



2020 ANNUAL REPORT

ALBERTA COLLEGE OF MEDICAL DIAGNOSTIC
AND THERAPEUTIC TECHNOLOGISTS

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» MISSION STATEMENT

The Alberta College of Medical Diagnostic and Therapeutic Technologists exists so that the public is assured of receiving safe, competent and ethical diagnostic and therapeutic care by a regulated and continually advancing profession.

» GUIDING VALUES

Integrity: We act with respect, fairness and honesty.

Accountability: We are responsible for our decisions and actions.

Transparency: We build a culture of trust by being open and clear in our processes, decisions and actions.

Professionalism: We establish and maintain standards to ensure that the practice of our members upholds the trust of the public in the profession.

Collaboration: We foster relationships and consider the perspective of all stakeholders.

» STRATEGIC PLAN

In 2020, we continued implementing our three-year strategic plan, which we developed to set the College's direction and help us determine the priorities for our programs and activities. We've included key achievements from the year throughout this annual report, indicated by icons that illustrate which of the three strategic areas they represent.



Purpose: Ensure that members provide medical diagnostic and therapeutic services consistent with College standards and legislated requirements.



Capacity: Fulfill our duty to protect the public through strengthening College capacity and effectiveness.



Culture: Connect and inspire members to instill and foster commitment to both the public and the practice of their profession.

» ABOUT THE COLLEGE

The Alberta College of Medical Diagnostic and Therapeutic Technologists (the College) is a regulatory body established under the *Health Professions Act* (HPA) whose primary purpose is the protection of the public. The College currently regulates five distinct professions, which fall under two umbrella groups: medical radiation technologists (MRTs) and electroneurophysiology technologists (ENPs). Once Alberta Health has amended the *Medical Diagnostic and Therapeutic Technologists Profession Regulation* (the Regulation) to reflect the changes made to the HPA in 2016, the College will also regulate diagnostic medical sonographers (DMSs) within Alberta.

The College provides regulatory oversight and guides technologists in meeting their accountability for quality care. Our primary purpose is to protect and serve the public interest. Patient health, safety and care underpin everything we do.

The College is governed by an elected board of directors we call Council, composed of MRTs and ENPs and three members of the public appointed by the province. Our public members help ensure Albertans' interests are represented and protected by providing public perspective into Council discussions and policy decisions. The College's daily operations are managed by our Registrar and CEO and a small office team.

As a regulator, we ensure members provide safe, competent and ethical diagnostic and therapeutic care to Albertans by:

- Administering Alberta healthcare legislation, including the HPA and the Regulation.
- Approving programs of study, education courses and certification exams for the purposes of registration requirements.
- Registering only MRTs/ENPs who meet our education, training and competency requirements.
- Requiring annual practice permit renewal.
- Setting and enforcing practice and conduct standards.
- Administering a mandatory continuing competence program.
- Maintaining a website with a live member register so that patients can verify their practitioner's registration status and practice limitations in real time.
- Addressing complaints about our members' professional conduct.
- Providing expertise and direction on members' practice as well as on regulatory and health policy.
- Helping members achieve regulatory requirements by promoting practice and patient care excellence, providing/supporting professional development opportunities and providing tools to help them interpret and apply the College's key foundational documents.

» PROFESSIONS WE REGULATE

Medical radiation technology includes four specialties:

- » **Magnetic resonance technologists** use magnetic resonance imaging technology to produce extremely clear, detailed images of a patient's tissues and organs to detect and identify soft tissue issues and disease processes.
- » **Nuclear medicine technologists** administer radioactive substances in order to obtain images and data that reveal how the patient's body functions to help with health diagnoses and assess treatment response.
- » **Radiation therapists** are involved at every level of radiation therapy for cancer treatment, from planning to administering the therapeutic doses, with a focus on patient care and monitoring of well-being.
- » **Radiological technologists** produce images of body structures through common procedures such as general X-rays, mammography and computed tomography (CT) and assist in the operating room.

Electroneurophysiology technology includes one specialty:

- » **Electroneurophysiology technologists** record the electrical activity of the brain to help diagnose abnormalities such as epilepsy and stroke, test the response of the nervous system to stimulation and monitor the spinal cord during surgery.

Diagnostic medical sonography will become a regulated health profession in Alberta once the Regulation has been amended to reflect the changes made to the HPA in 2016.

- » **Diagnostic medical sonographers** perform imaging procedures including general, obstetrical, cardiac, vascular and musculoskeletal imaging.

» MESSAGE FROM THE LEADERSHIP

Our mandate, as a regulatory college, is to protect the public. That mandate was brought into sharper focus in 2020 due to the pandemic that has affected not just Albertans, but people across the world: COVID-19.

Everyone has had to adapt to rapidly changing circumstances as the pandemic has grown and evolved. The College has altered operations as a necessary measure to ensure the safety of our staff, implementing technology and procedures that have allowed for staff to work remotely — with no interruption to our service levels. We have also made decisions to protect our members, including cancelling our annual conference and holding our membership meeting virtually.

However, in the end, it was our members who bore the brunt of dealing with the effects of the pandemic. These highly skilled healthcare professionals had to quickly adapt to stringent protocols and attain new competencies and knowledge, many of them while working directly with patients who have tested positive for COVID-19. The College would like to thank our members for their unwavering dedication and commitment to providing excellent care to Albertans during this time.

Despite the challenges brought about by the pandemic, 2020 was a productive year for the College. We continued to adapt, maintain business continuity and fulfill our mandate. Some of the most notable accomplishments from the year include the much-needed upgrade of our member portal and database, the launch of our new website, and the creation of our social media guidelines for regulated members.

It was also a busy year for the government, with two pieces of legislation coming into force that greatly impacted College operations: Bill 30 and Bill 46. Bill 30, which came into force on July 29, will amend the *Health Professions Act* (HPA) in April 2021 and increase the percentage of public members on our Council, hearing tribunal and complaints review committee to at least 50%. We have already updated our bylaws to reflect these changes. Bill 46, which came into force at the end of the year, mandates the separation of colleges and association functions, and the College will be doing extensive work in 2021 to evaluate our current activities and ensure compliance.

It is only through the collective efforts of Council, College staff, and our members that we can fulfill our mandate of protecting Albertans and advancing the professions we regulate. We extend gratitude to all these individuals for their invaluable contributions. This annual report serves as a public account of these efforts and highlights our continued evolution as a responsible and forward-thinking regulator.

Sincerely,



Omer Hussein, MRT(R)
Council President



Pree Tyagi, MBA
Registrar and CEO

» COUNCIL

As per the HPA, a college's council is responsible for upholding the public interest through the responsible governance of the College and its activities. The College's Council consists of three public members who are appointed by the Government of Alberta and eight regulated members who are elected by the membership.

Omer Hussein, MRT(R) Council Chair	Ayman Darwish, MRT(R)(MR) Council Member (as of July 1)	Terence Bunce Public Member
Steve DeColle, MRT(MR) Council Vice Chair	Michael Piva, MRT(T) Council Member	John Jossa Public Member
Gail Astle, MRT(R) Council Member	Cristene van Schagen, MRT(R) Council Member	Wilma Slenders Public Member
Jessica Cherwick, ENP Council Member	Laurie Walline, MRT(NM) Council Member	

» COMMITTEES AND WORKGROUPS

The work of Council is supported by its Finance and Audit Workgroup, Governance Workgroup and Nominations and Appointments Committee.

The College also has three standing regulatory committees: the Registration Committee, the Competence Committee, and the Hearing Tribunal/ Complaints Review Committee. Our committees, made up of regulated members, make an important contribution to the College's operations.

» PUBLIC MEMBERS' REPORT

The mandate of a regulatory college is to protect the public. The HPA gives the public of Alberta a strong voice in healthcare regulation by requiring a college's council to include public members along with members of the regulated profession. Having both public and regulated members on Council ensures that we have an appropriate balance of knowledge, experience and perspectives at the table. All members participate equally in the business and debate at Council meetings where we address the College's issues, plans, concerns and aspirations.

We ended 2020 with three public members and eight regulated members on Council. As of April 1, 2021, there will be equal representation from the public and the regulated professions on Council and the Hearing Tribunal/Complaints Review Committee due to the HPA amendments introduced by Bill 30. We look forward to welcoming new public members as we continue to work to protect the interests of Albertans.

We would like to extend a heartfelt thanks to members of the profession for their dedication and hard work to uphold their duty of public protection. We also take this opportunity to recognize and thank regulated members who volunteer on Council and the College committees. It is both an honour and a privilege for us to collaborate with these respected professionals to ensure Albertans are receiving the safe, competent and ethical diagnostic and therapeutic care they deserve.

Respectfully submitted,



Terence Bunce
Public Member



John Jossa
Public Member



Wilma Slenders
Public Member

» COLLEGE STAFF

Pree Tyagi, MBA
Registrar and CEO; Complaints Director

Alefiyah Gulamhusein, BSc, MRT(NM)
Director, Education and Competence

Ugie Ifesi, MHSc, MRT(NM)
Director, Policy and Practice; Privacy Officer

Adrienne Hislop
Corporate Services Administrator; Hearings Director

Katie Patterson
Communications Officer

Naadiya Rauf
Administrative and
Registration Associate

Michelle Wolf
Registration and
Complaints Coordinator

» HIGHLIGHTS OF 2020

Adapting During COVID-19 Pandemic

Most of this year looked very different from previous years due to a situation that affected people across the globe: the COVID-19 pandemic. As the COVID-19 situation evolved, the College continually adapted our operations to follow the latest guidelines and restrictions. College staff all worked remotely as mandated by the government of Alberta except in very limited circumstances where we were required to be physically present. We had to make the difficult decision to cancel our annual conference, CONNECT 2020, and we also decided to cancel the 2021 conference out of an abundance of caution.

The College also recognized the financial impact the COVID-19 pandemic had on some of our regulated members during the annual registration renewal period. We offered a registration fee deferral to those who had experienced financial hardship due to COVID-19, and we also decided to forgive the \$150 administration charge for late renewals submitted from December 1 to December 31, 2020.

The College would like to acknowledge the hard work and dedication of Albertan MRTs and ENPs throughout the pandemic. It is only through your commitment to the profession and to your patients that we can fulfill our mission of ensuring that Albertans receive safe, competent and ethical diagnostic and therapeutic care.

Public Register and Member Portal Upgrade

After a year of planning, development and testing, the College upgraded our public register database in July along with our online member portal. We are using the same software as before, but a newer, cloud-based version that features necessary security enhancements and a more user-friendly interface. We are pleased to provide this much-needed upgrade while strengthening our capacity for performing regulatory functions.

With the new system, Alberta graduates and Canadian transfer applicants can now apply for general registration online, which significantly streamlines the process and improves the application experience for future technologists. Online applications for temporary registration, general registration for internationally educated technologists and student membership will be available in 2021.



We upgraded our database and member portal to a newer version that features necessary security enhancements, expanded functionality and a more user-friendly interface.



We worked with CAMRT to offer virtual CONNECT 2020 webinars to members after the in-person event was cancelled.

New Website

In July, the College launched our new website. Completion of this project is an important achievement in the three-year strategic plan we began executing in 2019. Our website is the main medium we use to communicate with the public, so it plays an imperative role in helping us fulfill our mandate of protecting Albertans. We need to ensure that the information we share online is accurate, clear and easy to find for everyone, from members of the public to current and prospective registrants.

Our new website features a clean, modern design and a layout that adjusts to display properly on mobile devices, which significantly improves its overall functionality. Some of the highlights of the new site include the following:

- A reorganized menu that makes finding information more intuitive for regulated members, applicants and anyone who wants to learn more about the College
- An expanded complaints section that includes comprehensive information about the complaints process and hearings as well as resources for anyone who might need them — now a one-click item in line with direction from Alberta Health
- Easy access to the public register through the top menu as well as the footer
- Links to important pages for regulated members at the top of the page (desktop only) as well as one-click links to My Profile and My CCP in the footer

We continue to update the website as needed to reflect the current environment and improve the user experience. We look forward to progressing on this and other projects to help us achieve the vision set out in our strategic plan.

Social Media Guidelines

Social media plays an important role in modern culture, but engaging with these platforms comes with certain risks. As regulated health professionals, MRTs and ENPs are expected to uphold the integrity of the profession by engaging in social media thoughtfully and responsibly. To help guide regulated members in making informed decisions when using social media, the College created a document that outlines social media best practices in relation to professionalism, boundaries, and privacy and confidentiality. These guidelines are framed using the Standards of Practice and Code of Ethics as well as legislation.

Online Criminal Record Checks

When Bill 21: *An Act to Protect Patients* came into force in late 2018, one of the requirements introduced was that every applicant seeking registration as a regulated member must provide a criminal record check. As of July 31, 2020, the College requires that all applicants residing in Canada complete their criminal record checks through myBackCheck, an online service provided by Sterling BackCheck. MyBackCheck is a quick and easy-to-use service that provides applicants with a more cost-effective way of obtaining criminal record checks. The College receives the results directly from Sterling BackCheck, generally within 4 to 24 hours of the request, allowing for a more efficient and streamlined application process.

Changes to CCP for 2019-20 Cycle

In recognition of the time regulated members spent learning and adapting to new information and developing skills and competencies through experience and practical application during the pandemic, the College made two changes in May to the CCP cycle that ran from September 1, 2019, to August 31, 2020.

First, members were required to complete two hours of learning for every month they held general registration during the 2019-20 cycle, up to a maximum of 12 required hours, rather than the usual 24. Regulated members who were registered for more than six months during this cycle were automatically granted two more hours for each additional month in recognition of the time they spent managing, adapting and updating their skills during the COVID-19 pandemic. Given the College mandate to serve the best interest of the public, this one-time adjustment recognized the unique hardship presented by the pandemic while acknowledging that it is still important for members to maintain competence in their area of practice.

Second, members who were selected for the Competence Committee audit in 2020 could choose to defer their audit to the next year. There were also fewer members than usual selected for the audit, and the Competence Committee, made up of MRTs and ENPs from across the province, was able to meet entirely virtually to review the submissions of the 45 audited members over the span of one evening.



To help guide regulated members in making informed decisions when using social media, we created a document that outlines social media best practices in relation to professionalism, boundaries and privacy.



We maintained contact with the 900+ sonographers currently registered on our DMS roster and continued to ensure we are prepared to regulate them when the Regulation is amended.

Council Elections

Council elections were held at the end of 2019, and the College's Nominations Committee reported to Council that the number of qualified applicants met the number of vacant positions. Given this, voting by the membership was not required, as per the bylaws. On July 1, 2020, we welcomed a new Council member, Ayman Darwish, MRT(R)(MR). Three members also returned for a second term: Gail Astle, MRT(R), Jessica Cherwick, ENP, and Laurie Walline, MRT(NM).

Diagnostic Medical Sonographers

In 2016, the HPA was amended to include diagnostic medical sonographers (DMSs) to be regulated through the College, but this change won't take effect until the Regulation is also amended. The College has continued to ensure we are prepared to begin regulating DMSs as soon as this happens.

A large number of professionals currently practicing diagnostic medical sonography in Alberta have already volunteered to be added to our DMS Roster, which will expedite their registration with the College once the Regulation has been amended. We maintain contact with these sonographers by including them on important e-blasts, sending them our quarterly newsletter and inviting them to events like our membership meeting. We also regularly receive queries from them about the status of DMS regulation, demonstrating that they are ready and willing to join our register of respected health professionals.

With the changes introduced by Bill 46 late this year, the government is likely to turn its attention to college-specific matters in the spring and fall next year. We understand that the changes in Bill 46 will allow the Minister of Health to expedite modernizing and updating the regulations, and we are doing our best to work with the government to bring about the regulation of sonographers as soon as possible.

Regulatory Education Day

On September 25, the College held our annual Regulatory Education Day for Council, committee members, complaints investigators, hearing tribunal members and College staff. This interactive workshop explored the concept of unconscious bias. Attendees learned what unconscious bias is, the science behind it and how to assess and address it. This illuminating training gave us good insights that will help strengthen our work going forward.

Updated Bylaws

Bill 30, the *Health Statutes Amendments Act, 2020 (1)*, came into force on July 29, 2020. This legislation amends several existing Acts, including the HPA, whose amendments will come into force on April 1, 2021. Bill 30 will increase the required percentage of public members from at least 25% to at least 50% on colleges' governing councils, hearing tribunals and complaint review committees. Council has updated the College bylaws to incorporate changes to the legislation and best practice in governance. The updates affect the composition of Council and the way new regulated members join Council.

There are currently eight regulated members on Council. Best practice is to have 10 to 12 Council members, so the College has decided to reduce the number of regulated members on Council rather than greatly increasing the size of Council to accommodate the required new public members. The new composition of Council will allow us to continue to have representation from each of the five professions we currently regulate as well as diagnostic medical sonographers once that legislation takes effect.

Council has also approved moving away from the current competency-based election process for new regulated Council members to a competency-based appointment process, effective 2022. Council members who are MRTs and ENPs will no longer be volunteers who are elected by their peers. Instead, they will be appointed based on specific attributes and competencies: their experience, knowledge and skills. This will ensure that Council comprises a diverse group of people with a wide range of expertise and skills, extensive knowledge and different perspectives.

Protecting Patients from Sexual Abuse and Misconduct Course

Bill 21: *An Act to Protect Patients* introduced significant amendments to the HPA, providing specific guidance and requirements to regulated health professions for preventing and addressing sexual abuse and/or sexual misconduct towards patients. In January, the Alberta Federation of Regulated Health Professions launched a new educational course, *Protecting Patients from Sexual Abuse and Misconduct*, to help regulated health professionals understand and comply with Bill 21.

The Competence Committee considers this learning essential for members and determined this course and its quizzes may be counted for up to 4 hours per CCP cycle. This government-funded course replaces the interim step the College had taken through the learning module we provided on our website.

» REGISTRATION

The College is responsible for adopting competencies and setting criteria that everyone applying to the College must meet to qualify for initial registration and to maintain their registration on an annual basis.

	Applications		Registrations	
	2020	2019	2020	2019
New graduates				
Alberta programs	98	108	98	108
Out of province programs	5	3	5	3
Practitioners from other provinces	19	26	19	26
Internationally educated practitioners	3	2	3	2
Alberta practitioners returning to practice	93	98	93	98
Total applications and registrations	218	237	218	237

Practice permits with conditions

	2020	2019
Ictal SPECT injection	12	13
CT and contrast media	103	97
Intraoperative monitoring	6	6
Needle authorization	1	2
Venipuncture	605	576
Breast ultrasound	34	35
Automated breast ultrasound	20	22
Bladder ultrasound	17	19
Prostate ultrasound	4	6
MR in radiation therapy	1	1
Quantitative CT	3	1
Medication administration	547	509
Enhanced GI fluoroscopy	15	7

Total practice permits with enhancements	1368	1294
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Total practice permits with restrictions	36	9
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Regulated members

	2020	2019
Single specialty		
Radiological technology	1644	1683
Radiation therapy	217	215
Nuclear medicine technology	244	254
Magnetic resonance technology	201	165
Electroneurophysiology technology	51	48
Total regulated members with single specialty	2357	2365

Multiple specialties		
Radiological/magnetic resonance	33	37
Nuclear medicine/magnetic resonance	6	7
Radiation therapy/magnetic resonance	0	0
Radiological/magnetic resonance/nuclear medicine	1	1
Total regulated members with multiple specialties	40	45

Total regulated members on the courtesy register	0	0
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Total practice permits renewed	2397	2410
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Total practice permits cancelled/resigned	72	122
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Non-regulated members

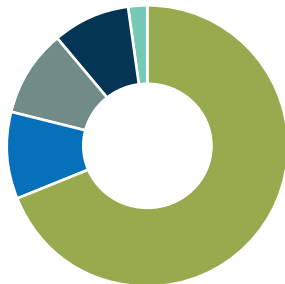
	2020	2019
Single specialty		
Radiological technology	125	122
Radiation therapy	12	15
Nuclear medicine technology	20	20
Magnetic resonance technology	12	15
Electroneurophysiology technology	3	2
Total non-regulated members with single specialty	172	174

Total non-regulated members with multiple specialties	2	1
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Total non-regulated members	174	175
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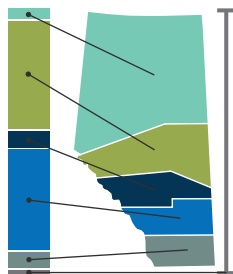
Members by Specialty

- MRT(R): 69%
- MRT(NM): 10%
- MRT(MR): 10%
- MRT(T): 9%
- ENP: 2%



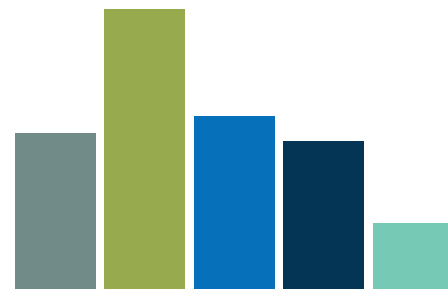
Members by Branch

- Peace Country Branch: 4%
- Edmonton Branch: 42.2%
- Parkland Branch: 6.4%
- Calgary Branch: 39.3%
- Southern Alberta Branch: 6%
- ENP Branch: 2.1%



Members by Age

- 20-29: 19%
- 30-39: 34%
- 40-49: 21%
- 50-59: 18%
- 60+: 8%



Place of Education



- Alberta: 72%
- Canada: 25%
- International: 3%

REGISTRATION COMMITTEE

The Registration Committee is responsible for making decisions regarding applications for registration referred to it by the Registrar.

The Registration Committee is a statutory body consisting of regulated members. In 2020, the committee met six times to assess 18 applications as follows:

- 16 applications were deferred to successful completion of other requirements such as providing proof of language proficiency and successfully challenging the entry-to-practice exam.
- 1 application for registration was denied.
- 1 application for exemption to a registration requirement was approved.

Application Processing Time

The Registration Committee continues to provide registration decisions within a minimum of two weeks and a maximum of 10 weeks from the time a completed application is received. This time frame is affected primarily by the length of time required to receive all the documentation required to consider an application complete. Once an application is complete, it is forwarded to the next Registration Committee meeting. Every effort is made to accommodate applicant requests for expediting this process.

Registration Committee Members

- | | |
|----------------------------------|--------------------------|
| Martin Sherriff, MRT(MR) (Chair) | Michelle Luong, MRT(NM) |
| Jennifer Brown, MRT(R) | Susan McGregor, ENP |
| Janelle Duquette, MRT(T) | Linda O'Hara, MRT(R) |
| Abbi Langedahl, MRT(R) | Cynthia Palmaria, MRT(T) |
| Nikolay Lopatik, MRT(R) | Lamees Wahab, MRT(NM) |

Applications Reviewed

An overview of applications reviewed by the Registration Committee is provided below.

Specialty	Reviewed	Country of qualifying education (number of applicants)
Radiological technology	11	India (1), Nigeria (1), Vietnam (1), Philippines (4), Sudan (1), Kingdom of Bahrain (1), Kenya (1), Egypt (1)
Magnetic resonance technology	3	India (2), Australia (1)
Nuclear medicine technology	0	
Radiation therapy	3	Chile (1), Kenya (1), Ireland (1)
Electroneurophysiology technology	1	India (1)
Total	18	

» COMPETENCE COMMITTEE

The College administers the Continuing Competence Program (CCP), as mandated by the HPA, to help our members maintain and enhance their professional capabilities.

The program, which runs from September 1 to August 31 of the following year, helps the College assess, support and ensure competent practice and continued professional learning and development.

Program Requirements

To renew their practice permit each year, members must, through the mandatory online My CCP platform, complete a reflective practice review that includes:

- Self-Assessment of Practice
- Personal Learning Plan
- CCP activity records outlining and reflecting on a minimum number of hours of learning

Members are normally required to complete two hours of learning for every month in which they are registered in the general register; however, that number was adjusted for the 2019-20 CCP cycle due to the COVID-19 pandemic. The maximum amount of required hours was 12, rather than the usual 24, with the remaining hours being automatically granted to members registered for more than six months in recognition of the time they spent adapting and updating their skills due to COVID-19.



We updated our bylaws to account for upcoming changes introduced by new legislation and ensure adequate representation from our professions.



Close to 300 regulated members attended our entirely virtual annual membership meeting, where we explained our role as a college and updated them on upcoming changes.

The other requirements of the CCP remained unchanged for 2019-20. Members use a self-assessment tool, the framework of which is aligned with the Standards of Practice, to develop a personal learning plan for the current CCP cycle. Within the cycle, at least one learning objective must be met through a learning activity. Members are also required to document their learning activities to include a self-reflection on how the activity will impact or has impacted their professional practice.

CCP Compliance

Member CCP compliance is monitored by the College's Competence Committee. Each fall, the committee audits a random selection of members' reflective practice reviews. The 2020 CCP audit was also affected by the COVID-19 pandemic; members could choose to defer their audit to the next year, and there were also fewer members selected for the audit than usual. Only one member chose to defer, and the remaining audits demonstrated that members are compliant with the CCP.

Competence Committee Members

Arlene Holland, MRT(R) (Chair) Patty Hermanutz, MRT(R)
 David Buehler, MRT(T) Lisa Roorda, MRT(MR)
 (Vice Chair) Matthew Scott, MRT(T)
 Joy Boldt, ENP

	CCP cycle				
	2015-16	2016-17	2017-18	2018-19	2019-20
Number of CCP participants (approximate)	2314	2323	2349	2463	2397
Percentage selected for audit (%)	10	10	10	8	2*
Number with directed audits from Registrar/Competence Committee	0	15	7	4	0
Number selected for audit	231	235	242	199	45*
Cancelled audits	2	6	4	3	2
Number audited	229	229	238	196	43
Number with successful initial audit	213	205	194	179	39
Number requiring remedial work	16	24	44	15	4
Number forwarded to complaints director for non-compliance	0	0	0	0	0
Average number of CCP hours submitted	38.1	42.2	41.12	36.4	25.5

*Fewer members than usual were selected for the audit due to the COVID-19 pandemic.

» PROFESSIONAL CONDUCT AND COMPLAINTS

The College receives and manages complaints against our regulated members as part of our mandate to protect the public under the HPA. To enable health colleges to fulfill this mandate, the HPA grants us the authority to enforce ethical conduct and standards of practice to protect the public's health and well-being. As per Part 4 of the HPA, the College has the authority to attempt to resolve complaints, investigate or appoint investigators, seek the advice of experts, dismiss the complaint (if trivial or vexatious), or take other actions allowed under the HPA. The College follows the principles of procedural fairness in our processes while remaining transparent in our processes and accountable to the public.

We take an education-based approach when resolving complaints; however, remedial or disciplinary action is necessary in some instances.

Complaints	
Number of complaints carried over from 2019	10
Number of new complaints in 2020	15*
Total	25
Number of complaints dismissed	7
Number of complaints closed	9
Number of complaints referred to hearings	0
Number of complaints appealed	0
Number of complaints still open	8
Regulated members dealt with under Section 118, incapacity assessments (complaint still open)	1
Complaints addressed through an Alternative Complaints Resolution (ACR) process	0
Total	25



We adapted our operations due to the COVID-19 pandemic while maintaining service levels for our members and staying on track with our projects and business cycle.

*The College received two complaints against diagnostic medical sonographers (DMSs).

**The College received one telephone inquiry from a patient related to a sexual abuse complaint against a DMS.

Although in the future DMSs will be regulated by the College pursuant to the HPA, the Regulation has not yet been amended by the government to include DMSs in our register categories, so the College could not address these complaints.



Regulatory Education Day attendees learned what unconscious bias is, the science behind it and how to assess and address it.

» PATIENT RELATIONS PROGRAM

As per the HPA, the College must have a Patient Relations Program that includes measures for preventing and addressing sexual abuse and sexual misconduct by College members towards their patients. The Patient Relations Program also strives to support patients who have experienced sexual abuse or sexual misconduct by regulated members.

The College provides funding for treatment or counselling for patients who have experienced sexual abuse or sexual misconduct by a regulated member.

The Patient Relations Program includes:

- Education for regulated members
- Training for College staff on sexual abuse and sexual misconduct
- Assistance in directing individuals to appropriate resources
- Funding for treatment for those patients that have experienced sexual abuse or sexual misconduct

For a patient to be eligible for funding:

- A complaint must be made regarding a member of the College, and must meet the definition of sexual abuse or sexual misconduct.
- They must be a patient as defined by the Standards of Practice.

	Related to sexual abuse	Related to sexual misconduct	Total
Number of complaints	0**	0	0
Number of patients that accessed the fund	0	0	0
Amount of money dispersed	0	0	0

» COLLEGE AWARDS

The College is proud to recognize the dedication and professionalism of our members. Through the awards program, we recognize these achievements.

Student Awards

Scholastic Award in Radiological Technology

» **Awun Bell, MRT(R)**

Scholastic Award in Nuclear Medicine Technology

» **Cameron Grant, MRT(NM)**

Scholastic Award in Radiation Therapy

» **Valerie Phillips, MRT(T)**

Scholastic Award in Magnetic Resonance Technology

» **Eric Grehan, MRT(MR)**

Scholastic Award in Electroneurophysiology Technology

» **Ashley Simpkins, ENP**

Student Leadership Award in Radiological Technology

» **Kali Hauser**

Student Leadership Award in Nuclear Medicine Technology

» **Siobhan Pett**

Student Leadership Award in Radiation Therapy

» **Samie Ly**

Student Leadership Award in Magnetic Resonance Technology

» **Laura M Nielsen**

Technologist Awards

Joan Graham Award

» **Deb Banek, MRT(R)**

George C. Hall Invitational Address

» **Marleen Stodgell-O'Grady**

Professional Excellence in Leadership Award

» **Linda O'Hara, MRT(R)**

Professional Excellence in Patient Care Award

» **Brittany Smith, MRT(T)**

Excellence in Professional Collaboration Award

» **Colleen McHugh, MRT(R), ACR, Dominic Heidelberg, MRT(R), Kolby Grbavac, MRT(R), Kaylee Richards, CLXT, Suzanne Paradis, DMS, Jaime Thomson, MRT(R), Katie Bevans, MRT(R)**



We delivered virtual student outreach presentations, which aim to help students understand what will be expected of them when they become regulated members of the College.

» STAKEHOLDER COLLABORATION

The College seeks and seizes opportunities to collaborate with stakeholders, the public, government, regulators, academia, employers and associations.

- » Alberta Federation of Regulated Health Professions:
 - Complaints Process Working Group
 - Continuing Competence Interest Group
 - Hearings Director Interest Group
 - Registration Interest Group
 - Legislation Review Committee
 - Executive Committee
 - Ad hoc workgroups for interpreting, understanding and compliance with Bill 11, Bill 30 and Bill 46
- » Alberta Health
- » Alberta Labour and Immigration
- » Alberta Ombudsman
- » Alliance of Medical Radiation and Imaging Technologists Regulators of Canada
- » Canadian Association of Electroneurophysiology Technologists
- » Canadian Association of Medical Radiation Technologists
- » Canadian Board of Registration of Electroencephalograph Technologists
- » Canadian National Network of Medical Radiation and Imaging Technologists
- » Fairness for Newcomers Office
- » Northern Alberta Institute of Technology Advisory
- » Office of the Information and Privacy Commissioner
- » Provincial Diagnostic Imaging Advisory
- » Sonography Canada
- » Southern Alberta Institute of Technology Advisory
- » Special interest workgroups for regulatory purposes:
 - Alberta College of Combined Laboratory and X-Ray Technologists
 - College and Association of Respiratory Therapists of Alberta
 - College of Medical Laboratory Technologists of Alberta
- » University of Alberta Radiation Therapy Program Advisory

» INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Alberta College of Medical Diagnostic & Therapeutic Technologists (the College), which comprise the statement of financial position as at September 30, 2020, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at September 30, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

RSM Alberta LLP

Edmonton, Alberta
February 12, 2021

Chartered Professional Accountants

» STATEMENT OF FINANCIAL POSITION September 30, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 412,857	\$ 401,531
Restricted cash and investments (Note 3)	557,970	666,992
Accounts receivable	12,614	21,555
Prepaid expenses	30,553	24,427
	1,013,994	1,114,505
LONG-TERM RESTRICTED INVESTMENTS (Note 3)	1,022,447	755,303
LONG-TERM INVESTMENTS (Note 4)	–	16,890
TANGIBLE CAPITAL ASSETS (Note 5)	11,798	23,824
INTANGIBLE CAPITAL ASSET (Note 6)	34,125	–
	\$ 2,082,364	\$ 1,910,522
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 69,782	\$ 42,360
Deposits	956	1,300
Deferred contributions (Note 7)	309,556	305,354
	380,294	349,014
NET ASSETS		
Invested in tangible and intangible capital assets	45,923	23,824
Internally restricted (Note 8)	1,580,417	1,422,295
Unrestricted	75,730	115,389
	1,702,070	1,561,508
	\$ 2,082,364	\$ 1,910,522

LEASE COMMITMENTS (Note 9)

COVID-19 (Note 12)

APPROVED BY THE COUNCIL



Omer Hussein, MRT(R)
Chair



Steven DeColle, MRT(MR)
Vice Chair

» STATEMENT OF OPERATIONS Year Ended September 30, 2020

	2020	%	2019	%
REVENUES				
Professional fees	\$ 1,171,049	97.43	\$ 1,158,803	86.47
Investment and other income	30,844	2.57	82,661	6.17
Professional development of members	–	–	98,687	7.36
	1,201,893	100.00	1,340,151	100.00
EXPENSES				
Human resources	641,960	53.41	578,364	43.16
Operating	306,373	25.49	304,924	22.75
Regulatory functions	78,926	6.57	102,680	7.66
Provincial and national affiliations	22,078	1.84	19,117	1.43
Amortization of tangible capital assets	12,026	1.00	5,975	0.45
Amortization of intangible capital assets	6,825	0.57	–	–
Professional development of members	2,250	0.19	81,121	6.05
	1,070,438	89.07	1,092,181	81.50
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	131,455	10.93	247,970	18.50
OTHER INCOME				
Temporary Wage Subsidy	9,107	0.76	–	–
EXCESS OF REVENUES OVER EXPENSES	\$ 140,562	11.69	\$ 247,970	18.50

» STATEMENT OF CASH FLOWS Year Ended September 30, 2020

	2020	2019
CASH PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 140,562	\$ 247,970
Items not affecting cash:		
Amortization of tangible capital assets	12,026	5,975
Amortization of intangible capital assets	6,825	–
Gain on disposal of short-term investments	(11,715)	(13,933)
Unrealized loss (gain) on investments	19,780	(26,398)
	167,478	213,614
Changes in non-cash working capital (Note 10)	34,095	38,163
	201,573	251,777
INVESTING ACTIVITIES		
Purchase of tangible capital assets	–	(10,080)
Purchase of intangible capital assets	(40,950)	–
Purchase of investments	(402,250)	(794,872)
Proceeds on disposal of investments	385,194	749,221
Reclassification of cash to restricted cash and investments	(132,241)	–
	(190,247)	(55,731)
INCREASE IN CASH	11,326	196,046
Cash - beginning of year	401,531	205,485
CASH - END OF YEAR	\$ 412,857	\$ 401,531

» STATEMENT OF CHANGES IN NET ASSETS

Year Ended September 30, 2020

	Internally Restricted (Note 8)				
	Unrestricted	Invested in Tangible and Intangible Capital Assets	Member Education Fund	Purpose Initiatives Fund	Professional Conduct Contingency Fund
NET ASSETS - BEGINNING OF YEAR	\$ 115,389	\$ 23,824	\$ 139,895	\$ 80,000	\$ 586,000
Excess (deficiency) of revenues over expenses	159,413	(18,851)	—	—	—
Transfers	(158,122)	—	3,122	—	—
Invested in tangible and intangible capital assets	(40,950)	40,950	—	—	—
NET ASSETS - END OF YEAR	\$ 75,730	\$ 45,923	\$ 143,017	\$ 80,000	\$ 586,000

	Internally Restricted (Note 8)			2020	2019
	Stabilization Fund	Regulatory Risk-Management Fund	Total Internally Restricted		
NET ASSETS - BEGINNING OF YEAR	\$ 440,400	\$ 176,000	\$ 1,422,295	\$ 1,561,508	\$ 1,313,538
Excess (deficiency) of revenues over expenses	—	—	—	140,562	247,970
Transfers	—	155,000	158,122	—	—
Invested in tangible and intangible capital assets	—	—	—	—	—
NET ASSETS - END OF YEAR	\$ 440,400	\$ 331,000	\$ 1,580,417	\$ 1,702,070	\$ 1,561,508

» NOTES TO FINANCIAL STATEMENTS

Year Ended September 30, 2020

1. NATURE OF OPERATIONS

Alberta College of Medical Diagnostic & Therapeutic Technologists (the "College") is a not-for-profit organization established under the Health Disciplines Act on June 15, 1983 and continued under the Health Professions Act on May 1, 2005. The College collects professional fees as the regulatory body for medical radiation technologists and electro-neurophysiology technologists in Alberta. The College is self-governing and provides services to the members. The College exists so that the public is assured of receiving safe, competent, and ethical diagnostic and therapeutic care by a regulated and continually advancing profession.

As a not-for-profit organization under the Income Tax Act (Canada), the College is not subject to federal or provincial income taxes.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations. Significant accounting policies observed in the preparation of the financial statements are summarized below.

Cash

Cash is defined as cash on hand and cash on deposit, net of cheques issued and outstanding at the reporting date.

Restricted cash and investments

Restricted cash and investments consists of equity funds and bonds which have terms that range up to 10 years from the date of acquisition for purposes as described in Note 8.

Short-term and long-term investments

Short-term investments consists of equities and income trusts which are initially recognized at cost and subsequently re-measured at fair value at each reporting date. Unrealized gains or losses on re-measurement are recognized in the statement of operations. Short-term investments also consists of fixed income investments with a maturity date of less than one year.

Long-term investments consists of fixed income investments with a maturity date of more than one year.

Tangible capital assets

Tangible capital assets are recorded at cost less accumulated amortization. Tangible capital assets are amortized over their estimated useful lives on a straight-line basis over the following periods:

Furniture and fixtures	5 years
Computer equipment	3 years
Telephone equipment	5 years
Leasehold improvements	5 years

On October 1, 2019 the College adopted the new accounting standard ASNPO 4433 – Tangible capital assets held by not-for-profit organizations. This standard is applied on a prospective basis. As a result of the implementation of this new standard, the College has updated their policy as it relates to the impairment of tangible capital assets as follows:

When conditions indicate a tangible capital asset is impaired, the carrying value of the tangible capital asset is written down to the asset's fair value or replacement cost. The write down of the tangible capital asset is recorded as an expense in the statement of operations. A write-down shall not be reversed.

Intangible capital asset

The intangible asset is comprised of database costs that are being amortized on a straight-line basis over their estimated useful life of three years.

Revenue recognition

The College follows the deferral method of accounting for contributions. Contributions, including grants, are included in revenue in the year in which they are received or receivable, with the exception that contributions to fund a specific future period's expenses are included in revenue in the period the expenses are incurred.

Professional fees and student fees are collected for the calendar year. The College records a deferral of revenue for the portion of fees that covers the period subsequent to year end.

Investment income is comprised of interest and dividends from cash, short-term investments and long-term investments, gains on disposal of these investments and unrealized gains. Investment income revenue is recognized on an accrual basis.

Contributed goods and services

The College receives a substantial amount of volunteer time and effort as well as donated goods to carry out its activities. Due to the difficulty in determining the fair value of these contributed amounts, they have not been recognized in these financial statements.

» NOTES TO FINANCIAL STATEMENTS

Year Ended September 30, 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments

Measurement of Financial Instruments

Financial instruments are financial assets or financial liabilities of the College where, in general, the College has the right to receive cash or another financial asset from another party or the College has the obligation to pay another party cash or other financial assets.

The College initially measures its financial assets and financial liabilities at fair value.

The College subsequently measures all its financial assets and financial liabilities at amortized cost, except for short-term and long-term investments in equity instruments that are quoted in an active market which are measured at fair value at each reporting date.

Financial assets measured at amortized cost include cash, restricted cash, accounts receivable and long-term investments in bonds.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Impairment

Financial assets measured at cost or amortized cost are tested for impairment, at the end of each year, to determine whether there are indicators that the asset may be impaired. The amount of the write-down, if any, is recognized in operations. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account. The reversal may be recorded provided it is no greater than the amount that had been previously reported as a reduction in the asset and it does not exceed original cost. The amount of the reversal is recognized in operations.

Use of estimates

The preparation of these financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure

of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Significant estimates included in these financial statements are accrued liabilities. Actual results could differ from these estimates.

3. RESTRICTED CASH AND INVESTMENTS

Restricted cash and investments is comprised of the following:

	2020	2019
Current Restricted Cash and Investments		
Restricted cash	\$ 28,232	\$ 61,318
Equity funds	529,738	605,674
	557,970	666,992
Long-Term Restricted Investments		
Bonds bearing interest from 1.50% per annum to 3.50% per annum maturing between June 2024 and September 2029	1,022,447	–
Bonds bearing interest from 1.50% per annum to 3.70% per annum maturing between December 2020 and December 2028	–	755,303
	\$ 1,580,417	\$ 1,422,295

Restricted cash and investments have been designated for specific programs as described in Note 8.

4. LONG-TERM INVESTMENTS

	2020	2019
Bonds, at amortized cost, bearing interest from 1.50% per annum to 3.70% per annum maturing between December 2020 and December 2028	\$ –	\$ 16,890

» NOTES TO FINANCIAL STATEMENTS Year Ended September 30, 2020

5. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2020 Net book value	2019 Net book value
Furniture and fixtures	\$ 88,204	\$ 86,403	\$ 1,801	\$ 2,853
Computer equipment	63,073	60,279	2,794	10,452
Telephone equipment	17,923	10,720	7,203	10,519
Leasehold improvements	13,869	13,869	—	—
	\$ 183,069	\$ 171,271	\$ 11,798	\$ 23,824

6. INTANGIBLE CAPITAL ASSET

	Cost	Accumulated amortization	2020 Net book value	2019 Net book value
Database	\$ 40,950	\$ 6,825	\$ 34,125	\$ —

7. DEFERRED CONTRIBUTIONS

Deferred contributions represent contributions received for a specific purpose which have not been expended at year end.

	2019	Contributions received	Revenue recognized	2020
Professional fees	\$ 305,354	\$ 1,175,251	\$ 1,171,049	\$ 309,556

8. INTERNALLY RESTRICTED NET ASSETS

Member Education Fund

The Member Education Fund, formerly established as the Provincial Conference Fund, will be used for future member education expenditures.

Purpose Initiatives Fund

The Purpose Initiatives Fund was established to provide for special projects undertaken to support and expand on issues related to the 'Purpose' developed by the Council and described in Council policy.

Professional Conduct Contingency Fund

The Professional Conduct Contingency Fund was established to provide for unexpected legal and administrative costs arising from professional conduct disciplinary matters.

Stabilization Fund

The Stabilization Fund was established to provide for unexpected costs relating to maintaining the stability and viability of the College.

Regulatory Risk-Management Fund

The Regulatory Risk-Management Fund was established to provide for unexpected costs of ensuring the College's compliance with the Health Professions Act and the Medical Diagnostic and Therapeutic Technologists Profession Regulation.

9. LEASE COMMITMENTS

The College is committed under operating leases for the rental of the Edmonton office and various office equipment. The operating leases expire September 2022 and July 2024 respectively.

Future minimum lease payments to expiry of the leases will be approximately as follows:

2021	\$ 67,612
2022	67,612
2023	1,040
2024	867
	<u>\$ 137,131</u>

» NOTES TO FINANCIAL STATEMENTS

Year Ended September 30, 2020

10. NET CHANGES IN NON-CASH WORKING CAPITAL ITEMS

	2020	2019
Accounts receivable	\$ 8,941	\$ 10,283
Prepaid expenses	(6,126)	(118)
Accounts payable and accrued liabilities	27,422	24,951
Deposits	(344)	–
Deferred contributions	4,202	3,047
	\$ 34,095	\$ 38,163

11. RISK MANAGEMENT

The College's financial instruments consist of cash, restricted cash, restricted short-term investments, long-term restricted investments, accounts receivable, long-term investments, accounts payable and accrued liabilities.

(a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. Accounts receivable are generally the result of services to members. The College does not believe it is subject to any significant credit risk.

(b) Liquidity risk

Liquidity risk arises from the possibility that the College might encounter difficulty in settling its debts or in meeting its obligations related to the financial liabilities. It is management's opinion that there is no significant liquidity risks as of September 30, 2020.

(c) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Senior management and the Council, in consultation with investment advisors, review the College's investments and establish a diversified investment mix in order to earn the best possible return at an acceptable level of risk.

(d) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The College is exposed to interest rate risk arising on its interest bearing assets.

12. COVID-19

On March 11, 2020, the World Health Organization assessed the coronavirus outbreak (COVID-19) as a pandemic. In Canada, the Government of Alberta declared a provincial state of public health emergency as per the Province of Alberta's Public Health Act on March 17, 2020 with respect to COVID-19.

As a result of the pandemic the College has obtained the Temporary Wage Subsidy to assist with sustaining operations while adhering to safety measures to prevent the spread of COVID-19.

As of the date of these financial statements, the extent to which COVID-19 impacts the College's results will depend on future developments, which are highly uncertain and cannot be predicted and dependent upon new information which may emerge concerning the severity of COVID-19 and actions taken to contain this or its impact, among others.

» VOLUNTEERS

Volunteers bring a diversity of experience, skill and inspiration to the College. Thank you for your reliable and unwavering contributions.

Stacey Adams, MRT(R)
Linda Alaeddine, MRT(R)
Gail Astle, MRT(R)
Laura-Ann Aube, MRT(R)
Joanne Austen, MRT(R)
Tunde Bodi, MRT(R)
Joy Boldt, ENP
Jennifer Brown, MRT(R)
David Buehler, MRT(T)
Marlene Chambers, MRT(R)
Dalia Chehayeb, ENP
Jessica Cherwick, ENP
Jeff Christenson, MRT(R)
Brian Chwyl, MRT(T)
Ayman Darwish, MRT(R)(MR)
Steven DeColle, MRT(MR)
Amanda Dion, MRT(MR)
Oleksandra Dobrotvorska, MRT(R)
Melinda Dolhan, MRT(R)
Katarzyna Dudycz, MRT(R)
Janelle Duquette, MRT(T)
Raegan Ells, MRT(R)
Anastasia Gasheva, MRT(R)
Heather Gaunt, MRT(T)
Caitlin Gormley, MRT (R)
Gillian Graham, MRT(T)
Holly Grant, MRT(R)
Lori Headington, MRT(R)
Patty Hermanutz, MRT(R)
Mary Claire Hetesi, MRT(R)
Arlene Holland, MRT(R)
Omer Hussein, MRT(R)
Krysta Jenkins, MRT(R)

Devon Klein, MRT(R)
Natasha Konjolka, MRT (R)
Teela Kowalchuk, MRT(R)
Abbi Langedahl, MRT(R)
Jason Livingstone, MRT(R)
Nikolay Lopatik, MRT(R)
Carmen Lowry, MRT(R)
Joan Lowry, MRT(NM)
Michelle Luong, MRT(NM)
Samie Ly, MRT(T)
Susan McGregor, ENP
Colleen McHugh, MRT(R)
Christy McIntyre, MRT(NM)
Fiona Mitchell, MRT(T)
Bano Mughal, ENP
Darren Oczkowski, MRT(MR)
Linda O'Hara, MRT(R)
Wanda Olson, MRT(R)
Cynthia Palmaria, MRT(T)
Jennifer Petrohay, MRT(NM)
Jodie Piercey, MRT(NM)
Michael Piva, MRT(T)
Louise Rainey, MRT(NM)
Lisa Roorda, MRT(MR)
Jatinder Sahota, MRT(R)
Matthew Scott, MRT(T)
Martin Sherriff, MRT(MR)
Jade Stadelman, MRT(R)
Cristene van Schagen, MRT(R)
Lamees Wahab, MRT(NM)
Krystal Wall, MRT(R)
Laurie Walline, MRT(NM)
Jaylene Watson, MRT(R)
Leane Young, MRT(R)

DMS Advisory

Teresa Goldsack, MRT(R)
Helene Hamilton
Mona Hoekstra
Ellen Johnstone, MRT(R)
Shane Kessel
Denise MacIver
Victoria Sarban
Lorrie Scherer
Thomas Strain

The Alberta College of Medical Diagnostic and Therapeutic Technologists exists so that the public is assured of receiving safe, competent and ethical diagnostic and therapeutic care by a regulated and continually advancing profession.

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