

# 2023 ANNUAL REPORT

The Alberta College of  
Medical Diagnostic and  
Therapeutic Technologists

Alberta College of



Medical  
Diagnostic & Therapeutic  
Technologists

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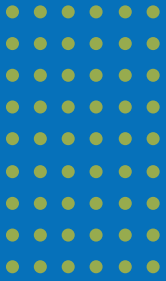
# 2023 **ANNUAL REPORT**

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# 2023-2026 **STRATEGIC PLAN**

## MISSION

Public confidence in receiving safe, competent, and ethical diagnostic and therapeutic care from regulated professionals.

### **About the Council's Strategic Plan**

This strategic plan presents our refreshed mission and the blueprint of how we will continue being well-positioned to meet the challenges of regulating within an increasingly complex and dynamic landscape. Through this plan, we will continue working diligently and seamlessly with our staff, registrants, and other partners to respond to emerging opportunities while upholding our commitment to serving the public.



## GUIDING VALUES

Integrity

Accountability

Transparency

Professionalism

Collaboration

## STRATEGIC GOALS

### 1. Monitor, apply and advance regulatory best practices

- Advance fair, transparent and accountable systems, policies, and procedures
- Hold registrants accountable to regulatory requirements
- Ensure resources and infrastructure to integrate Diagnostic Medical Sonographers

### 2. Forge a culture of regulatory excellence for public protection

- Support staff and leaders in making the college an effective and responsive regulator
- Implement strategies to enhance the professional practice of registrants
- Build and sustain an equitable, diverse, and inclusive culture

### 3. Strengthen and communicate our mission

- Facilitate the public's ability to better understand our mission
- Advance collaboration with the government, partner organizations, and other regulators
- Provide education for registrants to further our mission



# ABOUT THE COLLEGE

The Alberta College of Medical Diagnostic and Therapeutic Technologists (the College) is a regulator established under Alberta's *Health Professions Act* (HPA) to protect the public.

The College currently regulates five distinct professions under two umbrella groups: medical radiation technologists (MRTs) and electrophysiology technologists (ENPs). The College anticipates regulating Alberta's diagnostic medical sonographers (DMSs) when the government amends the *Medical Diagnostic and Therapeutic Technologists Profession Regulation* (the Regulation) to reflect the changes made to the HPA in 2016.

Ensuring patient safety is the cornerstone of our work. In pursuit of this goal, the College provides regulatory oversight and guidance to our registrants, empowering them to deliver safe, competent, and ethical care.

The organization is governed by a Council composed of selected registrants and public members appointed by the provincial government. The Council selects the Registrar and CEO, who manages the organization's staff and operations.



# Protecting the public through ensuring qualified and ethical professionals.

## Regulated Professions

Medical radiation technology (MRT) 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 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 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 (ENP) 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.

We also have a roster of diagnostic medical sonographers awaiting regulation.

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

## Our Role

As a regulator, we ensure registrants 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 and ENPs who meet our education, training and competency requirements.
- Requiring annual registration renewal.
- Setting and enforcing practice and conduct standards.
- Administering a mandatory continuing competence program.
- Maintaining an online public register so patients and employers can verify a registrant's registration status in real time.
- Addressing complaints about our registrants' professional conduct.
- Providing expertise and direction on registrants' practice as well as on regulatory and health policy.
- Helping registrants achieve regulatory requirements by providing professional development opportunities and tools to help them interpret and apply the College's governing documents.



# MESSAGE FROM THE LEADERSHIP

The year 2023 marked a critical turning point for our College, with changes stemming from legislation to leadership. These changes presented both opportunities for renewal and challenges of continuity. Despite this period of transition, our college remained committed to our mission and strategic priorities. We demonstrated this commitment through our various key activities listed below.

The College and the Government of Alberta made changes to the *Medical Diagnostic and Therapeutic Technologists Profession Regulation* (the Regulation) that came into effect on March 31. The College's Restricted Activities and Continuing Competence Program (CCP) frameworks were removed from the Regulation and added to the Standards of Practice. This resulted in a revised Standard 2.3 on Restricted Activities and a new Standard 6.0 about the Continuing Competence Program. Moving the CCP to the College's Standards allows for quicker and easier program updates. In response, the College also updated its Bylaws. All of these changes are being incorporated into the My CCP platform, Learning Modules, Regulation Education Module, and other affected programs and documents.

The revised Competency Profile for Electroneurophysiology Technologists (ENP) was updated and took effect on March 1. The College reviewed and revised the 2016 Competency Profile with technologists, employers, and regulatory experts' input to reflect practice changes and improve clarity. The Canadian Association of Electroneurophysiology Technologists (CAET) and the Canadian Board of Registration of Electroencephalograph Technologists (CBRET) were involved to ensure a national perspective, and both organizations adopted the updated profile.



Regulatory Education Symposiums took place on March 18 and October 21 with a great turnout. During the spring Symposium, attendees learned about cultural safety for Indigenous persons, presented by Nipâwi Kakinoosit, co-founder of the Idle No More Movement. Certified Child Life Specialists from the Stollery Children's Hospital provided a toolbox to support children undergoing medical imaging. Finally, there were presentations on the importance of personal liability insurance for registrants and magnetic resonance imaging in radiation therapy.

The fall Symposium was the first opportunity for registrants, stakeholders, and the public to hear from the new Registrar and CEO, Lyndsay Arndt. Sylvie Lebihan, an Alberta Health Services' Diversity Liaison, discussed working with diverse patients, families, and colleagues. Field Law's Caitlyn Field advised on avoiding Professional Boundary Violations.

Council's Strategic Plan for 2023-2026 outlines how we plan to regulate in a dynamic and complex landscape. We plan to work with our stakeholders and partners to respond to new opportunities while prioritizing serving the public. The plan is necessary because of regulatory changes required by Bill 46 (the *Health Statutes Amendment Act, 2020* (No. 2)) and other bills.

The College underwent a change in leadership with the resignation of Registrar and CEO Pree Tyagi. Pree moved the college towards substantial advancements

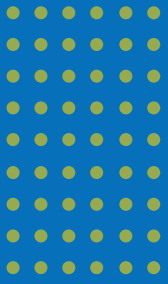
in strategic direction, operational management, and governance. The college sincerely thanks Pree and wishes her well in her future efforts. During the search, interim guidance was provided by Registrar and CEO Sheila Steger and Complaints Director Susan vander Heide.

Lyndsay Arndt began as the new Registrar and CEO and Complaints Director in August. After a rigorous selection process, Council felt Lyndsay was the right fit for the organization's mission and values. She has extensive knowledge and experience in the Alberta health regulation environment and brings genuine excitement to the role. The College is thrilled to have found such a talented and capable leader to guide them into the future.

On behalf of the College, we recognize that completing work in the public interest during change and transition is no easy task. We thank our Council, Committees, staff, registrants, and all other key stakeholders for their tremendous dedication to the College and upholding our mandate.

**Steve DeColle, MRT(MR)**  
Council Chair

**Lyndsay Arndt**  
Registrar and CEO



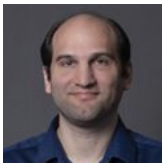
# MEMBERS OF COUNCIL



Steve DeColle, MRT(MR)  
Council Chair  
Registrant



Wilma Slenders  
Public Member



Michael Piva, MRT(T)  
Council Vice Chair  
Registrant



Adwait Trivedi, MRT(NM)  
Registrant  
(as of July 1, 2023)



Terence Bunce  
Public Member



Livia Vitaterna, MRT(R)  
Registrant  
(as of July 1, 2023)



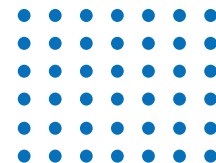
Mary Buzzing, ENP  
Registrant



Laurie Walline, MRT(NM)  
Registrant  
(until June 30, 2023)



Samantha Georgsen  
Public Member



John Liu  
Public Member



Lyndsay Arndt  
Registrar and CEO  
Ex-officio (as of August 2023)



Jason Livingstone, MRT(R)  
Registrant



Gail Astle, MRT(R)  
Council Member (until June 2023)  
Ex-officio (as of July 2023)

## Council is accountable to uphold the public interest through responsible governance of the college and its activities

### Public Members' Report

As representatives of the public on Council, our top priority is to safeguard Albertans by ensuring that our registrants are highly skilled and adhere to ethical standards. We are delighted to share that the College has consistently surpassed its regulatory obligations with ease and confidence.

Council eagerly embraced transition this year with unwavering optimism. As the world steadily recovers from the pandemic's impact, it's only natural to expect more exciting transformations. We remain genuinely excited about the future and the endless possibilities that lie ahead.

The College experienced a significant shift in leadership with the resignation of Registrar and CEO Pree Tyagi in January. The transition period extended into July, during which the focus was on maintaining ongoing programs and projects as efficiently as possible. Our sincere appreciation to our interim Registrar and CEO Sheila Steger and interim Complaints Director Susan vander Heide.

The appointment of Lyndsay Arndt as the new permanent Registrar and CEO in August marked the beginning of a new era, bringing with it many new and revised goals.

In 2023, the frameworks for the College's Restricted Activities and Continuing Competence Program were removed from provincial Regulation and added to the College's Standards of Practice. This resulted in a revised Standard 2.3 on Restricted Activities and a new Standard 6.0 on the Continuing Competence Program, and Bylaw updates to match.

We are proud to play a role in making sure that the people of Alberta receive safe, competent, and ethical care from the professionals we regulate. We recognize that this mission is only achievable because of the dedicated and honest professionals of our College who work hard every day to make it a reality in their workplaces across Alberta.

To our MRT and ENP registrants, we extend a heartfelt thank you for your unwavering professionalism and invaluable service to the people of Alberta. Despite the challenges of the health system, you have shown remarkable resilience and continue to make a positive impact on your patients and colleagues every day. We are in awe of your empathy and aptitude.

We also want to express our gratitude to the registrants who volunteer their time and expertise to uphold the professional regulatory processes. Your diligent work on our many committees and on Council is crucial to refining the profession's ability to regulate itself.

We remain steadfast in our goal to diligently represent the public's views during pivotal decision-making moments. In the spirit of our registrants, we are determined to make a meaningful difference in the lives of the wonderful people of Alberta and leave a positive impact that resonates for years to come.

**Terence Bunce**  
**Samantha Georgsen**  
**John Liu**  
**Wilma Slenders**



# STAKEHOLDERS, COMMITTEE MEMBERS AND STAFF

## Stakeholders

Accreditation Canada Council and Committees

Alberta Federation of Regulated Health Professions:

- Complaints Process Working Group
- Communications Interest Group
- Continuing Competence Interest Group
- Equity, Diversity, and Inclusion Interest Group
- Hearings Director Interest Group
- Registration Interest Group
- Legislative and Regulatory Affairs Committee
- Executive Committee
- Bill 46 Collaboration Committee (Committee led by Alberta Health to prepare for the implementation of Bill 46 and act as a conduit to the AFRHP)

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

Ministry of Jobs, Economy and Trade

Northern Alberta Institute of Technology Advisory Committee

Office of the Information and Privacy Commissioner

Provincial Diagnostic Imaging Advisory Committee

Sonography Canada

Southern Alberta Institute of Technology Advisory Committee

University of Alberta Radiation Therapy Program Advisory  
Committee

# Making a positive difference in public protection and the practice of the professions regulated through the Alberta College of Medical Diagnostic and Therapeutic Technologists.

## Committee Members

### Competence Committee

David Buehler, MRT(T), Chair  
Matthew Scott, MRT(T), Vice Chair  
Joy Boldt, ENP  
Ayman Darwish, MRT(R)(MR)  
Holly Grant, MRT(R)  
Melissa Grzeszczak, MRT(MR)  
Joyce Kreckwitz, MRT(NM)  
Angie Sarnelli, ENP  
Jennifer Smith, MRT(NM)  
Sonja Waeckerlin, MRT(R)

### Discipline Roster

Jade Borylo, MRT(R)  
Marlene Chambers, MRT(R)  
Robynn Corkish, MRT(MR)  
Melinda Dolhan, MRT(R)  
Christy McIntyre, MRT(NM)

### Nominations Committee

Mary Buzzing, ENP  
Gillian Graham, MRT(T)  
Abbi Langedahl, MRT(R)  
Michael Piva, MRT(T)

Jatinder Sahota, MRT(R)  
Wilma Slenders, Public Member

### Registration Committee

Martin Sherriff, MRT(MR), Chair  
Abbi Langedahl, MRT(R), Vice Chair  
Stacey Adams, MRT(R)  
Nancy Cadman, MRT(R)  
Janelle Duquette, MRT(T)  
Nikolay Lopatik, MRT(R)  
Michelle Luong, MRT(NM)  
Susan McGregor, ENP

## College Staff

Lyndsay Arndt  
Registrar and CEO  
Complaints Director  
(as of August 2023)

Sheila Steger, MA, C. Dir.  
Registrar and CEO (interim)  
(March - August 2023)

Pree Tyagi, MBA  
Registrar and CEO  
Complaints Director  
(until March 2023)

Susan vander Heide  
Complaints Director (interim)  
(March - August 2023)

Judy Clarke, RDH, BScDH  
Director, Registration  
Privacy Officer

Linda O'Hara, MRT(R)  
Director, Education and Competence

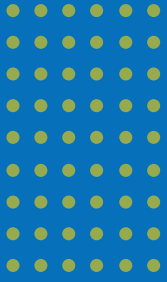
Carolyn Black  
Director, Communications

Rahul Das  
Regulatory Associate

Adrienne Hislop  
Manager, Corporate Services  
Hearings Director

Michelle Wolf  
Manager, Registration and  
Complaints





# 2023 HIGHLIGHTS





## Major Changes to Regulation, Standards, and Bylaws

The College and the Government of Alberta approved amendments to the *Medical Diagnostic and Therapeutic Technologists Profession Regulation* (the Regulation) which came into force on March 31, 2023.

The College's Restricted Activities and Continuing Competence Program (CCP) frameworks were removed from the Regulation and added to our Standards of Practice. This resulted in a revised Standard 2.3 Restricted Activities and a new Standard 6.0 Continuing Competence Program, both of which do not include any changes impacting registrants or their practice.

The CCP remains a government requirement. However, the CCP's move to the College's Standards allows for quicker and simpler program refinement through Council.

The changes arose from Bill 46, the *Health Statutes Amendment Act, 2020* (No. 2), which introduced a suite of amendments to the *Health Professions Act* (HPA). The College's initial response in 2021-22 to Bill 46's amendments was to narrow our regulatory focus by reducing association-related activities.

Updates to legislation and regulation also made it necessary to revise the College's Bylaws.

The College is incorporating all these changes into the My CCP platform, the Learning Modules, the Regulation Education Module, and other affected programs and documents.

## Protecting the Public on Female Genital Mutilation

Female genital mutilation (FGM) or female circumcision involves injury to or partial or total removal of the external female genitalia for non-medical reasons. This procedure is classified as aggravated assault under the Criminal Code of Canada.

The *Health Professions (Protecting Women and Girls) Amendment Act* (2022) requires health professional regulatory colleges in Alberta to adopt standards of practice that set out registrant expectations regarding FGM.

In response to this legislative requirement, the College reviewed and enhanced Standard 2.1 to ensure clear FGM practice expectations, including requirements of non-participation and reporting.

If you believe you or someone you know is at risk of undergoing FGM, please seek assistance through your local police or child protective services.



# 2023 HIGHLIGHTS

## Revised ENP Technologists Competency Profile

The revised Competency Profile for Electroneurophysiology Technologists (ENP) identifies the essential learning outcomes required for professionals on entry to practice effective March 1, 2023.

Through consultation with technologists, employers, and regulatory experts, the College underwent a robust review and revision process to investigate and update the 2016 Competency Profile to current standards. Changes reflect practice evolution and clarification in formatting and language.

The Canadian Association of Electroneurophysiology Technologists (CAET) and the Canadian Board of Registration of Electroencephalograph Technologists (CBRET) were integrally involved to ensure a national perspective. Both organizations adopted the profile.

## Modernized Strategic Plan and Mission sets path for 2023-2026

Our 2023-2026 Strategic Plan presents the Council's blueprint to meet the challenges of regulating within an increasingly complex and dynamic landscape. Through this plan, we continue working seamlessly with our staff, registrants, and other partners to respond to emerging opportunities while upholding our commitment to serving the public.

Several years of regulatory changes demanded by Bill 46

(the *Health Statutes Amendment Act, 2020* (No. 2)) and other bills refined the organization's trajectory, making the update necessary.


Considerations were made to include the perspectives and needs of beneficiaries, including the public, current and prospective registrants, employers, staff, and volunteers, as well as stakeholders such as the Government of Alberta, professional associations, accreditors, and other health regulators.

The new Strategic Plan follows other recent College document updates, including our governance policy, Code of Ethics, and Bylaws.

## Regulatory Education Symposiums share diversity, boundaries knowledge

The Spring and Fall Regulatory Education Symposiums were held with great attendance and engagement on March 18 and October 21.

Our spring presentation featured cultural safety for Indigenous persons in the healthcare environment with Nipâwi Kakinoosit, co-founder of the Idle No More Movement. Hosts and Council Chair Steve DeColle and Vice-Chair Michael Piva reported on the search for a new CEO and Registrar. Then, Certified Child Life Specialists from the Stollery Children's Hospital provided a well-received toolbox to support children through medical imaging. Finally, presentations on the importance of personal liability insurance for registrants and magnetic resonance imaging in radiation therapy.



The fall event was the first opportunity for registrants, stakeholders, and the public to hear from the new Registrar and CEO, Lyndsay Arndt, who also served as host. Sylvie Lebihan, an Alberta Health Services' Diversity Liaison, shared on working with diverse patients, families, and colleagues. Avoiding Professional Boundary Violations: Tips and Traps was the compelling title discussion related to legislation brought by Field Law's Caitlyn Field.

The free virtual Regulatory Education Symposium (RES) shares expert knowledge on how regulation-related issues impact health professionals' practice. College registrants may claim session time towards their Continuing Competence Program (CCP) requirements after completing the required reflective practice review (self-assessment, learning plan and reflective learning).

## **Farewell and Hello to College Registrar and CEO**

Longtime Registrar and CEO Pree Tyagi left the College in February, leading to a national executive search by Council to fill this vital role.

Pree had a track record as a forward-thinking, right-touch regulator who moved the college towards substantial advancements in strategic direction, operational management, and governance. The college extends sincere appreciation for her decade of service and best wishes for her future.

The College's new Registrar and CEO, Lyndsay Arndt, began her role in August. Lyndsay also assumed the role of Complaints Director.

"The selection process was rigorous, but it was clear early on that Lyndsay was the right fit for our organization's mission and values," says Council Chair Steve DeColle. "Besides a wealth of knowledge and experience in the Alberta health regulation environment, she brings genuine excitement to the role. We are thrilled to have found such a talented and capable leader to guide the College into the future."

Lyndsay Arndt has 20+ years of dedicated work in the health sector, beginning as a front-line technologist and educator and progressing to leadership. She most recently served as the Executive Director/Registrar and Complaints Director with an Alberta health regulator for over a decade.

The search was led by a five-member subcommittee of the College's Council, the Registrar/CEO Selection Workgroup, using recruiters The Vogel Group.

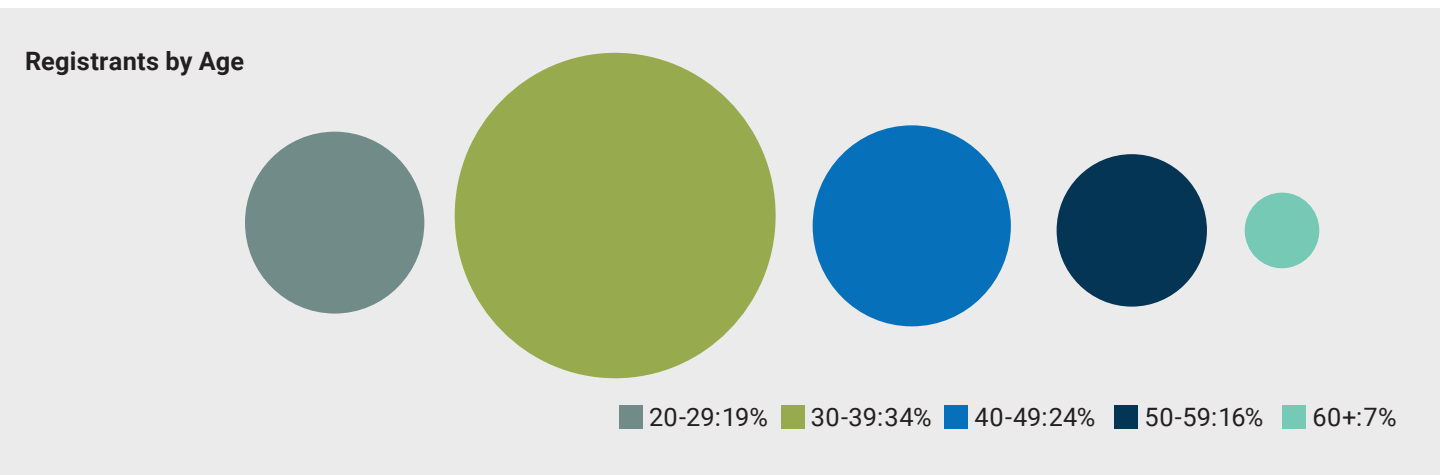
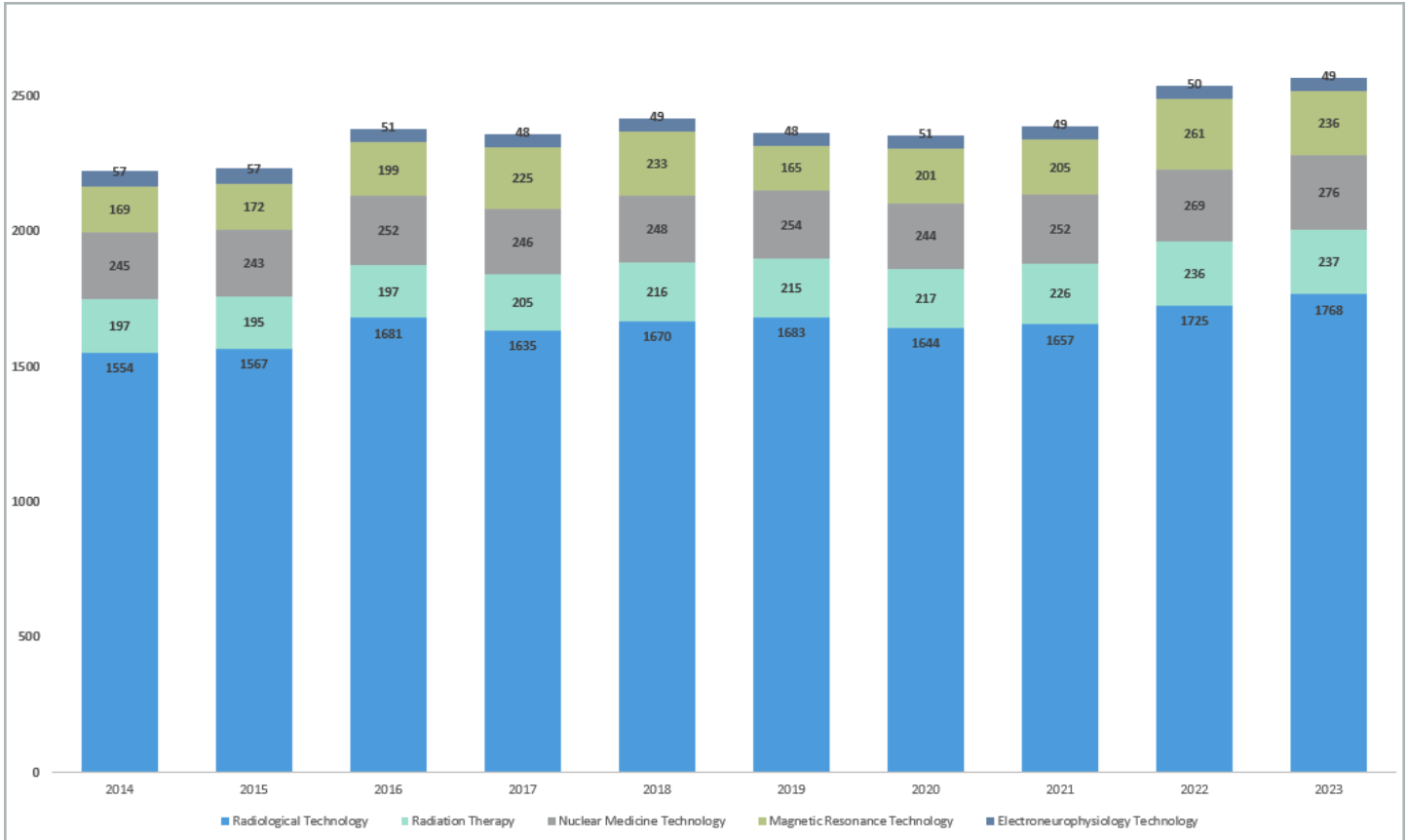
The College thanks interim Registrar and CEO Sheila Steger and interim Complaints Director Susan vander Heide for their experienced guidance during the transition.



# REGISTRATION **STATISTICS**



## 10-Year Overview: Registrants with Single Specialty, 2014-2023





# REGISTRATION STATISTICS

Registrants	Dec. 31, 2022	Dec. 31, 2023
-------------	---------------------	---------------------

Registrants with a Single Specialty		
Radiological technology	1725	<b>1768</b>
Radiation therapy	236	<b>237</b>
Nuclear medicine technology	269	<b>276</b>
Magnetic resonance technology	261	<b>236</b>
Electroneurophysiology technology	50	<b>49</b>
<b>Total registrants with a Single Specialty</b>	<b>2541</b>	<b>2566</b>

Registrants with Multiple Specialties		
Radiological/magnetic resonance	28	<b>32</b>
Nuclear medicine/magnetic resonance	8	<b>11</b>
Radiation therapy/magnetic resonance	0	<b>1</b>
Radiological/magnetic resonance/ nuclear medicine	1	<b>2</b>
<b>Total registrants with Multiple Specialties</b>	<b>37</b>	<b>46</b>
<b>Total registrants</b>	<b>2578</b>	<b>2612</b>

## Place of Education



■ Alberta: 72%
 ■ Other provinces: 25%
 ■ International: 3%

	Dec. 31, 2022	Dec. 31, 2023
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<b>Total practice permits renewed</b>	2509	<b>2607</b>
<b>Total registrants on the courtesy register</b>	0	<b>0</b>
<b>Total practice permits cancelled/resigned</b>	178	<b>156</b>



Practice permits with enhancements	Dec. 31, 2022	Dec. 31, 2023
------------------------------------	---------------	---------------

Ictal SPECT injection	11	11
CT and contrast media	119	127
Intraoperative monitoring	9	9
Needle authorization	1	1
Venipuncture	642	676
Breast ultrasound	34	37
Automated breast ultrasound	36	38
Bladder ultrasound	30	35
Prostate ultrasound	5	6
MR in radiation therapy (CCI)	4	5
Quantitative CT	2	2
Medication administration	592	651
Enhanced GI fluoroscopy	19	17

<b>Total practice permits with enhancements</b>	1504	1615
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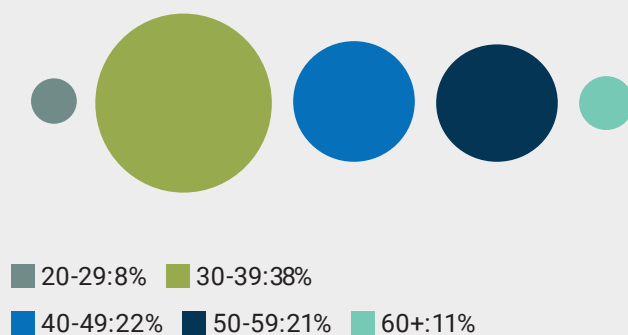
<b>Total practice permits with restrictions</b> <i>(practice restriction to Interoperative Monitoring only)</i>	6	9
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	Applications		Registrations	
	2022	2023	2022	2023
New graduates				
Alberta programs	104	125	104	125
Out of province programs	13	9	13	9
Practitioners from other provinces	28	44	28	44
Internationally educated practitioners	18	23	9	13
Alberta practitioners returning to practice	101	83	101	83
<b>Total applications and registrations</b>	264	284	255	274



Non-Registrants (Students)	2022	2023
<b>Single specialty</b>		
Radiological technology	55	48
Radiation therapy	31	37
Nuclear medicine technology	1	0
Magnetic resonance technology	15	9
Electroneurophysiology technology	0	0
<b>Total Non-Registrants with Single Specialty</b>	102	94
<b>Total Non-Registrants with Multiple Specialties</b>	1	0
<b>Total Non-Registrants</b>	102	94

Rostered DMSs by Age





# REGISTRATION STATISTICS

## Applications Referred

The Registration Committee, consisting of registrants from each of the College’s five regulated specialties, is responsible for making decisions regarding applications for registration referred by the Registrar.

In 2023, the Committee reviewed 22 applications:

Canadian educated applicants: 1  
Internationally educated applicants: 21

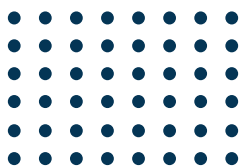
- Two (2) applications were approved.
- Twenty (20) applications were reviewed for substantial equivalency and deferred until the successful completion of outstanding requirements.

## Application Processing Time

The Registration Committee met eight times in 2023 to provide registration decisions.

Completed applications are referred by the Registrar and reviewed at the next Registration Committee meeting. Every effort is made to accommodate applicant requests to expedite this process.

The service standard to process a completed application is a maximum of 12 weeks (90 days). The quickest time taken to process a completed application this year was 11 days.



## INTERNATIONAL APPLICATIONS REVIEWED



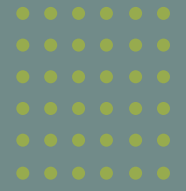
### Country of qualifying education (number of internationally trained applicants)

- Philippines (7)
- England (4)
- Ghana (3)
- Hong Kong, the People’s Republic of China (1)
- India (1)
- Iran (1)
- Israel (1)
- Nigeria (1)
- South Africa (1)
- United States of America (1)



- Radiological: 15
- Magnetic resonance: 3
- Nuclear medicine: 0
- Radiation therapy: 3
- Electroneurophysiology: 1

# DIAGNOSTIC MEDICAL SONOGRAPHERS



The College continues to actively prepare for the regulation of Alberta's Diagnostic Medical Sonographers (DMSs).

It's anticipated that the profession will be regulated once the Alberta government amends the *Medical Diagnostic and Therapeutic Technologists Profession Regulation* to include them.

DMSs are responsible for imaging procedures in diverse settings, including general, obstetrical, cardiac, vascular, and musculoskeletal imaging.

To simplify the notification process and eventual registration, the College maintains a voluntary Roster of approximately 1000 diagnostic medical sonographers.

**3** DMS complaints in 2023

## Complaints and Concerns

Three complaints came to the College with allegations of sexual abuse or sexual misconduct by diagnostic medical sonographers, two of a serious nature.

The current regulatory framework does not allow the College to address complaints about DMSs. The complainants and their legal counsel were advised accordingly and provided resources, including a recommendation to notify the Minister of Health of their concerns.

Ensuring public safety through a standardized complaints process will be a key benefit of DMS regulation.

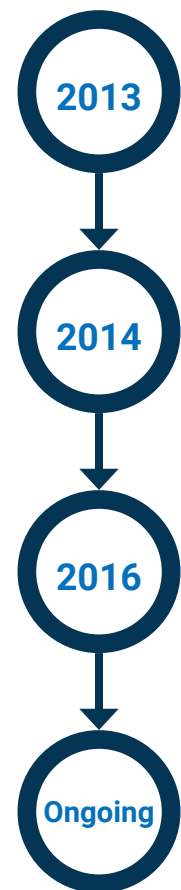
## Path to Regulation

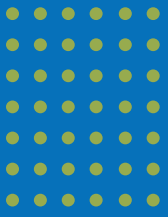
Sonographers made a decision to pursue regulation through the College.

Alberta Health declared its support of the regulation of DMSs through the College.

The HPA was amended to provide the pathway for assurance of public protection, leading to greater public awareness and confidence in what DMSs practice. The College drafted and presented the amended Regulation to Alberta Health.

The College continues to request that the Alberta Government officially allow DMSs to be regulated through this college.





# CONTINUING COMPETENCE

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

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

## Program Requirements

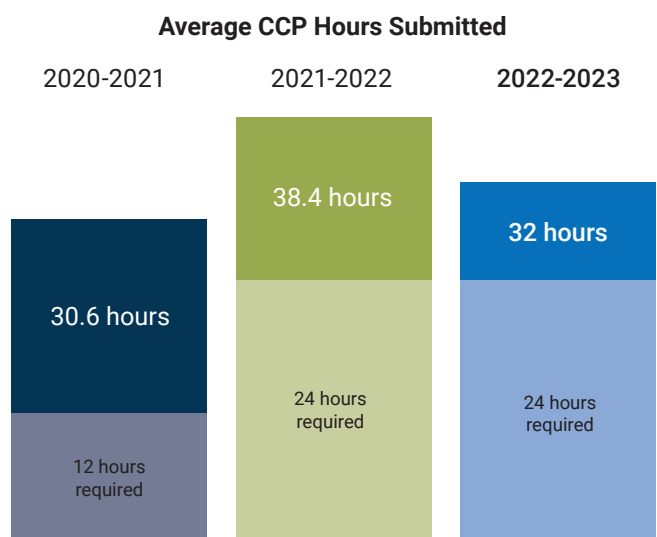
To renew their practice permit each year, registrants must complete a reflective practice review through the My CCP platform that includes:

- Self-Assessment of Practice
- Personal Learning Plan
- CCP activity records outlining and reflecting on 24 hours of annual learning (pro-rated)

Registrants use a self-assessment tool, 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.

Registrants are required to document their learning activities to include a self-reflection on how the activity will impact or has impacted their professional practice.





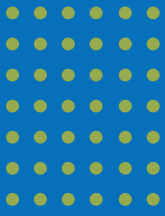
## Compliance

The Competence Committee monitors CCP components to accurately reflect current needs to enhance the provision of professional services, and ensures that registrants comply with the CCP requirements.



A CCP Audit took place on October 27 and 28, 2023, where the committee audited the reflective practice of 123 selected registrants.

	CCP Cycle		
	2020-2021	2021-2022	2022-2023
	Pandemic impacted cycle		
Average CCP hours submitted	30.6	38.4	<b>32</b>
CCP participants	2432	2509	<b>2755</b>
Percentage (%) selected for audit	2%	4%	<b>4%</b>
Audits directed from Registrar/Competence Committee	0	1	<b>3</b>
Selected for audit	55	100	<b>120</b>
Cancelled audits	6	3	<b>0</b>
Audited	49	98	<b>123</b>
Successful initial audit	45	53	<b>86</b>
Requiring remedial work	4	44	<b>37</b>
Forwarded to Complaints Director for non-compliance	0	0	<b>0</b>



# PROFESSIONAL CONDUCT

## Professional Conduct and Complaints

The College receives and manages complaints against its registrants as part of its mandate to protect the public under the *Health Professions Act* (HPA). To fulfil this mandate, the HPA grants regulatory colleges 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. The College follows the principles of procedural fairness in its processes while remaining transparent in our processes and accountable to the public. We take an education-based approach when resolving complaints, however, in some instances, remedial or disciplinary action is necessary.

### Complaint Disposition during 2023

Received	
Carried over from 2022	7
New in 2023	4
Referred during 2023	
Assessment under Section 118 of the HPA	0
Investigation	2
Continued with Informal Resolution	3
Outcomes	
Dismissed	3
Resolved Informally	5
Remain Open	2
Hearings Continued from 2022	1



# 10%

of Professional Fees were spent on Complaint expenses in 2023.

See the Statement of Operations in the Independent Auditors Report.



## 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 registrants towards their patients.

The Patient Relations Program supports patients who have experienced sexual abuse or sexual misconduct by registrants by providing funding for treatment or counselling.

The Patient Relations Program includes:

- Education for registrants on prevention of sexual abuse and sexual misconduct.
- 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 registrant 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.

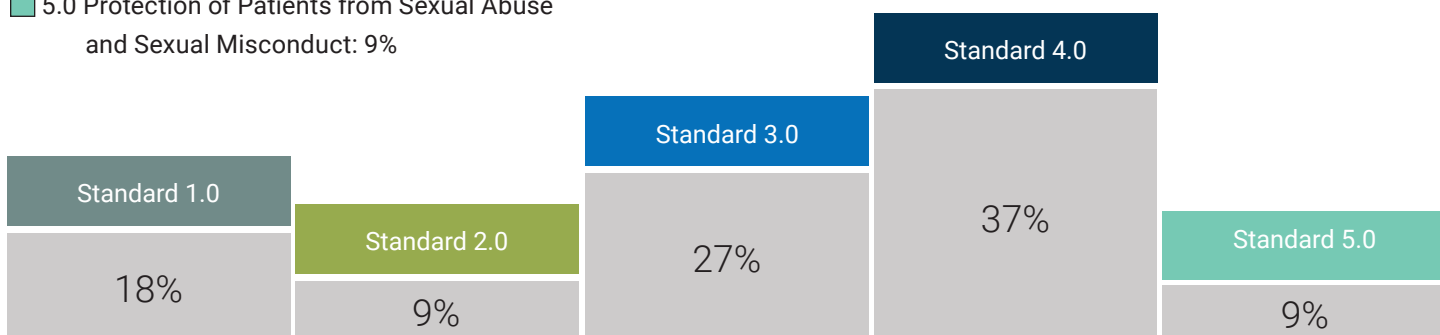
	Related to sexual abuse	Related to sexual misconduct	Total
Complaints	1	0	1
Patients accessing funding	1	0	1
Annual funds dispersed (2023)	\$173.25	\$0	\$173.25
Total funds disbursed since program's start	\$4408.69	\$0	\$4408.69



**Complaints against Diagnostic Medical Sonographers**  
See the Diagnostic Medical Sonographers section of this report.

## Complaints by Standard of Practice\*

- 1.0 Provision of Patient Care/Services: 18%
- 2.0 Professional Accountability: 9%
- 3.0 Professional Roles: 27%
- 4.0 Practice Management: 37%
- 5.0 Protection of Patients from Sexual Abuse and Sexual Misconduct: 9%



\*A complaint may involve more than one Standard of Practice.



# INDEPENDENT AUDITOR'S REPORT

## To the Council of Alberta College of Medical Diagnostic & Therapeutic Technologists

### *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, 2023, 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, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

### *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 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 these 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 ASNPO, 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 related 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 Canada LLP*

Chartered Professional Accountants  
Edmonton, Alberta  
February 13, 2024

## Statement of Financial Position – September 30, 2023

	2023	2022
<b>ASSETS</b>		
CURRENT		
Cash	\$ 492,687	\$ 502,635
Accounts receivable	684	323
Prepaid expenses	34,851	79,003
	<b>528,222</b>	581,961
RESTRICTED CASH AND LONG-TERM INVESTMENTS (Note 3)	1,466,404	1,661,432
LONG-TERM INVESTMENTS (Note 4)	228,732	–
TANGIBLE CAPITAL ASSETS (Note 5)	59,957	8,761
INTANGIBLE CAPITAL ASSET (Note 6)	–	24,735
	<b>\$ 2,283,315</b>	<b>\$ 2,276,889</b>
<b>LIABILITIES AND NET ASSETS</b>		
CURRENT		
Accounts payable and accrued liabilities	\$ 48,218	\$ 28,183
Unearned revenues (Note 7)	328,398	342,096
	<b>376,616</b>	370,279
<b>NET ASSETS</b>		
Invested in tangible and intangible capital assets	59,957	33,496
Internally restricted (Note 8)	1,466,404	1,661,432
Unrestricted	380,338	211,682
	<b>1,906,699</b>	1,906,610
	<b>\$ 2,283,315</b>	<b>\$ 2,276,889</b>

LEASE COMMITMENTS (Note 10)

### APPROVED BY THE COUNCIL



**Steven DeColle, MRT(MR)**  
Chair



**Michael Piva, MRT(T)**  
Vice Chair

*See notes to financial statements*



## Statement of Operations – Year Ended September 30, 2023

	2023	2022
<b>REVENUES</b>		
Professional fees	\$ 1,264,473	\$ 1,203,040
Investment income (Note 9)	102,469	1,191
Other income	25,382	76
Professional conduct recoveries	969	–
	<b>1,393,293</b>	<b>1,204,307</b>
<b>EXPENSES</b>		
Human resources	756,940	674,185
Operating	289,003	344,863
Regulatory functions	145,926	65,869
Professional conduct	124,565	58,536
Provincial and national affiliations	26,862	17,661
Amortization of tangible capital assets	25,173	8,498
Amortization of intangible capital assets	24,735	25,591
	<b>1,393,204</b>	<b>1,195,203</b>
<b>EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS</b>	<b>89</b>	<b>9,104</b>
<b>OTHER INCOME</b>		
Gain on disposal of tangible capital assets	–	2,500
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ 89</b>	<b>\$ 11,604</b>

*See notes to financial statements*

## Statement of Changes in Net Assets – Year Ended September 30, 2023

	Internally Restricted (Note 8)			
	Unrestricted	Invested in Tangible and Intangible Capital Assets	Treatment and Counselling Fund	Professional Conduct Contingency Fund
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ 211,682	\$ 33,496	\$ 112,500	\$ 678,936
Excess of revenues over expenses	49,997	(49,908)	-	-
Utilization of stabilization fund	195,028	-	-	-
Invested in tangible capital assets	(76,369)	76,369	-	-
<b>NET ASSETS - END OF YEAR</b>	\$ 380,338	\$ 59,957	\$ 112,500	\$ 678,936

	Internally Restricted (Note 8)			2023	2022
	Stabilization Fund	Regulatory Risk-Management Fund	Total Internally Restricted		
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ 358,996	\$ 511,000	\$ 1,661,432	\$ 1,906,610	\$ 1,895,006
Excess (deficiency) of revenues over expenses	-	-	-	89	11,604
Utilization of stabilization fund	(195,028)	-	(195,028)	-	-
Invested in tangible capital assets	-	-	-	-	-
<b>NET ASSETS - END OF YEAR</b>	\$ 163,968	\$ 511,000	\$ 1,466,404	\$ 1,906,699	\$ 1,906,610

See notes to financial statements



## Statement of Cash Flows – Year Ended September 30, 2023

	2023	2022
<b>CASH PROVIDED BY (USED IN):</b>		
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenses	\$ 89	\$ 11,604
Items not affecting cash:		
Amortization of tangible capital assets	25,173	8,498
Amortization of intangible capital assets	24,735	25,591
Gain on disposal of investments	(32,301)	(4,519)
Gain on disposal of tangible capital assets	–	(2,500)
Unrealized loss (gain) on investments	(29,202)	46,586
	(11,506)	85,260
Changes in non-cash working capital:		
Accounts receivable	(361)	1,406
Prepaid expenses	44,152	(49,588)
Accounts payable and accrued liabilities	20,035	5,709
Deposits	–	(775)
Unearned revenues	(13,698)	36,567
	50,128	(6,681)
	38,622	78,579
<b>INVESTING ACTIVITIES</b>		
Purchase of tangible capital assets	(76,369)	–
Purchase of investments	(259,871)	(89,119)
Proceeds on disposal of investments	192,133	74,726
Proceeds on disposal of tangible capital assets	–	1,245
Reclassification of restricted cash and investments	32,794	(13,817)
	(111,313)	(26,965)
<b>(DECREASE) INCREASE IN CASH</b>	<b>(72,691)</b>	<b>51,614</b>
Cash - beginning of year	565,378	513,764
<b>CASH - END OF YEAR</b>	<b>\$ 492,687</b>	<b>\$ 565,378</b>
<b>CASH CONSISTS OF:</b>		
Cash	\$ 492,687	\$ 502,635
Cash transferred (from) to restricted cash and investments	–	62,743
	\$ 492,687	\$ 565,378

See notes to financial statements

# Notes to Financial Statements – Year Ended September 30, 2023

## 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 professional.

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 cash funds, equities, income trusts and bonds which have terms that range up to 10 years from the date of acquisition for purposes as described in Note 8.

### Long-term investments

Long-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. Long-term investments also consists of bonds and fixed income investments. Unrealized gains or losses on re-measurement are recognized in the statement of operations.

### 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

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 capital asset is comprised of database costs that are being amortized on a straightline basis over their estimated useful life of three years.

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

### 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.



## Notes to Financial Statements – Year Ended September 30, 2023

### **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.

### **Financial instruments**

#### *Measurement*

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 restricted 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, accounts receivable, restricted cash and investments and long-term investments, excluding equity instruments.

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

The College recognizes the regular purchases and sales of financial assets when the College becomes a party to the contractual provisions of the financial instrument.

#### *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.

## Notes to Financial Statements – Year Ended September 30, 2023

### 3. RESTRICTED CASH AND INVESTMENTS

Restricted cash and investments is comprised of the following:

	2023	2022
Restricted cash	\$ 24,866	\$ 117,558
Bonds bearing interest from 1.50% per annum to 3.75% per annum maturing between June 2024 and June 2033	750,566	829,241
Equity and fixed income funds	690,972	714,633
	<b>\$ 1,466,404</b>	<b>\$ 1,661,432</b>

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

Equity and fixed income funds are recorded at fair value and have an original cost of \$563,665 (2022 - \$659,504).

### 4. LONG-TERM INVESTMENTS

	2023	2022
Bonds bearing interest from 1.50% per annum to 3.75% per annum maturing between June 2024 and June 2033	\$ 228,732	–

### 5. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Furniture and fixtures	\$ 62,948	\$ 13,190	\$ 49,758	\$ –
Computer equipment	84,803	79,605	5,198	6,178
Telephone equipment	17,923	17,923	–	2,583
Leasehold improvements	6,251	1,250	5,001	–
	<b>\$ 171,925</b>	<b>\$ 111,968</b>	<b>\$ 59,957</b>	<b>\$ 8,761</b>

### 6. INTANGIBLE CAPITAL ASSET

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Database	\$ 76,771	\$ 76,771	\$ –	\$ 24,735

### 7. UNEARNED REVENUES

Unearned revenues consist of professional fees received on a calendar basis but related to a subsequent period.

	2022	Contributions received	Revenue recognized	2023
Professional fees	\$ 316,714	\$ 1,276,157	\$ 1,264,473	<b>\$ 328,398</b>
Branch deposits	25,382	–	25,382	–
	<b>\$ 342,096</b>	<b>\$ 1,276,157</b>	<b>\$ 1,289,855</b>	<b>\$ 328,398</b>

## Notes to Financial Statements – Year Ended September 30, 2023

### 8. INTERNALLY RESTRICTED NET ASSETS

#### Treatment and Counselling Fund

The Treatment and Counselling Fund was established to meet the legislated requirements of paying for treatment and counselling for patients who have experienced sexual abuse or sexual misconduct by a regulated member.

#### 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 will be used to meet continuing operational expenses in the event of unforeseen business interruptions.

#### Regulatory Risk-Management Fund

The Regulatory Risk-Management Fund will be used to uphold ACMDTT's regulatory mandate as required by the Government of Alberta.

### 9. INVESTMENT AND OTHER INCOME

	2023	2022
Dividends	\$ 42,579	\$ 44,272
Gain on disposal of investments	32,301	4,519
Unrealized gain (loss) on investments	29,202	(46,586)
Interest	14,346	1,347
Sublease income	–	13,700
Management fees	(15,959)	(16,061)
	<b>\$ 102,469</b>	<b>\$ 1,191</b>

### 10. 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 2027 and September 2024, respectively.



## Notes to Financial Statements – Year Ended September 30, 2023

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

2024	\$	79,240
2025		80,826
2026		80,826
2027		80,826
	\$	<u>321,718</u>

### 11. RISK MANAGEMENT

The College is exposed to various risks through its financial instruments. The following provides information about the College's risk exposure and concentration as of September 30, 2023.

#### 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.

#### 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, 2023.

#### 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.

#### Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the College manages exposure through its normal operating and financing activities.

Unless otherwise noted, it is management's opinion that the College is not exposed to significant other price risks arising from these financial instruments.

### 12. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform with current year's presentation.







Public confidence in receiving safe, competent, and ethical diagnostic and therapeutic care from regulated professionals.



[acmdtt.com](http://acmdtt.com)