2019 Annual Report

Canadian Association of Medical Radiation Technologists

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CAMRT Board of Directors
2019

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If 2019 were to be summed up in a word, the word would be transition. There were important transitions in the staffing of the association, with some long-tenured employees moving to new opportunities. As you know, CAMRT also underwent a transition in leadership at the CEO level. Our previous CEO of 6 years, François Couillard, left the association in June – we thank him for his vision and leadership during his term in the position. Following his departure, the CAMRT Board undertook a comprehensive search that culminated in late November with the addition of new CAMRT CEO, Irving Gold. Irving comes to CAMRT with a wide variety of experience, a big picture perspective, and a keen eye to the future. The interim period was ably managed by the CAMRT staff. The Board wishes to thank all the staff, in particular the Senior Management Team, whose dedication ensured that no one on the outside ever noticed a transition was underway. Their support and dedication are nothing short of outstanding.

After a very successful close to the previous strategic plan, 2019 was a year for CAMRT to build on existing strengths and move on to new initiatives. Our 2019-2021 Strategic Plan introduced 4 new strategic pillars: Evidence and Knowledge, Responsive Education, Profile and Influence, and Our Thriving Community. Below, we share the notable strides the national association has taken this past year, always seeking to find the best ways to engage, support, and serve our thousands of member MRTs.

**EVIDENCE AND KNOWLEDGE**

As leader and authoritative voice for the profession, CAMRT relies on good, solid evidence for planning, for anticipating upcoming trends and challenges, for building education, and for advocacy on behalf of MRTs across the country. With this strategic direction, CAMRT aims to encourage the use of research and evidence in practice, to support original MRT research in Canada, and to ensure the association’s own work is founded on the best evidence available.

In support of research, CAMRT released a comprehensive toolkit with dozens of resources to encourage MRTs to start using, understanding, and integrating research into their practice, and to help researchers go from study design and grant writing to publication.
It was another phenomenal, record-setting year for the Journal of Medical Imaging and Radiation Sciences (JMIRS). Submissions beat the previous record year (2018) by 13% and total usage across all platforms grew by 79% over 2018. Since 2015, submissions have doubled, and online use has grown more than 7.5-fold.

We were extremely proud when our recommendations for improvements to MRT practice were published by Choosing Wisely Canada in January of 2019. These add to the dozens of Best Practice Guidelines CAMRT has produced as evidence-based tools for MRTs in practice. Translation of research into evidence remains a priority as CAMRT takes more positions on issues in MRT practice. The new Professional Practice Advisory Council (PPAC), with its many satellite committees, as well as our governance conference bringing key advisory committees together ensure that we will be considering the best evidence in our decision making and positions.

RESPONSIVE EDUCATION

CAMRT plays an important dual role in education. As a certifying body, it is incumbent on the organization to stay up to date with an evolving practice, and to help shape the MRT practice of the future. As a global leader in MRT continuing education, adapting and responding to the changing needs of members and other CPD users is critical. We collaborate closely with leaders in the field to stay atop of new developments and turn the information into CPD for MRTs.

Last year we reached the culmination of our important work begun years ago on the Future of MRT Education with the publication of the National Competency Profile for Entry-level MRTs in Canada. While the publication of any new competency profile is an important achievement, this latest is monumental – our Education department worked tirelessly to gather consensus on the profile, which now unites all MRT disciplines in one profile based on CanMEDS educational framework. Ever with an eye to new and emerging practice, our MR in Radiation Therapy Task Force is working to establish a national approach to competency and education for MR-guided radiation therapy.

In CPD, we have been listening to members and adapting our many offerings to better reflect their modern continuing education needs. We added more than 40 free CPD offerings for members in 2019 and are pleased to be able to provide more than 65% of the offerings in our vast CPD catalogue for free or at minimal cost. We also moved to create education that fits between our comprehensive full-length courses and our bite-sized webinars and recordings – the launch of our virtual lecture series. With lectures on Cardiac Catheterization, Self-leadership: Empowering Self, and Clinical PET/MRI, this series establishes a new type of CPD for members to access. Our full-length courses continue to be popular – these saw a healthy increase in registrations in 2019, assisted by two newly redeveloped Breast Imaging courses released this past year.

When asked, the thousands of MRTs using CAMRT CPD reported their resounding satisfaction with the education on offer. 97% of those surveyed said they were likely to register for another CAMRT CPD course and were likely to recommend CAMRT CPD to a friend.

Moving into 2020, we will continue to build high quality, cost-effective education with more opportunities for MRTs to maintain, build and showcase their competence through professional development. Keep your eye out for new types of certificate programs and digital badge recognition in 2020.

PROFILE AND INFLUENCE

MRTs want and need an authoritative voice in Canada to carry their voice and ideas into important healthcare conversations and to help move the profession forward. Through dozens of collaborations and advocacy with the multitude of national and international bodies in the spheres of medical imaging and radiation oncology, CAMRT makes sure the influence of Canadian MRTs is strong.

In 2019 we laid the groundwork for many new initiatives to increase the profile and influence of the MRT profession. We made and supported several critical policy submissions nationally and were pleased to see a $1 billion investment in medical imaging become a federal election issue. We strengthened our organizational capacity to build position statements, readying the CAMRT to issue strong, evidence-based positions on matters of importance to the profession in 2020 and onwards. Our support of
tuberculosis imaging initiatives in 2018 led to close involvement with the Inuit Tapiriit Kanatami (ITK) throughout 2019, during which we worked to help them develop plans and initiatives in their diverse territories to meet severe imaging shortfalls.

MRT Week was once again a resounding success in 2019, with more participation amongst MRTs and centres across the country than ever before. Our strategic planning includes building on that strength to not only expand on the activities of the awareness work in the month of November, but also to expand those activities throughout the year using traditional and social media vehicles.

Our reputation as a strong and collaborative professional association earns us invitations to many national and international initiatives. We have supported numerous members to participate in conferences and collaboratives and made a commitment in 2019 to further this support to help carry Canadian expertise and influence internationally. Through HEAL (a national collaborative of Canadian healthcare professions) we have seen many successes – most notably the renewed involvement of the federal government in coordination and leadership on health in Canada. As chair, our former CEO met with the most influential decision makers at the federal level for health many times in 2019. Our strong relationships with Canadian agencies like Health Canada, CADTH (Canadian Agency for Drugs and Therapeutics in Health), CPAC (Canadian Partnership Against Cancer), CIHI (Canadian Institute for Health Information), and CPSI (Canadian Patient Safety Institute) ensure that their initiatives are inclusive of MRT ideas and concerns.

One of the ways we connect people is by creating events and venues for professionals to share, both in person and through technology. In 2019 we had a very successful calendar of conferences and in-person events that included our National Governance Conference and its GameChangers educational event, the 2-day CONNECT event held in collaboration with ACMRTT in Alberta, two Radiologic Technology Roadshows, numerous events through CAMRT-BC in British Columbia, as well as our many meetings put on in collaboration with other associations. In total, more than 2,000 MRTs made connections at the events we ran and were involved in.

In addition, in the virtual realm, we continue to provide and support important venues for fruitful collaboration (like our Communities of Practice, Facebook pages and Twitter Journal Club) and education (like our dozens of webinars and conference recordings).

In thinking about helping our community thrive, the CAMRT Board thought it was critical to improve support of our members’ mental health within this strategic plan. We were very proud in 2019 to be part of an important collaborative with the Canadian Society for Medical Laboratory Science (CSMLS) and Sonography Canada to study and address mental health issues in our similar professions. In addition to publishing the results of that study, we added educational materials on topics in mental health to our platforms and provided access to a mental health toolkit through the CSMLS.

When speaking of thriving community, we would be truly remiss if we did not mention our host of volunteers. At CAMRT we are blessed to have 20 volunteers for every staff member in the office. This gives the CAMRT enormous capacity to build initiatives and programs of great quality for its members. We thank all these volunteers for their dedication and support.

OUR THRIVING COMMUNITY

We are fortunate to have a thriving spirit and community among MRTs in Canada. Community is the life force of an association. All our capacity to respond to new evidence, to carry a loud and influential voice, to support education and more stems from the sharing and contributions of like-minded professionals. The CAMRT works hard to maintain and nurture this spirit and all the connections across all its members from coast to coast. Member satisfaction continues to be high, with the average quarterly survey results showing 81.25% of members are satisfied with their CAMRT membership.
CAMRT-BC

2019 was also the year for members in British Columbia to formalize the CAMRT-BC model for delivery of provincial association services. We are happy that BC members responded to all the valuable work done by Louise Kallhood in her two-year tenure as Provincial Manager with a resounding vote of approval. We are very encouraged by all the advocacy and collaboration with the BC provincial government and health authorities, local member engagement, provincial networking, awards, and other work in the province. A more detailed report on CAMRT-BC activities and achievements is included in the CAMRT-BC report.

As we look back on 2019 and the close of the previous strategic plan, we are very proud of the accomplishments of the association – it is an association to be proud of. The year of transition has opened vast areas of promise for future development. We look forward to seeing through more important initiatives in this transformative strategic plan. Once again thanks to our tireless volunteers and to our dedicated staff, without whose hard work the association would not be where it is today.

Gailyne MacPherson, MRT

Irving Gold
Chief Executive Officer
About CAMRT

Mission
CAMRT certifies that medical radiation technologists (MRTs) have the required competencies to enter practice. CAMRT serves and supports its members throughout their careers to provide patients the highest quality of care.

Vision
CAMRT is the recognized national voice of the profession.
MRTs are recognized and sought after for their essential expertise. MRTs positively impact the development of the health care system and the journey of patients in their care.
CAMRT engages members to broaden their knowledge and use best practice so that MRTs meet the challenges of today and the future.

Values
In pursuing its mission and vision, the CAMRT embraces the following core values:

INTEGRITY: We are honest, trustworthy, and ethical. We are accountable and transparent.

INNOVATION: We are fearless change agents and visionary. We are creative and leading edge.

COLLABORATION: We strive to be open, listening, trustworthy, and respectful facilitators. We team with others to solve problems, sharing our expertise.

Strategic Plan at a Glance

Evidence & Knowledge  Responsive Education  Profile & Influence  Our Thriving Community

People & Culture  Information Technology  Financial Stewardship  Governance & Leadership
2019 Highlights
Evidence & Knowledge
Promoting research and evidence-based practice

A STRONGER JOURNAL OF MEDICAL IMAGING AND RADIATION SCIENCES (JMIRS)

Submissions beat the previous record year (2018) by 13%, marking a doubling of submissions in 4 years. Total usage across all platforms grew by 79% over 2018. This online engagement with JMIRS has grown 7.5-fold in 4 years.

5 RECOMMENDATIONS

Our 5 recommendations for improvements to the MRT practice were published by Choosing Wisely Canada in January of 2019. CAMRT was proud to be one of the first non-physician organizations to develop recommendations.
Evidence & Knowledge
Promoting research and evidence-based practice

ONLINE RESEARCH TOOLKIT
Fostering the creation and consumption of research is a key activity in support of CAMRT’s commitment to support the advancement of our profession through evidence-based practice and research. We released a comprehensive online toolkit with a variety of research-related resources for MRTs in all roles at all levels.

PROFESSIONAL PRACTICE ADVISORY COUNCIL
We revamped the Professional Practice Advisory Council (PPAC) making 9 discipline- and topic-specific groups. Each satellite group deals with a focused area of expertise, keeping CAMRT informed of developments in their field.

DIRECT SUPPORT TO MRT RESEARCHERS
- Awarded annual research grant
- Assisted with research concerning Canadian practice
- Provided members assistance with grant applications
Responsive Education

Building and evolving CPD for the needs of MRTs

CPD USED BY THOUSANDS

The trend over many years is of steady growth, and we had over 5,000 CPD users in 2019. When users were surveyed after completing their CAMRT CPD in 2019,

- 97% said they would register again, and
- 97% said they would recommend the CPD to a friend

BUILDING CONTINUING EDUCATION

We added 49 new, low-cost options in 2019, and more than 70 low-cost options over the last two years.

65% of the current CPD catalogue is now low-cost for members.
Responsive Education
Entry-to-practice education for MRTs

RELEASED NEW UNIFIED MRT COMPETENCY PROFILE

We published a new competency profile based on CanMEDS – highlighting the commonalities between the disciplines, while also honouring the unique skill set each brings to MRT practice.

It will come into effect for students writing the May 2024 exam.

STUDY OF EDUCATION NEEDS FOR MRI-GUIDED RADIATION THERAPY

The CAMRT MR in Radiation Therapy Task Force is working to assess the education needs for professionals on this new hybrid equipment with the aim of establishing a national approach to competency and education for MR-guided radiation therapy.
Profile & Influence

Collaborations across government

MRT VOICE WITH GOVERNMENT

CAMRT made numerous submissions and contributions to government and federal agencies in health, including: Federal Budget submission, CADTH medical imaging inventory, Health Canada study on Medical Imaging and Safety Code 26.

COLLABORATIONS WITH KEY PARTNER ORGANIZATIONS

CAMRT advocacy is extended through our collaborations, in which the association both brings MRT views to the work of partners, and works with others to advocate for issues in common.

ENGAGING ON INDIGENOUS ISSUES

CAMRT has been working closely with government ministries and with other organizations to advise and find ways that MRT ideas and contributions can help Indigenous communities reach their identified health goals.
Profile & Influence

Professional awareness - MRT Week

18,000
Medical Radiation Technologists

600
Participating sites

4,500
Posters on display

62
Posts

3,527
Active Group Members

MRT WEEK 2019

MRT Week continues to be a key activity for awareness of the profession, and the amazing contributions of MRTs all across the country in 2019 gave us a strong foundation for professional advocacy and awareness going forward.

As medical radiation technologists, we are committed to delivering the best and most appropriate care to every patient.

SUPPORTED BY AN UNRESTRICTED EDUCATIONAL GRANT FROM MRT WEEK 2019

Radiation Therapists
Radiological Technologists
Magnetic Resonance Technologists
Nuclear Medicine Technologists

The Essential Link

Medical Radiation Technologists are an essential link to providing patients with accurate diagnostic images or radiation-related treatments. These professionals work in four different disciplines using the best ethical practices and specialized clinical skills:

MAGNETIC RESONANCE TECHNOLOGISTS produce diagnostic images with equipment that generates radio waves and a strong magnetic field. Extensive knowledge of anatomy, pathology and physiology allows MRI technologists to obtain images, monitor and care for patients during scans.

RADIATION THERAPISTS are responsible for planning and administering radiation treatment for cancer patients. Radiation therapists offer ongoing care and support to patients and their families during the course of treatment.

NUCLEAR MEDICINE TECHNOLOGISTS have technical expertise in the use of radiopharmaceuticals and radiation physics, allowing them to perform diagnostic imaging procedures with sophisticated technology. Their use of exceptional quality assurance techniques provides for patient safety and comfort.

RADIOLOGICAL TECHNOLOGISTS produce images of body parts and systems by performing exams in general x-ray, CT, breast imaging and operating room procedures. They are expert in the operation of complex medical radiation equipment, while providing comprehensive, compassionate care to each patient.

CAMRT.CA

FOR MORE INFORMATION ON MRTs AND THE PROCEDURES AND TREATMENTS THEY ADMINISTER, PLEASE VISIT HERE www.camrt.ca
Our Thriving Community
Increasing engagement and delivering local value to members

MRT CONFERENCES AND EVENTS
In 2019, CAMRT hosted more than a dozen conferences and events spread across Canada that connected over 2,000 MRTs across the country. The highly successful GameChangers Education day was held on April 27 in Ottawa. The theme of game-changing technology was addressed by seven speakers. A common thread was the impending arrival of artificial intelligence (AI) into medical radiation technology.

ONLINE ENGAGEMENT
In addition to in-person meetings, CAMRT brought thousands of MRTs together for fruitful collaboration in the virtual realm.

560+ Webinar Attendees 86 GameChangers Attendees 3 SLACK Chats

VOLUNTEERS
Volunteerism and engagement with the association’s work continues to grow. More than 400 MRTs now share their time and expertise to help us to advance the profession and deliver value to their fellow members.

MENTAL HEALTH INITIATIVES
CAMRT is putting a new focus on the mental health of its members, beginning with a comprehensive mental health survey (completed), and continuing with sharing and producing materials, resource kits, education and more.
## Our Thriving Community

Membership across Canada

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<th>Life</th>
<th>Limited Practice</th>
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<td><strong>10,942</strong></td>
<td><strong>2</strong></td>
<td><strong>18</strong></td>
<td><strong>2</strong></td>
<td><strong>86</strong></td>
<td><strong>272</strong></td>
<td><strong>16</strong></td>
<td><strong>11,338</strong></td>
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2019 HIGHLIGHTS

ADVOCACY
• Regulation of the profession
• Supporting MRTs with the union

EDUCATION
• InfoShare events (in-person + virtual)
• Vancouver Island
• Prince George
• Okanagan

MEMBER RECOGNITION
• CAMRT-BC Awards
• Commencement ceremonies
• Member profiles

90+
OUTREACH
• 90+ Site Ambassadors
• Provincial Manager visits across BC
• Presentations (schools, webinars)

88.6%
CONFIRMATORY VOTE
The members in the province voted resoundingly to support the CAMRT-BC as the model for provincial association services in the province with an 88.6% vote rate.
Honorary Awards

The CAMRT Honorary Awards are a collection of awards presented to members at the pinnacle of the profession. The winners of these awards earn the highest recognition from their association by their dedication, commitment and exceptional contributions to our profession. These awards were presented at the 2019 CAMRT Celebration of Excellence in Ottawa.

**Tyler Ferrish, RTNM, RTMR**
Award for Early Professional Achievement

For a CAMRT member who, at an early stage in their career, has provided inspiration and leadership to their colleagues by acting as a role model of professionalism and/or volunteerism.

**Jeremy Jackson, RTNM, CTIC**
Dr. Marshall Mallett Lamp of Knowledge Award

For a CAMRT member who has made a significant contribution to the profession and/or association at a national level in the field of education.

**Megan Brydon, RTNM**
Steward of the Profession Award

For a CAMRT member who has advocated for and worked to advance the profession at both the national and provincial levels.

**Shao Hui (Sophie) Huang, RTT**
Welch Memorial Lecture

For a CAMRT member who has made an outstanding contribution to the profession at a national level, and has influenced the growth of the profession in clinical practice, education, research and/or administration.

**Susan Mortensen, RTT**
Grassroots Advocacy Award

For a CAMRT member who has made a significant contribution to the profession and/or association through advocacy.

**Del Leibel, RTT, ACT, CTRT, FCAMRT**
Fellowship Award

A CAMRT Fellow (FCAMRT) is a professional that has demonstrated superior commitment to the profession and exceptional achievement in multiple facets of professional life.
A New CAMRT Life Member

Life Membership at CAMRT represents the highest form of recognition by one's peers and is designed to honour a member of the CAMRT with distinguished service to the Association.

In 2019, the prestigious CAMRT Life Membership was awarded to Robin Hesler, RTR.

Throughout his clinical career there were numerous achievements, not least taking part in the installation of the second CT scanner in Canada. And not long after entering the profession, his contributions as a volunteer also began to abound, with the provincial association, with educational institutions, with numerous provincial and national working groups relating to things such as radiation safety, and of course with the CAMRT. He has been a CAMRT President (1988), had two stints on the CAMRT Board of Directors, been a committee member and worked with the CAMRT Foundation. There are very few people who have been so involved over such a lengthy career with the association and in working to raise the profile of MRTs in general.

For these many achievements, and others, he has already received the prestigious honours of the Ken Turnbull Award for outstanding service to the MRT profession in Ontario, OAMRS Life Membership, the CAMRT President’s Medal, and has been the OAMRS Mary F. Cameron Lecturer.

Karren Fader, RTNM
Outgoing Board Member

Breanne Teasdale, RTT
Outgoing Board Member
Competitive Awards

Narrative Paper

MRT Category

Caitlin Gillan, RTT, FCAMRT; Nicole Harnett, RTT, ACT; Thomas Purdie; Brian Hodges

Title: The Impact of Artificial Intelligence on Professional Practice: Considerations in the Literature

Student Category

Kim Whinfield

Title: 12- vs 24- Hour Caffeine Abstention in Dipyridamole Nuclear Cardiac Stress Testing

Scientific Paper

MRT Category

Megan Brydon, RTNM; Drs. Jennifer Payne, George Kephart, John Blake

Title: MRT: Transitioning to Full Field Digital Mammography in Nova Scotia: The Impact of Technology Change on Mammography Volumes

Student Category

Heather Jeffery

Title: Does Doctor Really Know Best?

Multi-Medial Exhibit

Student Category

Maxine Foley

Exhibit: Vertebral Body Tethering
Awards of Excellence

Highest score on the 2019 CAMRT certification exam

Nicole Birch, RTR
Radiological Technology

Minji Gil, RTR, RTMR
Magnetic Resonance Imaging

Malcolm Laraque, RTT
Radiation Therapy

Alisa Michelle Lattanzio, RTNM
Nuclear Medicine
## Certification Examinations Graduates

| Discipline               | Canadian Initial write | Canadian Initial write | Int'l Initial write | Int'l Initial write | Canadian rewrites | Canadian rewrites | Int'l rewrites | Int'l rewrites | Total writes | Total writes | Pass / Fail | Pass / Fail | Pass / Fail | Pass / Fail | Pass / Fail | Pass / Fail | Pass / Fail | Pass / Fail |
|--------------------------|------------------------|------------------------|---------------------|---------------------|-------------------|-------------------|----------------|----------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Magnetic Resonance       | 123                    | 108/15                 | 12                  | 6/6                 | 22                | 14/8              | 4              | 1/3            | 161          | 129/32       |             |             |             |             |             |             |             |             |             |
| Nuclear Medicine         | 66                     | 60/6                   | 5                   | 1/4                 | 10                | 8/2               | 2              | 2/0            | 83           | 71/12        |             |             |             |             |             |             |             |             |             |
| Radiological Technology  | 532                    | 453/79                 | 88                  | 22/66               | 84                | 39/45             | 83             | 18/65          | 787          | 532/255      |             |             |             |             |             |             |             |             |             |
| Radiation Therapy        | 91                     | 76/15                  | 4                   | 1/3                 | 14                | 7/7               | 7              | 2/5            | 116          | 86/30        |             |             |             |             |             |             |             |             |             |
| **Total**                | 812                    | 697/115                | 109                 | 30/79               | 130               | 68/62             | 96             | 23/73          | 1,147        | 818/329      |             |             |             |             |             |             |             |             |             |

### Pass Rate

#### Initial writes
- **Canadian:** 85.8%
- **International:** 27.5%

#### Rewrites
- **Canadian:** 52.3%
- **International:** 23.9%

### 2018

#### Pass Rate

- **Initial writes**
  - **Canadian:** 90.2%
  - **International:** 21.5%

- **Rewrites**
  - **Canadian:** 55.5%
  - **International:** 30.3%
2019 Financials
### 2019 Financials

#### REVENUES

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<td>Continuing professional development</td>
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<td>Publications and advertising</td>
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<td>Sponsorships</td>
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#### EXPENSES

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<td>External liaison</td>
<td>136,727</td>
</tr>
<tr>
<td>General office administration</td>
<td>2,793,349</td>
</tr>
<tr>
<td>Governance</td>
<td>93,473</td>
</tr>
<tr>
<td>Member services</td>
<td>380,070</td>
</tr>
<tr>
<td>Professional practice</td>
<td>102,558</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,631,215</strong></td>
</tr>
</tbody>
</table>

Full audited financial statements available at: [www.camrt.ca/annualreport/](http://www.camrt.ca/annualreport/)