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Registration Renewal Update

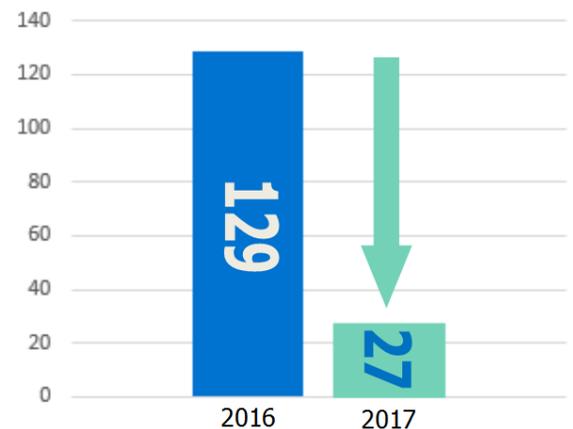
2350 = 99%
 Members renewed by Nov 30, 2017 deadline

The numbers say it all. Over 99% of members renewed their practice permit and completed all of the legally mandated registration requirements to the satisfaction of ACMDTT within the time specified.

That's a drop off of over 100 members who didn't renew the previous year.

This reflects you as regulated professionals in understanding the importance of regulatory compliance, illustrating your respect of your profession, and your dedication to ensure that the public is receiving safe, competent and ethical diagnostic and therapeutic care.

Members not renewed by Nov 30 deadline



Government appoints public members to Council

Extracted from record 434/2017 in accordance with the *Health Professions Act* (Section 13) the Government of Alberta

- reappoints John Martin Jossa as a public member to the council of the Alberta College of Medical Diagnostic and Therapeutic Technologists for a term to expire on April 22, 2020;
- appoints Terence Richard Bunce, to succeed Alan Dugas, as a public member to the council of the Alberta College of Medical Diagnostic and Therapeutic Technologists for a term to expire on December 4, 2020;
- appoints Dr. Wilma Slenders-Didkowsky, Ph.D., to succeed Colleen Elizabeth Wilson, as a public member to the council of the Alberta College of Medical Diagnostic and Therapeutic Technologists for a term to expire on December 4, 2020.

ACMDTT Office closed Dec 25 - January 1

The College office will be closed December 25, 2017 to January 1, 2018 inclusive. The office will reopen on January 2, 2018.

2016/17 Audit of the Continuing Competence Program

On October 26/27, 2017, the Competence Committee completed the qualitative audit of member compliance with the Continuing Competence Program (CCP). The Competence Committee is a group of 10 regulated members from all corners of the province representing all five specialties regulated by the College. The Competence Committee is appointed by Council from a list of applicants wishing to serve on this statutory committee.



The Competence Committee at work

Audit selection

Regulated members are selected for the detailed, qualitative audit through two mechanisms.

- The vast majority of audited members are selected randomly. For this selection, a number, representing the percentage of members to be selected, is put into a dialogue box within the College's registration system and the enter key is struck. Council policy states that up to 20% of the membership may be selected within any one year for audit. The computer generates a random sample aligning with the percentage entered; for 2016/17, this was 10%.
- A minority of members are directed to audit by either the Competence Committee or the Registrar. This year, there were 15 members with directed audits for 2016/17 and these all stemmed from the Complaints process.

Audit submission

In their audit notification, members are directed to submit their CCP via the My CCP platform. Submission cannot take place until September 1. This is because once a member submits their file, it is locked and the member, although they can read it, cannot make any changes or additions. As the My CCP platform is the only method in which members can record their CCP, the College cannot deny access to this platform during the cycle; this is why submission must wait until the cycle is complete. Submission is done online by clicking on the submit button that is populated into the members' platform on September 1.

Once the member has submitted their CCP for audit, it is first reviewed by College staff. Staff views each submission through the lens of the Competence Committee, College policy and legislated parameters. Guidance is then given to the member as to possible amendments that they may wish to make to their file with the aim to assist the member is being successful on the audit. If members wish to follow the feedback and make changes to additions to their file they simply let the College know this and their file is unlocked. Once they have made any amendments, they submit their file again through the platform. Any amendments are reviewed again for further feedback provided.

The College staff work very diligently to ensure that all members have the best chance of success on the audit but it is solely the member's decision if they would like to act on any guidance provided. Once the member is satisfied with their file, it is put through to the audit and awaits assessment by the Competence Committee.

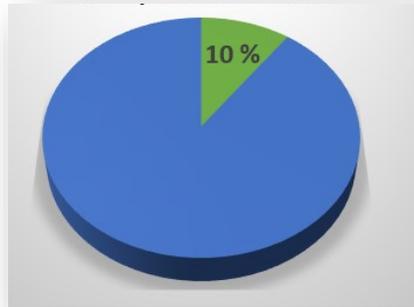
Qualitative audit process

The Competence Committee meets at the ACMDTT office and reviews files for two days. At the start of the audit, each committee member declares any conflicts of interest with those audited ensuring an unbiased process. The committee breaks into pairs ensuring that an experienced committee member is mentoring a new one and that different specialties are represented. All reviews are done online through the platform. Each pair makes an assessment on the file that they are reviewing as to if it is satisfactory, satisfactory with exemptions or unsatisfactory. If at any time during the deliberations there is a question that does not apply to the specialties within the pair, conversation is conducted with the whole group to determine clarity and relevance to the audited member's practice. This process is incredibly diligent and robust, which focuses on fairness and consistency.

If a pair finds a member's reflective practice review to be unsatisfactory, it is reviewed by a second pair. If the second pair finds the file satisfactory, or satisfactory with exemptions, this becomes the audit outcome for the member. If the second pair also finds that the reflective practice review is unsatisfactory, the file is reviewed by the entire committee at the end of the day. The decision of the entire committee is the final audit decision for that regulated member. If the member's result remains unsatisfactory after all three decision-making steps, they are sent a registered letter and directed to contact the Director of Education to initiate the remediation process. Remediation is always the first priority. If remediation fails, the individuals will be directed into the conduct processes.

The 2016/17 CCP audit by the numbers:

- **10%** – percentage of regulated members selected by a computer-generated random sample



10% of members randomly Selected for CCP Audit

- **15** – number of members directed to audit as a result of the Complaints process
- **70%** – percentage of members who were audited for which it was their first audit
- **6** – number of cancelled/deferred audits (these members changed to non-regulated status prior to the end of the 2016/17 CCP cycle)
- **229** – number of reflective practice reviews assessed by the Competence Committee
- **165** – number of members with initial satisfactory audit (everything that they submitted was accepted by the Competence Committee)
- **40** – number of members with a satisfactory with exemptions audit result (the member met the minimum requirements of the CCP; however, not all activities that they submitted were accepted by the Competence Committee. The most common reason for not accepting an activity would be because of inadequate self-reflection – please see below). These members were notified of the exemptions in order to develop their future CCP documentation.
- **24** – the number of members with an unsatisfactory audit result (these members did not meet the minimum requirements of the CCP as assessed by the Competence Committee. These members are directed by the Competence Committee to remediate their audit result with the Director of Education.) If all remediation fails, they may be directed into conduct.
- **0** – the number of members that did not meet their remediation efforts
- **0** – the number of members that were referred to conduct in 2017 through the qualitative audit

Self-reflection

By far, self-reflection is the part of the CCP with which members have the most difficulty. When writing your self-reflection, come from a personal perspective and explain how the learning has impacted your own practice. Make it personal and it always helps to give examples of how you have already used the learning or may in the future use the learning to develop your practice. The College will be publishing resources for members to assist in explaining how their learning is relevant to their practice. We will strive to assist to make the CCP process as simple and easy as we can while ensuring regulatory compliance. Please note that the College is always here to assist you throughout the year.



Get involved in regulation and compliance of your peer group. Become a Hearings Tribunal Member.

The ACMDTT is looking for individuals that would like to be more involved with the College and the overall regulation and compliance of their peer group.

**GET
INVOLVED**
Be a volunteer and reap the rewards

Opportunity offers training, learning, CCP hours and involvement with the College and your profession.

By becoming a Hearings Tribunal Member for the College, we offer you training in workshops such as:

- Introduction to Administrative Justice
- Evidence
- Decision Making
- Decision Writing Essentials
- Effective Hearings
- Interpreting Legislation
- Assessing Credibility

If you are someone that has an interest in these topics and would like to be a part of the College's Hearings, please contact us.

We ask that you forward your resume and a brief description as to your interest and potential contributions in consequence to becoming a Hearings Tribunal Member.

What is involved in becoming a Tribunal Member?

The College does not have many hearings, so the commitment could be minimal. You would become part of a growing Hearings Tribunal Membership.

The requirements would generally involve a day's participation in a hearing with time for making your decision and debriefing the decision. Your travel, lunch and expenses would be provided.

You would have access to a lawyer with whom you could confer and take advice and guidance as you deliberate on the issues before you, if needed.

What are we looking for? We need individuals that:

- understand the mission and mandate of the College
- examine facts without information bias
- abide by strong ethical values
- adhere to confidentiality
- portray a high degree of professionalism
- show fairness and empathy
- take the public's concerns seriously
- look at the whole picture and all the impacts of the decision
- have a strong understanding of the six specialties of the College
- are committed to the concept of Administrative Justice

Please submit your interest to Michelle Wolf, Hearings Director (mwolf@acmdtt.com)



Deciding Factor

Previous Scenario

Daphne is a magnetic resonance technologist who regained her full practice permit in June 2017 following a medical leave. She has entered her CCP, including her minimum six hours of reflective learning, into the My CCP platform but her progress indicator is showing that her learning activities section is incomplete.

Questions to be asked:

Is Daphne's CCP incomplete?

Answer: In order to be in compliance with the CCP for the 2016/17 cycle, Daphne must have entered on the My CCP platform:

- A complete self-assessment
- A learning plan with a minimum of two learning objectives (with associated possible learning activities/resources); one of which is met through a learning activity
- Six hours of reflective learning



Why is the system saying Daphne's CCP is incomplete?

Answer: Because Daphne is not being audited for her CCP through the qualitative audit, the system is not set to reflect her actual learning hours requirements. If she were audited this would be reflected on her platform.

Will this impact the CCP Analytics Verification?

Answer: No. Through the analytics verification, the College can only see if Daphne has entered data, not what that data is. The report will show that she has entered data and she is trusted as a regulated health professional to be honest through her registration renewal as to her CCP compliance.

What Standards of Practice apply to this scenario?

Answer: Here are a few indicators which apply to this situation from a regulatory perspective:

A regulated member will:

- Indicator 2.1g – adhere to legal obligations required by the College.
- Indicator 2.2d – self-reflect and develop performance goals to enhance professional effectiveness.
- Indicator 2.2e– undertake continuing professional development.
- Indicator 2.2f – participate in the College's Continuing Competence Program.

New scenario

Justin is a radiological technologist who is authorized by the College to administer medication through enhanced practice. Justin's practice will not change in the upcoming year. During the renewal period Justin must renew his practice permit.

Questions to be asked:

- What must Justin do during the renewal period?
- Does Justin have to recertify in order to renew his medication administration authorization?
- What will happen if Justin does not renew part or all of his practice permit?
- What Standards of Practice apply to this scenario?

The answers will be published in the next issue of "*Internal Matters*"



**ALBERTA COLLEGE OF
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Fax: 780.432.9106**

info@acmdtt.com

**Professions ACMDTT
regulates:**

- **Radiological Technologists, MRT(R)**
- **Radiation Therapists, MRT(T)**
- **Magnetic Resonance Technologists, MRT(MR)**
- **Nuclear Medicine Technologists, MRT(NM)**
- **Electroneurophysiology Technologists, ENP**

To find out more about the professions, [click here](#)

**Engage with us on
Facebook and Twitter**



Vision Statement:
Leaders in diagnostic and therapeutic healthcare serving Albertans

Branch information

The Branches have been established by Council and exist to promote the College's interest in membership services by providing:

- Educational opportunities
- Networking opportunities
- Forum for discussion

Peace Country Branch

Branch Chair: Tunde Bodi, MRT(R)
(PeaceCountryMRTb@outlook.com)

The Branch would like to put out a call for volunteers for those interested in participating with the Branch Executive.

Member participation is essential to ensure that educational and networking opportunities are available to those in the Branch. These volunteers can be from anywhere in the Peace Country Branch area!

Please contact Tunde Bodi, MRT(R) (PeaceCountryMRTb@outlook.com)

Edmonton Branch

Branch Chair: Kathy Dudycz, MRT(R) (kdudycz@hotmail.com)

The ACMDTT Edmonton branch Education Day took place on October 28, 2017. There were 90 members who attended the event. The Branch executive met at the end of November and started planning for next year's meetings and education day.

Kathy Dudycz indicated her intention to step down from the position of Chair and the end of the term which ends on June 30, 2018. Please consider being part of the Edmonton Branch committee. Currently we are accepting nominations or volunteers for many vacant positions including: vice-chair, social convener as well as education coordinator. The elections will take place during spring meeting in March of 2018.

Members are encouraged to contact Kathy at kdudycz@hotmail.com to nominate, volunteer and for questions.

Parkland Branch

Branch Chair: Jeff Christenson, MRT(R)
(Jeff.Christenson@albertahealthservices.ca)

Calgary Branch

Branch Chair: Gina McRae, MRT(R) (wellmagm@gmail.com)

Southern Alberta Branch

Branch Chair: Carmen Lowry, MRT(R) (carmen.lowry@gmail.com)

ENP Branch

Branch Chair: Angie Sarnelli, ENP (angie.sarnelli@albertahealthservices.ca)

