

## GOOD CONDUCT REQUIREMENT

POLICY NUMBER: CR-008-01

DATE APPROVED: November 13, 2020

DATE TO BE REVIEWED: November 13, 2023

DISTRIBUTION: External and Registrants

COMMITTEE: Credentials

DATE(S) REVIEWED (REVISED):

ISSUING AUTHORITY: NSCMIRTP Board

APPROVAL:  

### POLICY

The College fulfills its public interest mandate, in part, by ensuring applicants for registration, licensure, and licence renewal meet specific standards for practice in the province. In keeping with the Fair Registration Practices Act, the College makes registration and licensing requirements publicly available. This policy outlines the process to verify that applicants possess the capacity, competence, and character necessary to practise safely and ethically.

### RATIONALE

Pursuant to section 8(2)(e) of the NSCMIRTP Regulations, an applicant for registration, licensure, and licence renewal must demonstrate the capacity, competence, and character necessary to safely and ethically engage in practice.

The general purpose of the capacity, competence, and character requirements include the protection of the public; the preservation of the integrity of the profession; and the maintenance of public confidence in the profession.

### PROCEDURE

1. Applicants/registrants must provide vulnerable sector check, self- disclosures as to whether they have ever been charged with, pleaded guilty to, been convicted of, or found guilty of any offence arising in any jurisdiction, including:
  - a. Any criminal offence;
  - b. Alcohol and drug offences that may impact their capacity, competence or character;
  - c. Traffic offences that may impact their capacity, competence, or character, excluding minor offenses such as parking or speeding that do not involve substance use; or
  - d. Any offence relating to the practice of medical imaging and radiation therapy (MIRT).
2. Applicants/registrants must provide self-declaration whether:
  - a. they are aware of any current or previous civil proceedings, legal actions, insurance or other claims that in any way relate to their practice of MIRT or their professional activities;
  - b. they are currently the subject of any complaint, investigation or other proceeding by any registration/licensing authority;
  - c. they have previously been the subject of any complaint, investigation, or other proceeding by any registration/licensing authority;

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- d. they have ever been disciplined by a registration/licensing authority for any occupation/profession;
  - e. they have any conditions or restrictions on any registration/licence that they currently hold or have held in any occupation or profession;
  - f. they have ever been denied or had revoked any occupational or professional registration, license, or permit;
  - g. they have ever been suspended or terminated from any employment; and
  - h. they are aware of any event, circumstance or condition concerning their competence, character, capacity, conduct or reputation that may impact their registration and ability to practice safely.
3. Applicants/registrants who have practised in another regulated profession may be required to arrange for a verification of registration form to be sent directly to the College from the other profession(s).
  4. Applicants/registrants who have worked in other jurisdictions as a health professional may be required to arrange for a verification of registration form to be sent directly to the College from the other jurisdiction(s).

### **Referral to Credentials Committee**

Any applicant/registrant whose previous conduct affords reasonable grounds for the belief that he or she will not practise MIRT technology safely and ethically may be referred by the Registrar to the Credentials Committee for further consideration.

The applicant may be asked to submit a written explanation to the Committee for its consideration.

Applicants/registrants may meet the capacity, competence, and character requirements by providing sufficient information to the College that their previous conduct will not prevent them from practicing MIRT technology safely and ethically.

Specifically, applicants/registrants may be required to:

1. Respond in writing to any allegations and provide information that they are able to practice MIRT safely and ethically;
2. Sign a declaration that indicates that they will practice MIRT safely and ethically and, if applicable:
  - a. Indicate on the self-declaration any offences of which they has been found guilty, findings of professional misconduct, incompetence or incapacity;
  - b. Provide police or other records relevant to the information on the self-declaration for consideration by the Credentials Committee; and
3. Enter into an Undertaking with the College, the terms of which may include such things as:
  - a. Requiring the applicant/registrant to submit a letter of explanation and apology to the College for the conduct;
  - b. Requiring the applicant to successfully complete additional training specified by the Committee.



## **Credentials Committee Review**

In making its decision, the Committee will consider any relevant factors, including:

- The strength of the information that the applicant/registrant engaged in the conduct;
- Whether the applicant/registrant made an error in judgment;
- Whether there were mitigating circumstances;
- The nature, duration, and frequency of the conduct, including such things as the degree of dishonesty or breach of trust, the motivation of the applicant/registrant, whether the conduct was isolated or repeated, any concealment of the conduct, etc.;
- The attitude or remorse expressed by the applicant/registrant regarding the conduct;
- Any consequences already suffered by the applicant/registrant for the conduct;
- Any potential risk to the public posed by the conduct;
- Any undertaking with the College agreed to by the applicant/registrant;
- Rehabilitative efforts taken and the success of such efforts;
- The applicant's/registrant's conduct since the misconduct;

## **Outcome:**

After considering the information, the Committee may:

1. Approve the application;
2. Approve the application with conditions or restrictions; or
3. Deny the application.

If the Credentials Committee imposes condition or restrictions or denies the application, it must provide the applicant/registrant with a written decision with reasons and inform the applicant/registrant of their right to have the decision reviewed by the Registration Appeal Committee in accordance with the Act.