



ANNUAL REPORT

2024



Nova Scotia
College of **MiRTP**

UNIFYING FOR A HEALTHY FUTURE



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THE 5th ANNUAL GENERAL MEETING

The Nova Scotia College of Medical Imaging and Radiation Therapy Professionals

Notice is hereby given to the registrants of the Nova Scotia College of Medical Imaging and Radiation Therapy Professionals (NSCMIRTP) of the **5th Annual General Meeting** of the College will be held **Saturday, June 7th, 2024 1100-1200**. This will be a webinar event, details on how to connect are posted on the [website](#) and was sent to registrants via email. The webinar will be available after the AGM on NSCMIRTP's [YouTube channel](#).

Those in attendance at the AGM are reminded that they are not eligible to vote at the AGM if they are not an active registrant of the NSCMIRTP.

The following pages contain the Annual Reports of the Executive and the committees of the NSCMIRTP. The report is available in electronic format on the NSCMIRTP [website](#).

A **plenary talk** will also take place **prior to the AGM** (using the same webinar link as the AGM) from 0930-1030 am. The Topic is DI Stewardship in Action: Quality is a Team Sport.

Presenters: Stephanie Schofield, Provincial DI Quality & Stewardship Leader, NSH

Dr. Judy Rowe, Radiologist & Medical Lead, DI Digital Transformation, NSH

Rebecca Jessome, DI Clinical Lead, eServices, NSH

Abstract: Join us for a comprehensive presentation on Diagnostic Imaging (DI) Stewardship, where we'll explore the key principles and initiatives shaping the future of DI in Nova Scotia. Learn about the core pillars of stewardship, including education, standardization, and appropriateness, which ensures the effective and responsible use of our imaging resources. Discover the importance of the Choosing Wisely campaign in promoting evidence-based decision-making and reducing unnecessary tests for patients. Finally, gain insight into provincial initiatives designed to optimize imaging practices across the region and how you can get involved. This session will help MIRTTPs understand the essential role of DI Stewardship and how it benefits everyone involved in the healthcare system.

Kenny Zhan

Chair NSCMIRTP





AGENDA

The Nova Scotia College of Medical Imaging and Radiation Therapy Professionals

5th Annual General Meeting

June 7th, 2025 11:00 - 12:00

Webinar

- 1.0 Call to Order & Roll Call of NSCMIRTP Board
- 2.0 Chair's Welcome and Approval of Agenda
- 3.0 Approval of Minutes of NSCMIRTP's 4th AGM
- 4.0 Annual Reports
 - 4.1 Executive Board
 - 4.1.1 Chair and Executive Director's Report
 - 4.1.2 Registrar's Report
 - 4.2 Committee Reports
 - 4.3 Finances
 - 4.3.1 Committee Report
 - 4.3.2 MNP Audit Report
- 5.0 New Business
 - 5.1 Election Results
 - 5.2 Appointment of Auditors
- 6.0 Adjournments



Joint Message

From Board Chair & ED/Registrar

As Nova Scotia's regulator for medical imaging and therapy professionals, we have a responsibility to be responsive to the practice environment and needs of the health care system.

2024 was a year of significant transition and learning for the College. Early in the year, a number of staffing changes placed pressure on our operations. We were fortunate to have Karren Fader step in on an interim basis, and we were even more fortunate when she was selected—through a comprehensive search process—to become our full-time Executive Director and Registrar.

Recognizing the need for greater organizational stability, we made the decision to move from a model relying on several part-time roles to a structure with two full-time positions. In mid-December, we welcomed Bob Jenkins as our new Registration and Finance Officer. With these hires, we are optimistic that the college is on a stronger footing for the future.

This period of change also presented an opportunity to reflect more broadly on where we are—and where we want to go. In 2024, the college completed a strategic planning process focused on three core pillars: **Operational Sustainability, Communications and Engagement, and Regulatory Modernization.** Of these, **Operational Sustainability** has emerged as the primary focus in the near term.

With fresh perspectives and new leadership in place, we have already begun addressing areas that need attention. One key improvement was our transition to a new financial services provider, MNP, after determining that our previous provider could no longer meet the needs of the organization. Another important challenge this year involved issues with registration and continuing professional development (CPD) processes. I want to acknowledge the difficulties experienced by many registrants and sincerely apologize for the stress and frustration it may have caused. We understand the impact this had and have taken steps to thoroughly investigate and address the root causes. We are confident that the necessary improvements will be implemented in the coming year to restore confidence in these systems. Additional structural improvements have also been identified, and updates on these initiatives will be shared in 2025.

In the realm of **Communications and Engagement**, Karren and Bob have actively started working on

strategies to enhance our connection with registrants and to better communicate the role of the College—both to the public and to our registrants. We believe that with these efforts, registrants will gain a clearer understanding of the value and responsibilities that come with being a regulated health professional and public members will be more aware of who to turn to when there are concerns.

In addition, as we look toward the broader regulatory landscape, we find ourselves at a pivotal moment. With the transition under the Regulated Health Professions Act (RHPA) there is momentum for change. In 2024 we worked on the submission of our Profession Specific Regulations and continue to be in dialogue with government as we work to finalize this phase. As the MIRTP regulator in NS we are in a unique situation where we currently regulate five distinct professions that while sharing commonalities also bring differences in practice, identity and regulatory needs. We engage with two national organizations, each having their own certification and credentialing process, totaling seven different profession specific exams. This experience positions us to operate effectively in the broader movement toward regulatory modernization in health care.

MIRTPs play an important role in caring for the citizens of Nova Scotia. As the regulator we work with MIRTPs and our health care partners to deliver quality care to those who are the focus of our service, the public.



Kenny Zhan, BSc, MRT(T)
Board Chair 2024



Karren Fader, MHI, BHSc, MRT
(NM), CRPA(R)
ED/Registrar NSCMIRTP

NSCMIRTP Staff 2024



Karren Fader
Executive Director/Registrar
ed-registrar@nscmirtp.ca



Bob Jenkins
Registration & Finance Officer
rfo@nscmirtp.ca



Julie Avery
Past Executive Director/Registrar
2016-2024

In April of 2024, Julie Avery left her role as the NSCMIRTP's ED/Registrar. Julie was a strong leader for our professions both provincially and nationally. For the last 8 years, Julie's expertise and experience were invaluable to the Board, registrants and stakeholders. Through Julie's dedication and commitment to the organization, NSCMIRTP evolved from association to regulator, with a strong regulatory foundation and framework. We are grateful for Julie's leadership, bringing her strengths at a time when they were greatly needed, and transitioning the NSCMIRTP to the regulatory model it is today.

NSCMIRTP 2024 Board



Kenny Zhan - **Chair**



Rebecca Jessome - **Vice Chair**



Lisa Bonin - **Secretary**



Edmond Kodua
Member at Large

Vacant
Member at Large



Jason Sheppard
Member at Large

PUBLIC MEMBERS

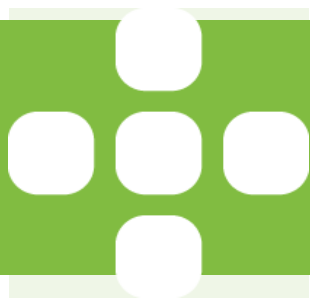


Paulette Anderson



Hammad Moyid ud Din

Vacant



Welcome 2025 Board Members



Call for nominations were sent out in November 2024 for the 2025 Board. Two current board members resubmitted for a second term and two new individuals put their name forth for two vacant positions. The Nominations Committee vetted all candidates and Lisa Bonin and Jason Sheppard have had their terms renewed. We will be looking to appoint an MIRTP to fulfill the Board complement.

We wish to thank and say goodbye to Carly Burry for her time serving on the board in 2024. Thanks also to Rebecca Jessome for stepping into the vice chair role in 2024, and to Lisa Bonin for taking on the role of secretary.

Board Executive for 2025



Chair: Kenny Zhan



Vice Chair: Lisa Bonin



Secretary: Edmond Kodua

A new public member has joined the board for 2025. All public member positions are now filled. We are pleased to welcome John-David Brown.



John-David Brown

NSCMIRTP Strategic Plan 2024-2026

In the Fall of 2024 NSCMIRTP Board and Staff undertook a renewal of the Strategic Plan. This one day exercise resulted in a more streamlined, focused Strategic plan with a clear, concise Purpose statement.

The Board defined Focus Areas to guide its efforts over the next three years. Finally, the Values the Board seeks to uphold were laid out as part of the plan.

Our Purpose

We instill confidence through regulatory excellence

Our Focus Areas

Operational Sustainability:	<ul style="list-style-type: none">-We embrace a growth mindset focused on long-term sustainability-Financial stability is the foundation of our future-People drive our success
Communications & Engagement:	<ul style="list-style-type: none">-We understand the value we deliver to the public, government, and registrants, and communicate that clearly-We embrace change and welcome new practices while maintaining a clear sense of identity-We continually look for ways to communicate more consistently and in more meaningful ways
Regulatory Modernization:	<ul style="list-style-type: none">-We proactively look for ways to make our organization more flexible, adaptable, and open to new registrants and professions-We embrace change and the potential for growing our scope of practice in all areas-We adhere to the highest standards of excellence while working collaboratively with all stakeholders

Our Values

Quality: We define and maintain standards that drive exceptional, evidence-informed care

Collaboration: We work with internal and external stakeholders to improve practice and professional competency.

Accountability: We are transparent in all aspects of our work, holding registrants accountable for delivery of safe, competent and ethical care

Inclusion: We are committed to upholding the values intrinsic of equity, diversity and inclusion.

2024 Highlights

New Office

In the summer of 2024 NSCMIRTP moved offices. We are now located at 1597-202 Bedford Highway, in the RBC building. We share office space with a five other healthcare regulators, which presents excellent opportunities for collaboration and gains in both time and financial efficiency.

NSCMIRTP Staffing

2024 saw many staffing changes for NSCMIRTP. Long time Executive Director/Registrar Julie Avery moved on to other opportunities in April. Also in April, Joanne Jones as administrative assistant was replaced by Colleen McGarrity for a few months and Simeon Atunbi, Deputy Registrar, also left at this time. The creation of a new staffing model led to Bob Jenkins joining as the Registration & Finance Officer in December.

Effect of 2023 Application Initiatives in 2024

2023 saw the introduction of initiatives to support the ability for interested applicants from outside of Nova Scotia to become licensed quicker: the Patient Access to Care Act which streamlined applications from other regulated provinces; the expedited pathway for seven countries; and the extension of temporary provisional licenses to Internationally educated MIRTPs.

These initiatives resulted in applicants from other Canadian jurisdictions being licensed within 5 days of a complete file. There was an increase in international licenses issued in 2024 to 19 from nine the previous year. 59% of these were from expedited countries. There were several temporary provisional licenses issued during 2024.

CAMRT LDI

Every year NSCMIRTP sponsors a member to attend CAMRT's Leadership Development Institute. This 3-day event is designed to engage individuals who have demonstrated leadership potential and a commitment to the advancement of the medical imaging or radiation therapy professions.

In 2024, NSCMIRTP was pleased to support Anna Pauer in attending the event in Ottawa in November.





2024 Regulatory Changes

Legislation

NSCMIRTP Regulations

The DHW has approved a change to the NSCMIRTP Regulations that allows registrants of one MIRTTP profession to practice in limited areas of another area of practice, who meet criteria as set out by the Board. The regulation will legislatively address activities that are currently in practice with support through a position statement and promote effective and timely responses to changing practice.

25 A-G, <https://novascotia.ca/just/regulations/regs/MIRTmedimagrad.htm> - TOC2_6

The DHW has also approved Advanced Practice regulations that will allow MIRTTPs to perform advanced practice roles through a process as set out by the Board.

25 H-K, https://novascotia.ca/just/regulations/regs/MIRTmedimagrad.htm#TOC2_6

The Regulated Health Professions Act (RHPA)

The RHPA came into force in November 2023. The intent is to have one Act for all health regulators rather than the province having 22 separate health care acts to manage. Within the RHPA, the NSCMIRTP Act will be repealed, along with the other regulated health acts. However, we are now in a transition process away from the NSCMIRTP Act to come under the RHPA. Additionally, a set of Regulated Health Professions General Regulations was approved in May 2024. NSCMIRTP is transitioning with the Phase Two regulators and has developed Profession Specific Regulations (PSR) that were submitted in November 2024. We continue to work together to finalize the document that will likely be completed in spring/summer 2025.

Combined Laboratory and X-ray Technologists (CLXT)

The Nova Scotia College of Medical Laboratory Technologists (NSCMLT) submitted documentation to regulate both medical laboratory assistants (MLAs) and CLXTs as additional professional groups. The NSCMIRTP worked closely with the NSCMLT in areas that concern the x-ray component of the CLXT practice. As of the end of 2024, legislation had not been passed.

Registrar's Report 2024



As of December 31st, 2024, there were 777 active registrants with the Nova Scotia College of Medical Imaging and Radiation Therapy Professionals (NSCMIRTP). This is an increase of 11 from 766 on December 31st, 2023. NSCMIRTP had 80 applicants in 2023, of these 61 were approved in 2023, while 19 were pending and approved in 2024. There were a total of 65 resignations and 27 lapsed registrants through 2024 which are broken down in the chart below.

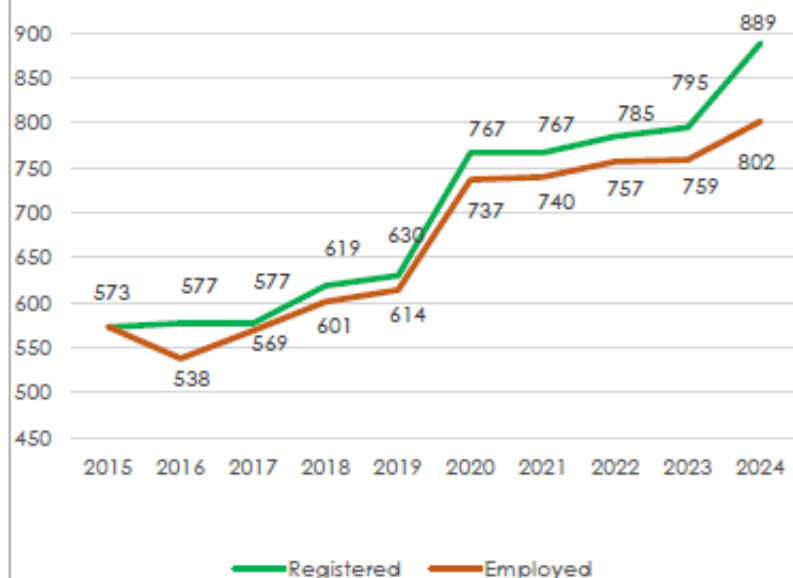
New Applicants	2024/2023	Resignation/Lapsed	2024/2023
CFTA	38/18	Retirement	11/8
International	17/6	Maternity/Parental	20/17
NON-CFTA Canadian	35/15	Left/Not in Jurisdiction	21/19
New NS Grad	21/21	Medical	3/2
Reinstatement	33/30	Unemployed/Other	3/2
Temp Locum	12/1	Working in Non MIRTP Role	7/3
# Applicants for 2 nd Discipline	3/9	Lapsed	37/17

On December 31st, 2024, there was a total of 832 active licenses issued to a total of 777 individuals. A total of 55 MIRTPs were dual licensed at this date. NSCMIRTP continues to update information on dual licencing to ensure primary license reflects primary area of practice rather than first license received.

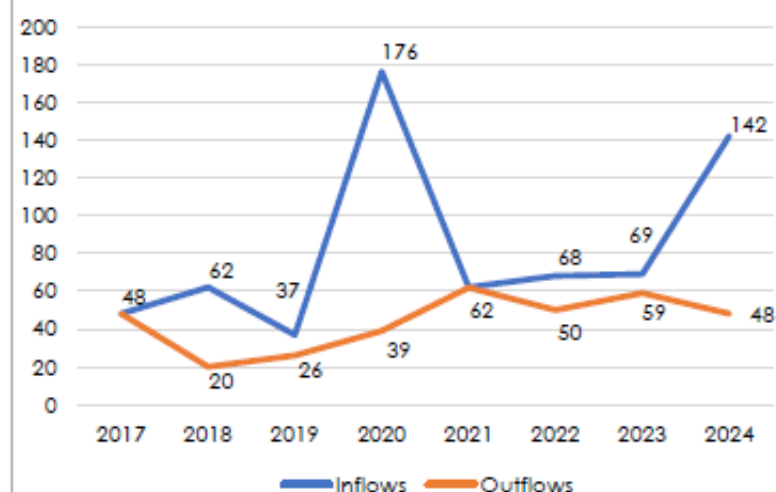
Discipline	#First License	#2nd License	Totals
DMS	158	6	164
MRT(R)	414	20	434
MRT(T)	81	0	81
MRT(NM)	63	7	70
MRT(MR)	61	22	83

Medical Imaging and Radiation Therapy Professionals (MIRTPs) 2024

Supply vs Employed (NS, 2015-2024)



Inflow Outflow Trends (NS, 2017-2024)



Quick Facts

Registrants	889	
Employed ¹	802	90.2%
Change in Reg (1 year)	94	11.8%
Inflow*	142	16.0%
Outflow†	48	5.4%
Outflow 55+	16	33.3%
Outflows Avg Age	40.9	
Full-Time	580	72.3%
Part-Time	83	10.4%
Casual	139	17.3%
Average Age	40.8	
Avg Experience	14.8	

Location of Graduation

MIRTPs (Total = 889)		
Nova Scotia	441	55.0%
Other Provinces	383	47.8%
International	65	8.1%
New Registrants (Total = 57)		
Nova Scotia	16	28.1%
Other Provinces	35	61.4%
International	6	10.5%
New Graduates (Total = 42) those who graduated in 2023 or 2024		
Nova Scotia	20	47.6%
Other Provinces	22	52.4%
International	0	0.0%

DATA SOURCE: Nova Scotia College of Medical Imaging and Radiation Therapy Professionals Registration period: Jan 1st, 2024-Dec 31st, 2024

Notes: Total MIRTPs (889) excludes those on-leave.

¹ Beginning in 2023, MIRTPs were counted as 'employed' only if they listed at least one Nova Scotia-based employer on their annual registration form. This excludes those who are registered in Nova Scotia but do not work in the province. This change has not been applied to counts of employed MIRTPs for past years.

* Inflow refers to the number of registrants who were not registered in the previous year (i.e., new or returning registrants)

† Outflow refers to the number of registrants who register in the previous year who did not register in the current year.

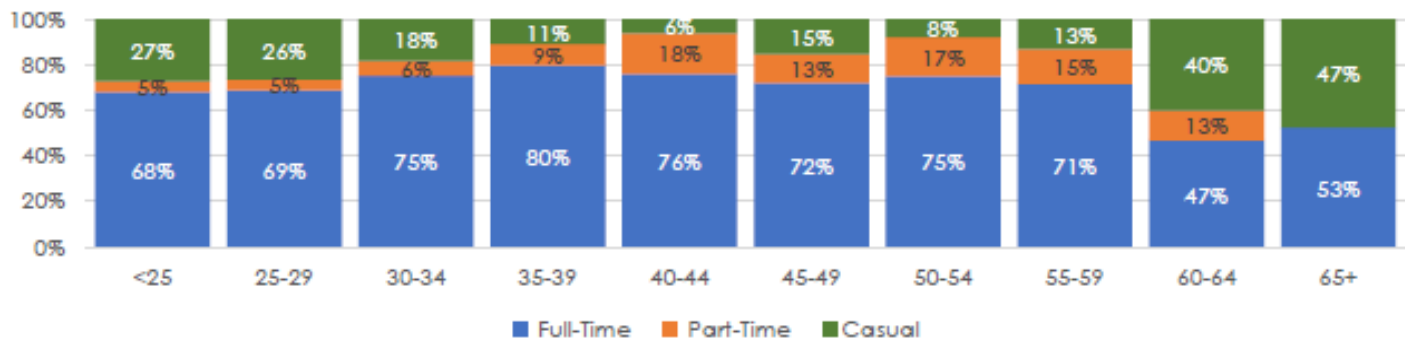
Questions regarding this Provincial Profile can be directed to:

Jane Fillna, Senior Data Analyst, NS Department of Health and Wellness

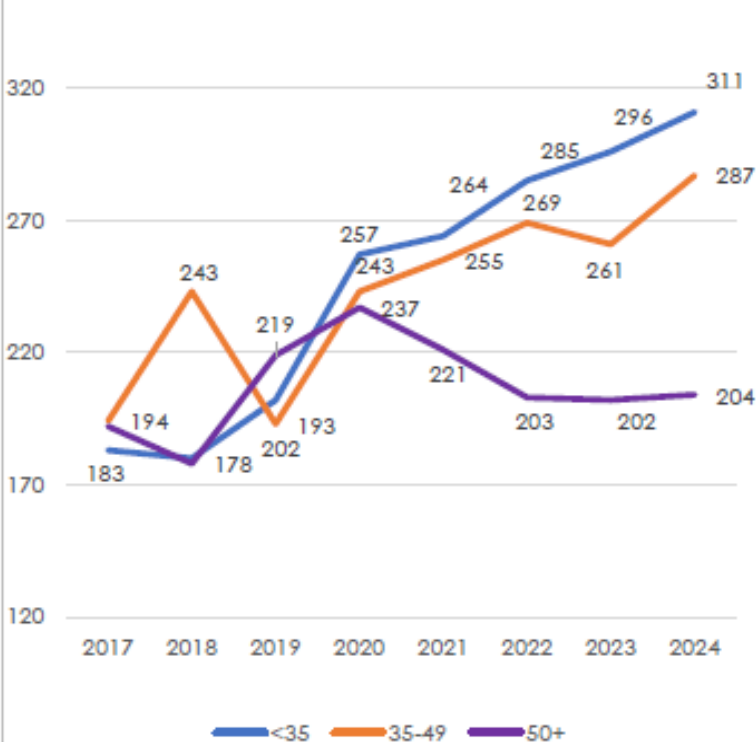
E-mail: jane.fillna@novascotia.ca Phone: 902-229-6414

Medical Imaging and Radiation Therapy Professionals (MIRTPs) 2024

Employment Time Status by Age Group (NS, 2024)



Broad Age (NS, 2017-2024)



Area of Practice	Total	%
General Radiography	265	29.8%
General Sonography	90	10.1%
General Radiation Therapy	65	7.3%
Computed Tomography	58	6.5%
General MRI	61	6.9%
General Nuclear Medicine	42	4.7%
Mammography	32	3.6%
Cardiac Sonography	40	4.5%
Administration	30	3.4%
Interventional	22	2.5%
IT Technologist	16	1.8%
Dosimetry	12	1.3%
Education	11	1.2%
Applications Specialist	8	0.9%
Fetal Assessment	6	0.7%
Vascular Sonography	5	0.6%
Quality Assurance	6	0.7%
Cyclotron	2	0.2%
Radiation Safety	1	0.1%
Research	1	0.1%
BMD (Bone Mineral Density)	1	0.1%
Unknown	114	12.8%

Medical Imaging and Radiation Therapy Professionals (MIRTPs) 2024

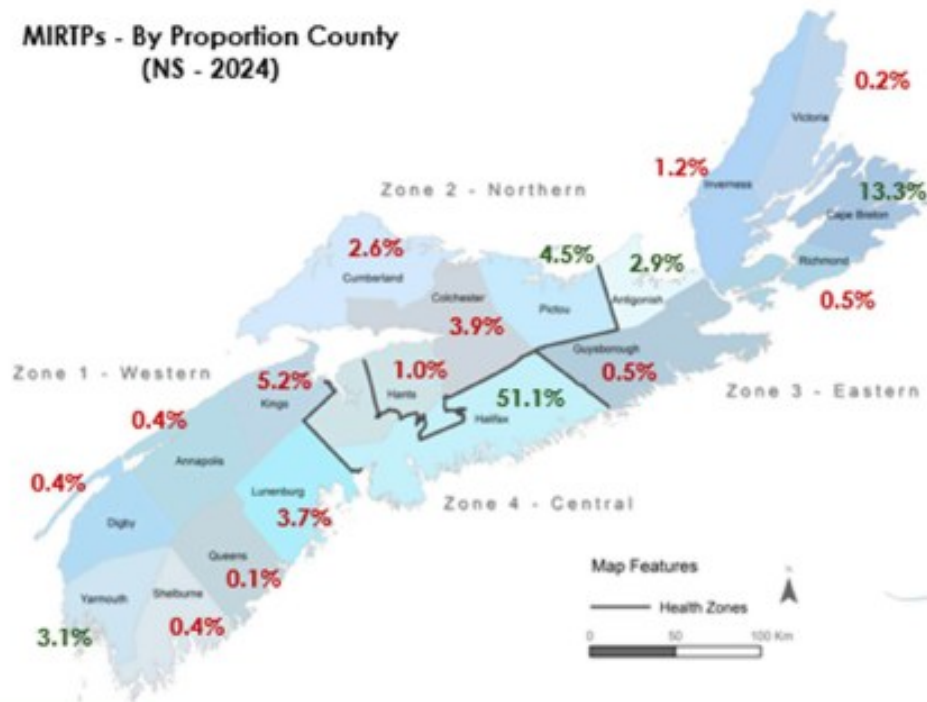
Primary Discipline			Experience		
Workplace	#	%	Years Experience	#	%
Radiological Technology	480	54.0%	0-4	162	20.2%
Sonography	175	19.7%	5-15	327	40.8%
Radiation Therapy	91	10.2%	16-30	203	25.3%
Nuclear Medicine	72	8.1%	>30	110	13.7%
Magnetic Resonance Imaging	71	8.0%	Average Experience: 14.8		

County	Population 2024			
	Count	Percentage	Count	Percentage*
Annapolis	23,256	2.2%	3	0.4%
Antigonish	21,019	2.0%	23	2.9%
Cape Breton	98,891	9.4%	107	13.3%
Colchester	54,012	5.1%	31	3.9%
Cumberland	30,926	2.9%	21	2.6%
Digby	17,990	1.7%	3	0.4%
Guysborough	7,310	0.7%	4	0.5%
Halifax	513,722	48.6%	410	51.1%
Hants	45,044	4.3%	8	1.0%
Inverness	17,662	1.7%	10	1.2%
Kings	65,663	6.2%	42	5.2%
Lunenburg	50,514	4.8%	30	3.7%
Pictou	45,224	4.3%	36	4.5%
Queens	10,562	1.0%	1	0.1%
Richmond	9,158	0.9%	4	0.5%
Shelburne	14,014	1.3%	3	0.4%
Victoria	7,155	0.7%	2	0.2%
Yarmouth	25,533	2.4%	25	3.1%
Unknown/ Out of Province			39	4.9%
Nova Scotia	1,057,655	100%	802	100%

* Green and Red highlights indicate whether the proportion of registrants by county is higher (green) or lower (red) than proportion of population by county.

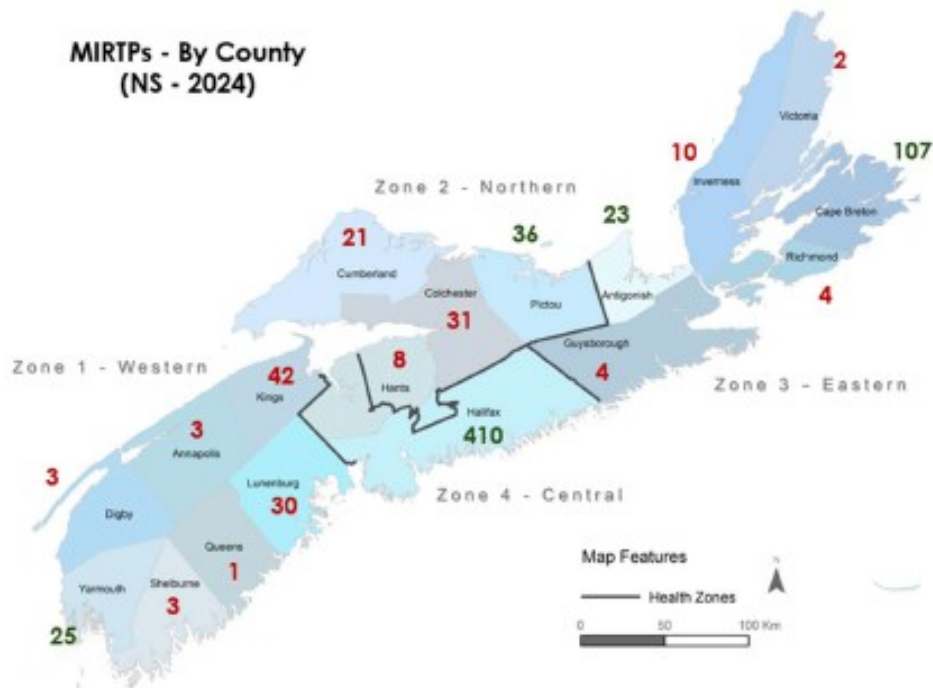
Medical Imaging and Radiation Therapy Professionals (MIRTPs) 2024

MIRTPs - By Proportion County
(NS - 2024)



Green Higher, Red Lower
than proportion of NS
population

MIRTPs - By County
(NS - 2024)



**To see the breakdown of data by discipline
please select provided link below**

Registrar's Report 2024

Registrant Makeup

Registration Process

MIRTP Profile

**[Radiation
Therapists](#)**

**[Nuclear
Medicine](#)**

[Sonographers](#)

**[Magnetic
Resonance
Imaging](#)**

**[Radiological
Technology](#)**

Our Committees

Credentials Committee Report



Meeting Dates: February 26, 2024, May 16 2024, September 19, 2024, November 7, 2024

Chair: Rebecca Jessome, BHSc, MRT, RTMR, RTNM rebecca.jessome@nscmirtp.ca

Members: Adam MacDonald, MRT(T), Breanna Bauchman, CRCS, CRGS, Crystal Smeaton, MRT(R) Nicholas Burke, BA, LL.B. (public member), Rachel MacLeod, MRT(R), Karren Fader, MHI, BHSc, MRT (NM), CRPA(R) (ex-officio)

Achievements:

- Drafted, revised, and approved several policies relevant to credentials
- Reviewed and rendered decisions on applications that did not meet standard licensing or national exam access requirements seeking consideration of alternative evidence.
- Reviewed and rendered decisions on applicants requesting extensions related to not meeting minimum CPD requirements
- Reviewed and rendered decisions on several educational activities that did not fit into the current CPD Program
- Welcomed new chair, Adam MacDonald, at the end of 2024

Concerns/Issues:

- None at this time

Current Work:

- CLXT Competency Program review
- Reinstatement without meeting CPD requirements

Future Work:

- Several Position Statements in draft and to be drafted
- Advanced Practice Radiation Therapists (and other MRTs)
- Create mini modules for ongoing Jurisprudence education
- Updating CPD policies/processes based on review of CPD cycle

Nominations Committee Report

Meeting Dates: All business conducted via email



Chair: Amy Munroe BA, BHSc, MRT (RT), info@nscmirtp.ca

Members: Edmond Kodua BSc, MRT(RT), Jonathan Murphy BSc, BHSc, MRT (NM), Karren Fader, MHI, BHSc, MRT(NM), CRPA(R) (ex officio)

Achievements:

- Oversaw the annual board election/appointment process in the fall, with 3 board positions filled (two terms renewed – Lisa Bonin & Jason Sheppard, one new – John-David Brown)

Concerns/Issues:

- With incoming changes to the Terms of Reference (TOR) under the new Act there will be required changes to the make up of the committee, including a public rep that is not part of the current Board;
- Limited applications for board membership

Future Work:

- Secure a public member to join the committee,
- Ongoing review of competency framework for board members
- Generate interest for board vacancies

Investigation Committee 2024

There is one undertaking started in 2024 that will be resolved with an anticipated resolution date in mid-2025.

There was one ongoing investigation that was resolved in 2024 by an informal resolution.

There were no PLI or other issues.



Finance Committee Report



Meeting Dates: Mar 5th, May 9th, Nov 21st, 2024

Chair: Kenny Zhan kzhan@nscmirtp.ca

Members: Chrissy Gamache BHSc, MRT(RT), CTIC, Hammad Mohiy Ud Din (public member)
Sara Witzell DMS, Pearl Duffy BHSc, MRT(RT)(MR), Karren Fader, MHI, BHSc, MRT(NM), CRPA(R)
(ex-officio)

The 2024 fiscal year was a period of transition and reflection for the organization. Staffing changes early in the year created a challenging adjustment period, during which the Finance Committee navigated both unforeseen expenditures and cost savings. These financial shifts were primarily due to changes in operational priorities, which led to the delay of some planned initiatives in order to address more immediate needs.

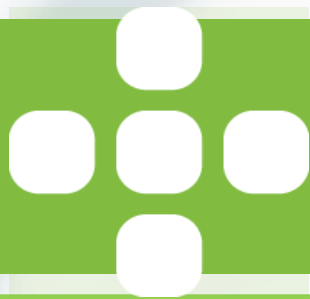
Amidst this change, the Finance Committee, took the opportunity to re-evaluate our financial systems and the board re-evaluated our external support structures. Following a thorough review, it was determined that our previous bookkeeping firm could no longer adequately support the growing needs of the organization. A transition was made to a new provider better suited to handle our scale and complexity.

In addition, the Committee was tasked by the Board to review the organization's dues structure, revenue streams, in the light of new expenses required to properly support the college and ensure sustainability. This work was undertaken with the goal of ensuring long-term financial sustainability, and informed recommendations have been provided to support the College's continued stability and growth.

As I conclude my term as Chair of the Finance Committee, I'm pleased to announce that Angela Williams will be stepping into the role for the 2025–2026 year. I have every confidence in her ability to provide strong oversight and leadership as we continue to strengthen the financial foundation of the college.

Other Committees

No requests were made to the professional conduct, fitness to practice, registration appeal or reinstatement committees in 2024.



New Grad Report



In 2024 MRT and DMS graduates were given 3 opportunities to write the national exam. The results for those who challenged the exam in Nova Scotia are below. NSCMIRTP only receives individual results for those that pick Nova Scotia. This means the number of Nova Scotia writers do not align with the number of students graduating from Nova Scotia Programs. Some Nova Scotia writers will have graduated from other jurisdictions in or outside of Canada.

National level results are published each year in the annual reports from CAMRT and Sonography Canada. CAMRT pass rates were: MR-78%; NM-76%; RTR-63%; and RTT-76%. Sonography Canada pass rates for 2024 were Generalist 80%, Cardiac 70%, Vascular 68%, and Core 75%. These results are a combination of Canadian and Internationally educated students.

January 2024 - Total 8 NS Writers.

6- Canadian Educated successfully challenged the MRI exam

1 - Internationally Educated successfully challenged the Rad Tech exam

1 - Canadian Educated unsuccessfully challenged the MRI exam

3 - Internationally Educated unsuccessfully challenged the Rad Tech exam

1 - Internationally Educated unsuccessfully challenged the MRI exam

1 - Internationally Educated unsuccessfully challenged the NM exam

1 - Canadian Educated unsuccessfully challenged sonography cardiac exam

2 - Internationally Educated unsuccessfully challenged sonography exams: 1 generalist and 1 core

May 2024- Total of 23 NS Writers

1 - Canadian Educated successfully challenged the Radiation Therapy exam

2 - Canadian Educated successfully challenged the NM exam.

11 - Canadian Educated successfully challenged the Rad Tech exam

1 - Canadian Educated successfully challenged the MRI exam

2 - Internationally Educated unsuccessfully challenged the Rad Tech exam

10 - Canadian Educated successfully challenged sonography exams: 9 core, and 1 cardiac.

1- Internationally Educated unsuccessfully challenged the sonography core exams

2- Internationally Educated successfully challenged sonography exams: 1 generalist, 1 cardiac

Sept 2024 - Total of 19 NS Writers

9 - Canadian Educated successfully challenged sonography exams: 8 generalist and 1 Cardiac.

2 - Canadian Educated successfully challenged the MRI exam

1 - Canadian Educated successfully challenged the Rad Tech exam

1 - Canadian Educated successfully challenged the NM exam

2 - Internationally Educated successfully challenged the Rad Tech exam

1 - Internationally Educated unsuccessfully challenged the Rad Tech exam

8 - Canadian Educated successfully challenged the sonography generalist exam

1- Internationally Educated unsuccessfully challenged the sonography core exam

1- Internationally Educated successfully challenged sonography exams, 1 for cardiac

Nova Scotia College of Medical Imaging and Radiation Therapy Professionals (NSCMIRTP)
Minutes of the meeting: 4th Annual General Meeting (AGM)
June 8th, 2023
11:00-12:00
Virtual Webinar

1.0

K. Zhan opened the 4th annual meeting of the Nova Scotia College of Medical Imaging and Radiation Therapy Professionals by recognizing that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. Registrants were informed of how to take part in the meeting through the Teams platform and the time allocated for the AGM and Q and A session. Finally, the registrants were informed the AGM would be recorded for those unable to attend.

The NSCMRTP board of directors were introduced:

Kenny Zhan - Chair

Carly Burry - Vice Chair

Lisa Bonin - Secretary

Jason Sheppard - Director at Large

Edmond Kouda - Director at Large

Rebecca Jessome - Director at Large

Paulette Anderson - Public Member

Hammad Mohiy Ud Din - Public Member

2.0

The following introductions were made:

NSCMRTP Staff:

Karren Fader - Interim NSCMIRTP Executive Director and Registrar

Colleen McGarrity - NSCMIRTP Admin Staff

Legal Representative:

Ryan Baxter from McGinnis Cooper

Financial Auditor:

Monita Taylor from MNP

NSCMIRTP volunteers, committees, and workgroups were recognised.

K. Zhan explained how and who can vote on motions, as well as group polling protocols, then provided a test question. He then polled Registrants for quorum, which was met.

BRIEFING ON AGM PROCEDURES:

K. Zhan informed registrants where to find the contents of the annual report which is reference material corresponding to the AGM. K. Zhan asked for a motion to accept the agenda for the 3rd AGM. L. Bonin put forth the motion. R. Jessome seconded the motion. It was moved and seconded to accept the agenda for the 4th AGM. No corrections to the agenda were submitted. K. Zhan then launched the voting poll for registrants to vote to approve the agenda for the 3rd AGM. Motion carried at 11:20 am.

3.0 MINUTES OF THE 3RD ANNUAL GENERAL MEETING

K. Zhan asked for a motion to approve the minutes of the 3rd AGM. L. Bonin put forth the motion with R. Jessome seconding the motion. It was moved and seconded to accept the minutes of the 3rd AGM. No corrections to the minutes were submitted. K. Zhan launched the voting poll for registrants to approve the minutes to the 3rd AGM. Motion carried at 11:22 am.

4.0 BUSINESS ARISING FROM THE MINUTES:

C. McGarrity informed K. Zhan there were no questions regarding the discussion of business arising from the minutes of last year's meeting.

5.0 ANNUAL REPORTS:

K. Zhan stated that he would like to take the opportunity to share the work of the College over the past year. Work was centred around the strategic plan, and as a newly formed regulatory college, a key goal of communicating with the public and registrants about the role of a regulatory College.

PUBLIC AWARENESS: Through 2023, strategic initiatives were to work on our public awareness and communication plan.

The college hired a PR firm and carried out a campaign which included College messaging posted on physician screens across the province. This led to increased traffic at the College website and social media channels. Examples of the campaign images were shared with the AGM attendees. to improve our reach and visibility.

The College received grants and was able to hire two summer students. One student focused on PR/ Socials/communications and a graduate student researched the Internationally education MRT (IEMRT) process and identified countries where the credentialling process can be streamlined.

A website usability survey was conducted, and improvements to the College website were made based on the results.

In 2024, College initiatives are to continue outreach and education, improve accessibility of board meetings minutes, and continue to have a PR and social media presence in the public.

Staffing: There were significant changes to our staff over the past year, especially after the start of 2024. K. Zhan thanked Simeon and Joanne for their work in 2023. He also acknowledged Julie for her years of dedication in leading the College.

- o In 2023, initiatives to ensure continuity and succession planning were executed. The hours of the

Deputy registrar position were increased, leading to an increase in staffing costs.

- o The College staff includes an Executive Director/Registrar, a Deputy Registrar, an administrative assistant, and two summer students. All staff have since resigned and the administrative assistant role has been filled. The ED / Registrar and Deputy Registrar roles are vacant at this time, with an Interim ED / Registrar (K. Fader) temporarily performing in the role.
- o A recruitment firm, KBRS, was selected by an ad hoc Search Committee. A search has been initiated in order to recruit a new ED / Registrar.
- o In fall of 2024, the Board will review the Staffing Model and propose changes.

Effective Governance: Effective governance and succession planning were key goals for 2023.

- o The Executive selection process was updated.
- o In 2023 we reviewed Committee Terms of Reference for relevance and to ensure we were abiding by them.
- o As part of succession planning detailed Staff Guidebooks were developed for each staff position, to assist anyone transitioning into a role with the college.
- o In 2024, we will rely on the foundation we laid down in 2023 and review our successes and shortcomings and learn from them.
- o There will be a review staff job descriptions, hiring of a new ED and an update / creation of new succession / business continuity plans.

K. Zhan invited K. Fader, Interim Registrar and Executive Director, to provide a report on the Registrants and the newly implemented expedited process for internationally educated MRTs.

- o Our refresher programs have been adopted by other Regulators in the country, when they have Registrants who need to have some currency both academically and clinically in order to return to active practice.
- o We have approval of provisional licensing for international applicants. This allows these applicants to work in the clinical area under direct supervision once they have met all of the requirements and are awaiting the opportunity to write the certification exam and receive their results.
- o We had approval of the expedited process; internationally educated individuals from particular countries where it's been established and accepted that the curriculum and the credential is comparable to our College's processes don't need to go through a full assessment and can immediately apply to write the certification exam.
- o There has been successful adoption of the new LMS platform, which is being used for our Jurisprudence module. The goal for 2024/2025 is to use it for the refresher programs as well.
- o In 2024, there are provincial and national initiatives for IEMRTs. Provincially, the government is working on a program, Niche, to better understand the needs of these individuals and to address the barriers and bottlenecks in the processes.
- o Nationally IEMRTs are an area of great attention and focus. There is thought of an accreditation process MRTs could access prior to trying to come to Canada, to expedite the process.
- o K. Fader shared a list of countries that qualify for the expedited process, based on our research.

Fees:

- o The Board has reviewed fees for 2025, at the beginning of 2024. They have voted that fees remain at \$450; this will be the ninth year with no fee change for registrants.
- o The Board looked at other fee changes which are under development.
 - o Registrants must demonstrate that they have the required PLI within 14 calendar days or will face a fine of \$100-\$500.
 - o CPD extension requests fee have been set at \$100, except in extenuating circumstances.
 - o Late renewal fees have increased from \$50 to \$100.
- o As new fees are approved, they will be communicated to Registrants through the website or newsletters or if more imminent through, an e-Blast.

New Renewal Date:

- o The NSCMIRTP renewal window will now open on November 1st and Registrants will be expected to renew by November 30th each year. There will be a late fee of \$100 if renewing after November 30th.
- o This change in the renewal window aligns with receipt of payroll deduction monies from IWK and NSH, and the CPD audit cycle.

Professional Conduct 2023:

- o We received two complaints which were filed and followed up.
 - o One is resolved one is still ongoing.
- o One complaint regarded professional misconduct and it was dismissed, there was an appeal, and that decision was upheld. The other ongoing complaint relates to competency and is hoped to be resolved soon.
- o In 2023, there was one complaint related to pending charges against an individual, yet to be resolved.
- o There were two cases where someone was working without a license and there was a case of no PLI.
- o Three people identified as working without a license, they had to cease working until this was rectified and pay any back dues and fines which range from \$100-\$500.
- o CPD: 97 audits were conducted, and 16 extensions granted. 15 of the extensions complied and one person opted not to renew their license.
- o Six people were given warnings for about a six-week period and did still not renew their PLI. Licenses were suspended until they provided proof of PLI. All six provided proof within a day and licenses were approved.

K. Fader handed back to K. Zhan.

Motions on Report:

K. Zhan thanked all for developing their reports, then asked for a motion. L. Bonin moved to accept

the reports en masse excluding the financial reports and R. Jessome seconded the motion. It was moved and seconded to accept the reports en masse excluding the financial reports. K. Zhan opened the floor to questions from the participants.

Questions

Question 1. How can we, as Registrants, provide our PLI information to the College when CAMRT are slow in providing that information to us?

Response 1. The regulatory body will have a conversation with CAMRT on that in order to resolve because, you're correct, if you don't have it, you can't provide it. That will be something that we will take forward to CAMRT and see what we can do about it. One additional thing is that your PLI expires at the end of the calendar year so you are able to renew without your PLI for the next year, but it just needs to be updated before the calendar year is over. If you'd like to reach out to the CAMRT or myself after the meeting, we'd be happy to have a little more in depth discussion on that.

Question 2. Could the NSCMRT renewal be aligned with the CAMRT renewal date?

Response 2. The challenge is that CAMRT is an association and so if their membership is for the first of the calendar year and you don't necessarily renew right away, it's a non-issue. As a regulator, we have to make sure that we have sufficient time to ensure that you are meeting requirements and also that we have time to look at your CPD and that we are able to have that in place for your employers. So that is to ensure that you're on the roster so that you're eligible to practice as of January 1st. If we were to set it for January 1st, then there would be a delay and we wouldn't be able to confirm that you were active and active registrant and able to practice by January 1st of each year.

After confirmation of no further questions, the voting poll was launched, and the motion was carried at 11:44 am.

Monita Taylor from MNP was introduced by K. Zhan and asked to present the board approved College's 2023 audited results. Documents are available in the annual report.

Audit Report:

Monita thanked the college for allowing MNP to present the 2023 financial audit.

The independent audit report attached to the financial statements is MNPs report on the college's financial statements. It was reported as a clean unqualified report, meaning the statements are presented in accordance with accounting standards for not-for-profit organizations and they are dated as of May 16th, 2024. They have previously been presented and approved by the Board.

Statement of Financial Position

Assets: Total assets for the college at the end of 2023 was \$945,742. A large component of the assets is the cash and GIC's of just over \$600,000. The GIC's are new this year and they are described in Note 5 to the financial statements. These Gic's have interest rates ranging from 5.4 to 5.5% and are all maturing in the next fiscal year and are presented as current. The marketable securities, which is sitting on

the investments line saw an increase in fair value this year and an additional investment of 45,000.

Liabilities: Liabilities increased slightly year over year. This is normal operating activity with some of the activity around the awareness campaign, an increase in the deferred registration fees. The registration fees that are collected in the fall of 2023 for the 2024 year are sitting on the balance sheet as deferred at \$329,000 for 2023. The bottom part of this statement summarizes the balance in the funds of the organization and we'll look at that a little bit closer when we move to the next page.

Statement of Operations

Shown in a columnar format, displaying the activity for the operating fund, the special projects fund and the contingency fund. Overall total revenues for the college stayed fairly consistent year over year.

Expenses: Increased by \$76,000 and this shouldn't be surprising after some of the comments just seen in the committee reports.

The public relations line has increased. It sits at \$52,000 at the end of the year, which is a \$49,000 increase. This is tied to the strategic plan to engage with a PR firm to, raise and enhance public awareness of the college.

And then legal fees have increased year over year as well because of some of the regulatory items that the college is working through.

The operating fund had a loss of \$13,359 and then a loss in the contingency fund of \$9000, so an overall operating loss of the organization of \$22,000.

The bottom part of this statement is the activity for the investments showing a significant increase here year over year, really tied to the fact that last year at the end of 2022, the fair value of the investments had taken a dip as did most investments, but rebounded this year to see a \$12,000 increase in the fair value.

The College generated \$5800 of interest income on the investments in the GICs.

Overall, for all of the funds, we have a 2.3% profit for the year and then that profit moves into our net asset statement which summarizes the balance in each of the accounts.

Changes in Net Assets

The College has four funds, operating fund, operational reserve fund, special projects fund, and the contingency fund. The details for these funds can be seen in Note 2 with the financial statements. That note describes the purpose of the funds and what the minimums and maximums for the balance that the College has set to work towards for these funds.

Any activity in the operating fund, any profit is then allocated to the other funds.

The operating fund is always sitting at zero at the end of the year and then those profits are used to move the other funds towards the maximum balance at the that the College has set.

At the end of the year, the operational reserve fund has a balance of \$132,000, the special projects fund

of \$50,000, which is the maximum for that fund and the contingency fund sits at \$361,000, equalling \$543,840 of total net assets for the College at the end of the year.

The rest of the financial statements involves the significant accounting policies and estimates and those policies and estimates were applied consistently with previous years. There were no changes in accounting standards that impacted the college.

And then the rest of the notes provides more detail of some of these changes previously mentioned when reviewing the financial statements.

M. Taylor asked for questions. None were received.

K. Zhan presented the Financial Highlights.

Financial Highlights: Items of interest which showed significant changes from 2022.

Significant increase in legal fees: Mainly due to addressing, and assessing the new legislation that came out, namely the Patients Access to Care Act, and the Regulated Health Professionals Act. Where possible NSCMIRTP, works in collaboration Nova Scotia Regulated Health Professions Network and other regulatory colleges to share legal costs as these are issues that affect all of us.

Public relations budget line: An ongoing project which was budgeted across years, however due to delays most of the work was done in this year.

Increase in dues, fees and subscriptions: In operating the college, many contracts were up for renewal in 2023 therefore there was a significant increase in these costs.

The College ran a deficit this year versus what the college brought in for this year. However, our investments were significant enough this year to help us essentially break even. As we can see when compared to last year our budget is very tight and we should not depend on our investments to keep us from going into a deficit.

There will be no dues increase this year, which haven't increased in 10 years. A review will be performed to determine our regulatory requirements as outlined by the government in the upcoming acts, the fees for services offered by the college, and what is needed to operationalize these requirements. We will then make recommendations for 2026.

K. Zhan asked if there were any questions. None were posed.

6.0 NEW BUSINESS:

6.1 Election results

A call for nominations was sent out in November 2023 for two vacant positions on the board for 2024. Carly Burry and Edmond Kodua offered, and these were the only names put forth for the two vacant positions, so they were acclaimed.

6.0 NEW BUSINESS:

6.1 ELECTION RESULTS

Call for nominations was sent out in November of 2022 for two vacant positions on the board for 2023. Rebecca Jessome and Kenny Zhan reoffered; these were the only names put forward, so they were acclaimed.

C. Gamache welcomed R. Jessome and K. Zhan back to the board now serving on their second term commenced February 2023.

6. 2 APPOINTMENT OF ACCOUNTING FIRM FOR FINANCIAL REVIEW

The NSCMIRTP Finance committee recommended the board retain MNP services to for the 2024 fiscal audit, which was voted on and approved by the board..

7.0 CLOSE:

K. Zhan thanked all attending and participating particularly Ryan Baxter from McInnes Copper and everyone else for their assistance today. K. Zhan declared the 4th Annual General Meeting of the Nova Scotia College of Medical Imaging and Radiation Therapy Professionals closed at 12:15 pm.

CPD Refresher Presentation

Adam MacDonald, Credentials Committee member, provided a brief slideshow reminding Registrants of CPD timelines, requirements, and expectations.

Questions from CPD Presentation:

Q. Can you use same items for CPD every two years, i.e. LMS courses that are done on a yearly basis like respectful workplace?

A. As part of onboarding process if you're a a new employee and this is considered to be new information or new knowledge than it is relevant. Unfortunately, refreshers are not considered to be new learning unless you can demonstrate that there is some sort of content change or you're looking at it from a different perspective. So maybe you have a a new role and you're applying that learning in a in a new way. So the annual refresher courses that are required by the employer for the most part, unfortunately do not qualify as new learning.

Q. Why are lead preceptors in nuclear medicine only granted 2 credits while other techs get 15?

A. It comes down to how we have to separate the submission of those items in the portfolio. Anyone can be a preceptor and you log the amount of time that you spend with students in the clinical environment providing precepting services. The lead preceptor is an additional level of responsibility where often they're sitting down with the students, spending additional time coaching or reviewing learning plans and some of the performance assessments, things like that. Our expectation would be that a lead preceptor who is also spending time with the students in the clinical environment would

submit one for the precepting up to and including their fifteen credit hours and then an additional submission as being the lead preceptor for their additional 2 credits to account for that additional workload.

Q. Precepting students in ultrasound is extensive, labor intensive and mentally exhausting. Sonography Canada has just increased credit for this. Will NSCMIRTP increase as well?

A. I can't specifically speak to the future of what credits we will require. I can say that all of the MIRTP disciplines do spend considerable amounts of time committing to enhancing students' experiences in the clinical environment and training and coaching the next generation of practitioners. And it is very labor-intensive, and we understand that one of our commitments to the CPD program with the regulatory college is that we put constraints on the learning that ensure members are participating in continuing professional development from a broad variety of experiences. So that ensures that it's not just clinical precepting or just university courses or just research so on and so forth, and that's why there are caps instituted on some of those areas. That being said, the CPD program does review those caps and those criteria on an ongoing basis. If there were significant changes that were demonstrated across all of the MIRTP disciplines in the extent of involvement or workload and learning that's involved with being a a preceptor, preceptor for for MIRTP students, then we can review that information and make adjustments on an ongoing basis. But as of right now, the program sits with the cap as it is.

Q. Any chance of decreasing CPD requirements for retirees? It is sometimes hard to attain because we're somewhat retired and not in the loop, but also valuable relief a lot of times.

A. If this person is still practicing and part of a regulatory college, our principle duty is to ensure safe and competent practice of MIRTPS for residents of Nova Scotia who are accessing healthcare. This is a very common question in that people who work less sometimes do ask; why they require the same number of CPD credits to be submitted as full time practitioners and the philosophy behind it. And a lot of the regulatory colleges in Canada are of similar mindset that when it comes to continuing professional development and continued learning for maintenance of currency and practice, it is important to establish a minimum safe amount of learning. One thing, and I'm not going to advocate this, but one item that is food for thought is that people who are practicing less and are not engaging in the clinical provision of care or the the full scope of their job as often as their full-time colleagues should require more CPD in order to ensure that they are actually maintaining currency of practice. And we're not advocating for that, but we do say that retirees and part time employees who come back on a temporary or locum basis still have a full practice license and the regulatory college doesn't have the ability to step in and monitor how much you're working. So we establish a minimum appropriate amount that we determine to be acceptable for safe and competent practice.

Post AGM Open Question and Answer Period:

1. Does NSCMRTP plan on providing any courses etcetera on a regular basis which

members can gain credit for?

K. Fader. As a regulator, providing education for registrants isn't part of our mandate. There may be some activities that you can attend like the town hall or the AGMs. Other events like the CPD session we had today for credit. However, in terms of actual educational courses, webinars or things of that sort, that's not going to be provided through the regulatory body. However, there are a lot of places where you can get that type of education through CAMRT, through your workplace and through other organizations that offer those types of educational opportunities, or reading a journal article. There are a lot of options to obtain those credits, but providing that education isn't within the mandate of the College. Sometimes it is difficult to grasp or understand the difference between an association and the regulatory college. So, as a regulatory college, we have to stay on the side of being for the public and ensuring protection of the public and not veering into the association with regards to advocating.

2. What will the CPD requirements will be CXLTs when they begin practice in the province?

J. Avery. CLXTs will be licensed under the MLT college and so they'll be required to meet their CPD requirements. We are working closely with the MLT College with this as well. That's how we will be assisting that.

3. So, nothing from this College, although they'll be operating radiation emitting devices? How can the MLT College monitor this area?

K. Fader. Again, we are collaborating with them on policies and they've been sending us documents to review and give feedback on. There was extensive work done by Julie from our College and Janice from the MLT college. They worked together to draft what all of that would look like. And so it's, it wasn't simply done arbitrarily by the MLT college without consultation.

It was very a very consultative and collaborative process to make sure that the area of radiation safety and protection were covered. Julie mentioned (in the meeting chat) that if there are any complaints with respect to that, that in fact we would be involved in that process. It will remain a collaborative and consultative process.

Nova Scotia
College of  **MIRTP**

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