of March, the College changed several MAP folder names to clarify the information they contain.

Of particular importance is the "Update Member Information" folder, which has been changed to "Information for Ministry's Health Human Resources."

Certain information is required from all health professionals by the Ontario Ministry of Health and Long-Term Care for the Health Professions Database under the *Regulated Health Professions Act, 1991*. As a member of the CMRTO, you are required to provide and update this information annually.

The "Information for Ministry's Health Human Resources" section identifies several key pieces of information that the MOHLTC collects, including the languages you use

to provide care, your education, and your employment history. Collecting this information helps the Ministry better understand the health care workforce and shape research, policies and programs for health human resources planning.

This spring, CMRTO will contact all members by email to ask you to update your demographic, geographic, education and employment information using the MAP. Once collected, this information is de-identified before it is submitted to the Ministry.

Finally, it is important to remember that members are required to update their MAP information within seven days of any change in home address or place of business.

If you have any questions about the information collected for the Health Professions Database, or any of the changes to the Member & Applicant Portal outlined above, please contact [communications@cmrto.org](mailto:communications@cmrto.org).

### My Member Notices

At the beginning of January, members began receiving alert notices in the "My Member Notices" tab.

When you first log in to MAP, you will land on your Profile page. Select "My Member Notices" from the left navigation panel to access copies of any official communications that you have been sent by CMRTO since January 1, 2019. The "My Member Notices" folder stores important emails around registration and practice, including membership renewal messages, payment statements, and registration acceptance notifications, among others. Members will continue to receive notifications via email, but PDF copies will appear in your "My Member Notices" folder going forward.

CMRTO members are encouraged to check the "My Member Notices" folder periodically to view records of any official notifications sent by the College.

### Online Application System

On January 1, 2019, CMRTO moved to a fully online application system. Building on the successful implementation of the online application process

for diagnostic medical sonographers in 2018, applicants in all specialties are now able to apply for registration with the CMRTO using the online application system. Supporting documentation for the online application process in the form of application guides for Ontario applicants, Canadian labour mobility applicants, Canadian non-labour mobility applicants, international applicants, and applicants seeking reinstatement have been created to make applying as easy and straightforward as possible.

The online application process also includes an application to add a second specialty.

Ultimately, the online application process on the Member & Applicant Portal streamlines the process for applicants and facilitates the review process for the CMRTO registration team.

### New Manager of Professional Conduct and Policy



In 2018, Elizabeth Urso joined the Professional Conduct team in a full-time capacity as Manager of Professional Conduct and Policy.

Elizabeth first joined CMRTO as a summer law student in 2015 and returned in 2016. During this time, Elizabeth was pursuing her law degree at the University of New Brunswick, where she won many awards, prizes and scholarships, and made the Dean's List in consecutive years. After graduating from the Faculty of Law, Elizabeth articulated at CMRTO for a ten-month period under the supervision of Tina Langlois, Director of Professional Conduct, where she further developed her legal skills in administrative law and professional self-regulation. Elizabeth was called to the Bar of Ontario in June 2018.

When a need arose to expand the Professional Conduct team because of the regulation of diagnostic medical sonographers and corresponding increase in CMRTO membership, the College was eager to bring Elizabeth on full-time.

In her capacity as Manager of Professional Conduct and Policy, Elizabeth is responsible for performing policy analysis and legal research, assisting with professional conduct cases, and preparing and presenting materials to Council and the Inquiries, Complaints and Reports Committee, among other duties. Elizabeth is always available to assist members of the public, members of the CMRTO and employers in understanding the College's professional conduct processes.

CMRTO is excited to have Elizabeth as a key part of our Professional Conduct team, and hope that you join us in welcoming her to the College in this new role.

### Discipline Hearing Summaries

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

In 2018, there were five referrals to the Discipline Committee and five discipline hearings were held. None of these hearings were the result of a patient complaint. A summary of each hearing is set out below.

Four of the five hearings proceeded by way of an agreed statement of facts relating to the allegations against the member (or former member) and a joint submission on penalty. One hearing was contested.

#### **Registrar's Note:**

As CMRTO members will know, it is very unusual for the College to hold five discipline hearings in one year. It is of particular concern that four of the five hearings set out below were as a result of members failing to comply with an order or requirement of the College's statutory committees, namely the Inquiries, Complaints and Reports Committee and the Quality Assurance Committee. The discipline summaries set out below now appear on each individual's public register information.

CMRTO members are reminded that costly, administrative discipline hearings that have a negative impact on one's professional reputation can be avoided by complying with any individual orders and requirements of the College's statutory committees. CMRTO provides members with information on how to ensure they meet their legislative accountabilities under the *Regulated Health Professions Act, 1991* (RHPA) and the *Medical Radiation Technology Act, 1991* (MRT Act) through its publications and email notices.

#### **Summary of Discipline Hearing – Patrick M. Jew**

On October 25, 2018, a Panel of the Discipline Committee (the Panel) found Patrick M. Jew to have committed acts of professional misconduct in that he:

- failed to comply with a decision of the Inquiries, Complaints and Reports (ICR) Committee;
- engaged in conduct relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional;
- failed to appear before a panel of the ICR to be cautioned; and
- failed to comply with a requirement or order of the ICR Committee.

The hearing proceeded by way of an agreed statement of facts. The Panel accepted a joint position on penalty and made the following order:

- that Patrick M. Jew be required to appear before a Panel of the Discipline Committee to be reprimanded on October 25, 2018;
- that the Registrar suspend Patrick M. Jew's certificate of registration, commencing on November 30, 2018, until such time as he has complied with any remediation recommended as a result of the assessment of his quality assurance portfolio for the year 2016;
- that the Registrar impose specified terms, conditions or limitations on Patrick M. Jew's certificate of registration, requiring that he successfully complete the College's online Jurisprudence Course and the online quiz for the Legislation Learning Package, by no later than November 30, 2018; and
- that Patrick M. Jew pay the College's costs in the amount of \$1,500.00 on October 25, 2018.

#### **Summary of Discipline Hearing – Catherine Vermeersch**

On October 31, 2018, a Panel of the Discipline Committee (the Panel) found Catherine Vermeersch to have committed acts of professional misconduct in that she:

- failed to comply with a decision of the Inquiries, Complaints and Reports (ICR) Committee;
- engaged in conduct relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional;
- failed to appear before a panel of the ICR Committee to be cautioned; and
- failed to comply with a requirement or order of the ICR Committee.

The hearing proceeded by way of an agreed statement of facts. The Panel accepted a joint position on penalty and made the following order:

- that Catherine Vermeersch be required to appear via teleconference before the Panel to be reprimanded on October 31, 2018; and

- that Catherine Vermeersch pay the College's costs in the amount of \$1,500.00 by November 30, 2018.

#### Summary of Discipline Hearing – Denise McBain

On November 6, 2018, a Panel of the Discipline Committee (the Panel) found Denise McBain to have committed acts of professional misconduct in that she:

- failed to satisfactorily complete the Peer and Practice Assessment – Multi-Source Feedback (MSF) Assessment for the year 2016;
- engaged in conduct relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional; and
- failed to comply with a requirement or order of a Committee or panel of a Committee of the College, namely the Quality Assurance Committee.

The hearing proceeded by way of an agreed statement of facts. The Panel accepted a joint position on penalty and made the following order:

- that Denise McBain be required to appear before a Panel of the Discipline Committee to be reprimanded on November 6, 2018; and
- that Denise McBain pay the College's costs in the amount of \$1,500.00 by November 30, 2018.

#### Summary of Discipline Hearing – Ivan Jagarcic

On November 15, 2018, a Panel of the Discipline Committee (the Panel) found Ivan Jagarcic to have committed acts of professional misconduct in that he:

- failed to cooperate with the Quality Assurance Committee or any assessor appointed by that committee;
- failed to satisfactorily complete that Quality Assurance Portfolio for the year 2016;
- engaged in conduct relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional; and

- failed to comply with a requirement or order of the Quality Assurance Committee.

The hearing proceeded by way of an agreed statement of facts. The Panel noted that Ivan Jagarcic had agreed to resign and never practice in Ontario. The Panel accepted a joint position on penalty and imposed the following order:

- that Ivan Jagarcic be required to appear via teleconference before the Panel to be reprimanded on November 15, 2018.

#### Summary of Discipline Hearing – Misbahuddin Ahmed

On November 30, 2018, a Panel of the Discipline Committee (the Panel) found Misbahuddin Ahmed to have committed acts of professional misconduct in that he:

- has been found guilty of an offence that is relevant to his suitability to practise, in particular when he committed the offences of conspiring to knowingly facilitate a terrorist activity and knowingly participating in the activities of a terrorist group;
- contravened a federal law, namely the *Criminal Code of Canada*, and that the contravention is relevant to his suitability to practise, in particular when he committed the offences of conspiring to knowingly facilitate a terrorist activity and knowingly participating in the activities of a terrorist group; 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, in particular when he committed the offences of conspiring to knowingly facilitate a terrorist activity and knowingly participating in the activities of a terrorist group.

The member was not present nor represented so the hearing proceeded as a contested hearing.

The Panel noted that Misbahuddin Ahmed had resigned his membership and signed an undertaking to never practice again in Ontario. The Panel issued a written reprimand.

## Suspended Members

The following members' certificates of registration were suspended between October 6, 2018 and March 30, 2019 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.

14464	Rebekah Stone
16314	Parvaneh Ansari
06795	Rebecca Hillis
13407	Stacey Walker
05707	Susan A. Hunter
12835	Gongmin Lin
13921	Afshan Ali

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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 Linda Gough

President Wendy Rabbie

Vice President Jay A. Neadles

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