



CMRIPS

| *The College of Medical Radiation and
Imaging Professionals of Saskatchewan*

Annual Report 2024



About the CMRIPS – Our Role, Duty, And Objectives

The College of Medical Radiation & Imaging Professionals of Saskatchewan (CMRIPS) is a regulatory body established under *The Medical Radiation and Imaging Professionals Act*. Our primary duty is to serve and protect the public. We regulate five distinct professions and provide regulatory oversight and guide imaging professionals to assure the public of the knowledge, skill, proficiency, and competency of MRIPs. CMRIPS is governed by a board of directors we call Council, composed of members of the public, who are appointed by the provincial government, and practicing members who are elected from the CMRIPS membership. The operations are managed by our Executive Director/Registrar and staff.

Who We Regulate

MRIPs are highly technical medical specialists who play an essential role in healthcare by providing targeted and highly effective medical diagnostic and therapeutic services through the use of sophisticated technology and by providing safe and effective patient care. Regulation ensures that MRIPs are licensed and qualified to practice and that patients receive safe, ethical and competent medical diagnostic and therapeutic services.

Diagnostic Medical Sonographers: produce images through high frequency sound waves (ultrasound) to develop images which are used to assess organs, tissue and blood flow inside the body. These exams provide important information to the physician about a patient's condition and assist in the patient's treatment and care plan.

Medical Radiological Technologists: produce images of the patient using ionizing radiation (x-rays). Appropriate and safe use of specialized technology and care for the needs of the patient are two important aspects of their role. General x-rays, fluoroscopy in the operating room, contrast enhanced images such as barium studies and pain management procedures are some of the x-ray examinations performed on patients. Specialist MRTs also perform Mammography, Computed Tomography (CT) and Interventional Radiology.

Magnetic Resonance Imaging 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 (e.g., nerve, muscle) issues, abnormalities and disease processes.

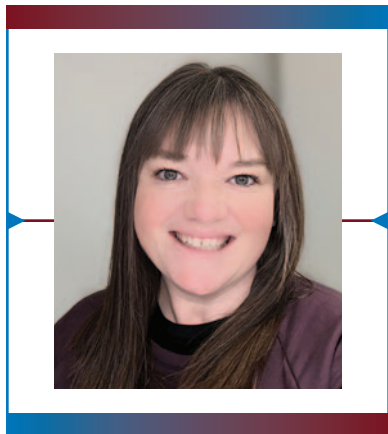
Medical Radiation Therapists: specialize in all aspects of radiation therapy during cancer care by operating sophisticated linear accelerators and software to accurately develop and deliver safe treatments using ionizing radiation. CT (acquired), MRI, and PET images are used in the development of patients' plans while working closely with Radiation Oncologists and Medical Physicists to treat patients using precision while supporting the patient and managing side effects.

Nuclear Medicine Technologists: have technical expertise in the use of radiopharmaceuticals and radiation physics, allowing them to perform diagnostic imaging procedures with sophisticated technology. Nuclear Medicine Technologists may specialize in Positron Emission Tomography - Computed Tomography (PET/CT) as well.



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On behalf of the College of Medical Radiation and Imaging Professionals of Saskatchewan (CMRIPS), I am pleased to present our 2024 Annual Report. It has been a true honour to serve as chair this past year, and I am proud to share the progress we have made as an organization dedicated to regulatory excellence.

Our council remains steadfast in its mission to protect the public by ensuring that medical radiation and imaging professionals in Saskatchewan uphold the highest standards of practice. The council is made up of elected members representing various MRIP discipline backgrounds along with public representatives.

This report highlights both our significant achievements and the strategic direction we are pursuing. A key milestone in the past year was the successful transition from the Saskatchewan Association of Medical Radiation Technologists (SAMRT) to the newly established College of Medical Radiation and Imaging Professionals of Saskatchewan (CMRIPS). This transition marks a pivotal moment in our history, strengthening our mandate to serve both the public and our professionals. This transition has led to the rebranding of the college and increasing our presence and engagement with the broader community. I hope everyone appreciates our new look as it truly was a unique experience to be a part of!

Another huge milestone was the regulation and onboarding of Diagnostic Medical Sonographers. This has been a multi-year project, and its success can be attributed to the immense amount of hard work and dedication of CMRIPS staff.

I am excited to continue my term as Chair for another year and look forward to the opportunities and challenges the coming year will bring.

Respectfully submitted by

Maeghan Richard RTT, BScMRS, HBComm
CMRIPS Chair



The word “NEW” best describes the work of the organization throughout 2024. New name, new Act, new bylaws, new discipline added, and new corporate identity. What is not new is our focus on our mandate to serve and protect the public, and to regulate the practice of medical radiation and imaging professionals in Saskatchewan. This includes registration and licensing, complaint investigations, quality assurance and providing transparency in all that we do. To that end, we are pleased to share the annual report for January 1 to December 31, 2024.

The report includes information about the College of Medical Radiation and Imaging Professionals of Saskatchewan's (CMRIPS) regulatory functions and activities. It includes an update on our progress in year two of our 2023-2025 Strategic Plan, and a detailed financial account for the fiscal year January 1 – December 31, 2024. We encourage you to spend some time reading through the information presented.

Much of our focus this year was on the legislative changes with *The Medical Radiation and Imaging Professionals Act* introduced in January, giving us a new name, and added authority to regulate the discipline of diagnostic medical sonographers (DMS), and the bylaws that came into force in May which provided the framework to begin licensing DMS. Our statistical reporting later in the report provides exact numbers licensed for all **five** of the disciplines, representing a growth of approximately 270 new registrants year over year.

The new legislation also resulted in divestment of any association related activities – the most significant of which was the education conference and awards presentations. Divestment of these activities allow CMRIPS to more fully focus on the role of regulation in the province, while making way for a new model for provincial association services in Saskatchewan – the CAMRT-SK.

Throughout 2024, we were active provincially with the Network of Inter-Professional Regulatory Organization (NIRO), and with regular meetings and working groups with the Ministries of Health, Education and Immigration and Career Training. Nationally, we are members of the Alliance of Medical Radiation and Imaging Technologists Regulators of Canada (AMRITRC), the National Network, the Canadian Association of Medical Radiation Technologists (CAMRT) and with Sonography Canada. Work provincially and nationally ensures that our voice is heard and that we are aware of and participate in key research, development and projects being undertaken to advance the role of medical radiation and imaging professionals.

The CMRIPS Manager Communications and Competence Assurance supports our goal to be transparent by providing regular communications to members, liaising with key stakeholders, and supporting our competence assurance mandate. You can read more about these activities later in this report.

At the end of 2024 Shane Timm's term concluded on Council, having served a three-year term, the final one as the Vice-Chair, playing an integral role as Chair of the Audit and Finance Committee. I would like to take this opportunity to recognize the expertise and dedication of the staff, Council, and committee members whose contributions are crucial to CMRIPS fulfilling its mandate.

Respectfully submitted by

Debbie Schatz, Executive Director/Registrar



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I would like to start by highlighting that this is the first annual report that includes a message from this position. The role was created in early March 2022 with the intent of having dedicated responsibility in two important areas – CMRIPS communications and oversight of the Continuing Competence Program.

CMRIPS communications are wide ranging whether it be through the publication of a CMRIPS newsletter, maintaining the CMRIPS website, seeking engagement with external agencies and stakeholders, or messaging the membership through e-blast. One significant piece of communication is the overall development and publishing of the CMRIPS annual report.

With respect to the Continuing Competence Program, this role is responsible for conducting the annual continuing education member audit as well as responding to all continuing education questions or concerns. Looking ahead, the role will also be responsible for the implementation and management of the Jurisprudence Program.

Last but not least, the role provides support to the Executive Director by acting as Deputy Registrar.

In 2024, a significant amount of time and focus was directed towards two key projects – onboarding of the diagnostic medical sonographers and development of a new corporate identity.

Licensing of the diagnostic medical sonographers began in July. However, in advance of licensing there were key pieces of information that required development and subsequent distribution to the sonographers working in Saskatchewan as well as our stakeholders across Saskatchewan and throughout Canada. This work included developing a dedicated page on the CMRIPS website, joint communications with CMRIPS and Sonography Canada, as well as numerous email communications to sonographers, private clinics, and SHA senior leaders.

Following the proclamation of the new Act in early 2024, rebranding work began over the summer months. A committee was struck and tasked with selecting a new logo for the organization and developing brand guidelines to support our new corporate identity. The committee is proud of the selected logo and believes it gives the organization a professional look. We hope that the membership appreciates the significance of becoming a college and the way in which that is reflected in the new logo.

I would like to take this opportunity to thank Debbie for her leadership and support. We are a very small but mighty staff. I look forward to working with Chair, Maeghan Richard, as well as all the council members including our wonderful public representatives as we continue to ensure that the CMRIPS mandate of protecting the public is upheld.

Respectfully submitted by

Dianne Walker
Manager, Communications & Competency Assurance

The College of Medical Radiation and Imaging Professionals of Saskatchewan has the legislated responsibility to protect the public interest by ensuring that those licensed by the College are competent and ethical practitioners, and that concerns about those licensed are addressed as appropriate. As the government-appointed Public Representatives on Council we have had the honour and the responsibility to work with very competent Council and staff in ensuring that those ends are met. It is important to stress that while the public's interest is central to the work of the College, the profession also benefits from strong regulation. There is status and opportunity afforded to professions that have demonstrated worth and competency. Clear expectations regarding ethics and standards help to mitigate risk of error. The College has a role in providing guidance regarding practice and ethical concerns again potentially mitigating risk. Finally, the College provides opportunities for members of the profession to connect and learn from each other, and to help shape the practice going forward through volunteerism with the College.

In this last year the College has continued to work diligently to meet its mandate of public protection. In addition to ensuring the smooth running of the day-to-day operations of the College (i.e., licensure and regulation), and ensuring its continuing viability through sound fiscal management the following of note occurred:

Significant work occurred to update bylaws and policies preparing for the proclamation of Bill 120. This legislation standardized certain provisions of the Health Professions Acts of the province including expanding the powers of the regulator to address concerns about member competence and capacity. Of significant note also is that Bill 120 allowed for the name change for the College and importantly the licensure of Diagnostic Medical Sonographers (DMS). This move serves to protect those undergoing sonography and promotes high standards of training and practice within that profession. The onboarding of the DMS was successfully completed by the College staff by December 2024. Rebranding of the College necessitated by the change of its name, and membership began in 2024 and continues. In 2024 the Community Engagement Committee created documentation for new members of the College regarding licensure and regulation. Currently they are working on the development of an informational video for the public regarding the professions licensed by the College, and their regulation. The annual audit of the continuing education activities of a portion of the membership was conducted by the Continuing Competence Committee, affirming the expectation that members of the College have a responsibility to maintain their competence, and ensure the currency of their knowledge. The College formally decided to separate its activities from those of the National fraternal body, the Canadian Association of Medical Radiation Technologists (CAMRT). This move is congruent with that of other Canadian regulators move to focus solely on regulation.

As we hope you will agree, the College, its staff and its Council have accomplished much in this past year in the public's interest. As the Public Representatives on Council, we have endeavored to support the College in this important work, and trust that we have met our responsibility to bring the public perspective to the regulatory table.

Respectfully submitted by

Alan Cannon
Eugene Paquin, S.V.M., B.Ed., PGD (EdAdmin)
Karen Messer-Engel, M.A., R. Psych. (Non-Practicing)



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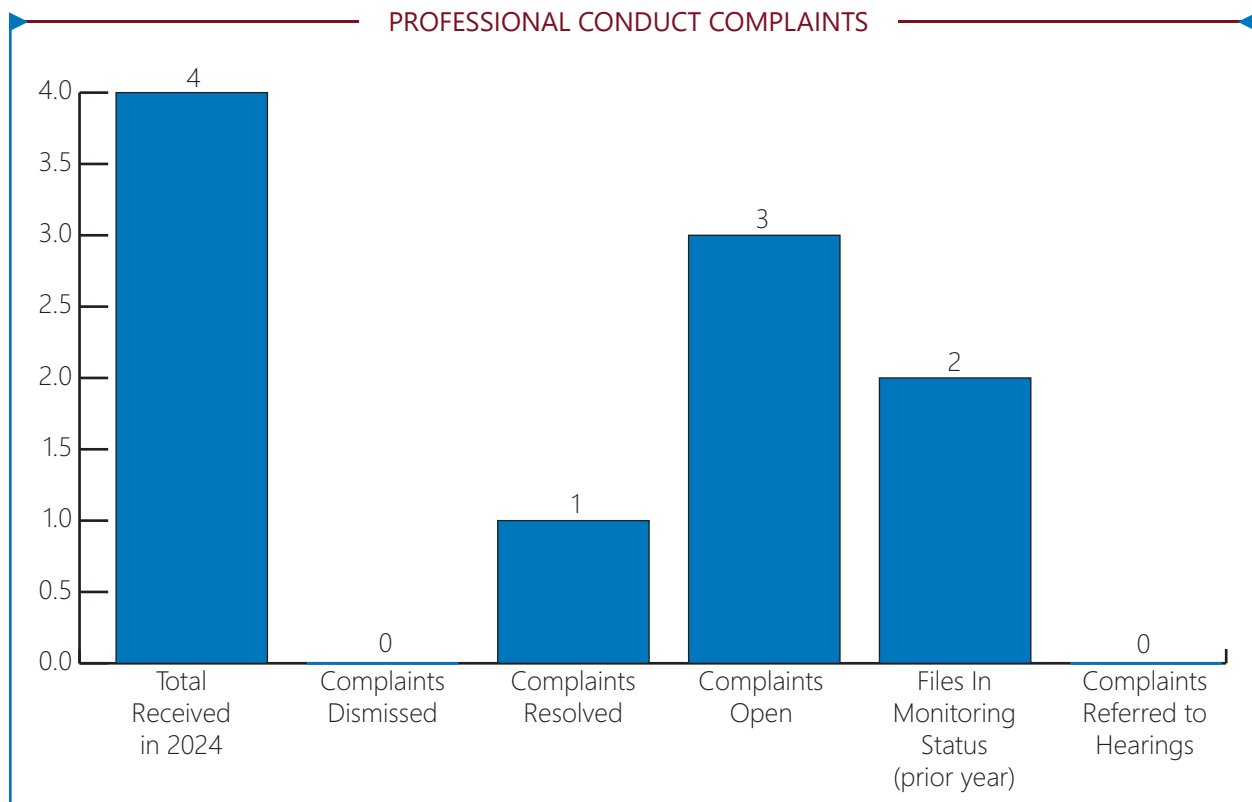
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Professional Conduct And Discipline

Complaint cases are opened when CMRIPS receive a written complaint regarding the conduct of a member. These cases are investigated by the Professional Conduct Committee (PCC), which is a government mandated committee established by the Act. CMRIPS takes all complaints seriously and manages each through an objective and confidential process to ensure fairness to all involved.

There were four complaint files reviewed in 2024. Three complaint files remain open with one complaint file resolved. Two files remain in monitoring status.



The Discipline Committee is responsible for holding hearings related to any professional misconduct and incompetence matters that have been referred to the committee by the Professional Conduct Committee. There were four referrals to the Discipline Committee in 2024.

Members Of Council

Regulated Elected Members

Maeghan Richard, RTT, BMRSc, HBComm, Chair
Shane Timm, RTR MCPM, Vice-Chair
Scott Mildenberger, RTNM CTIC PET/CT, Past-Chair
Finte Adem, RTR (until April 2024)
Stacey Reid, RTT (May 2024)
Kaylyn Grummett, RTR CTIC
Jessica McLean, RTT CDC
Katelyn New, RTR CIR, B. Sc.
Luke Pelletier, RTR

Public Appointed Members

Alan Cannon
Karen Messer-Engel, M.A., R. Psych. (Non-Practicing) (September 2024)
Eugene Paquin, S.V.M., B.Ed., PGD (EdAdmin)

Staff

Debbie Schatz, Executive Director/Registrar
Dianne Walker, Manager Communications & Competency Assurance/Deputy Registrar
Taylor Nelson, Consultant (term position July-December 2024)

CAMRT Provincial Director

Ada Bunko, RTT CTRT MSc. (2021 – 2024)
Janelle Hordos, RTT CTRT (beginning July 2024)



The work of Council is supported by the Audit and Finance Committee, Awards Committee, Community Engagement Committee, and the Nominating Committee.



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The following is a summary of what has been a very productive year for the Council, its committees and CMRIPS staff.

Governance Review

The Council is the governing body of the CMRIPS and uses a modified version of Carver's Policy Governance® model to function. In 2021, the Council approved a rolling three-year cycle to ensure the CMRIPS governance model, policies and monitoring remain current, relevant, and appropriate. In 2024, Council completed the first-year cycle, reviewing fourteen policies, which were found to continue meeting our needs, with minor updates. In addition, the Council was active and engaged in the review of our strategic plan for 2023 – 2025 to ensure that objectives were being met and continue to be on target.

Strategic Plan

Year two of our three-year strategic plan saw strong results in each of the three key strategic directions. As in year one, our actions were guided by our vision, mission, and values. Our new *Medical Radiation and Imaging Professionals Act* affirmed our mandate:

- (a) to serve and protect the public; and
- (b) to exercise its powers and discharge its responsibilities in the public interest and not in the interests of the members.

We demonstrate regulatory excellence by ensuring the following:

1. Only those that meet education and character requirements are granted a license.
2. All registrants remain current in practice through completion of required practice hours and continuing education requirements.
3. Providing a process to address any professional misconduct or professional incompetence related to our registrants.

Vision

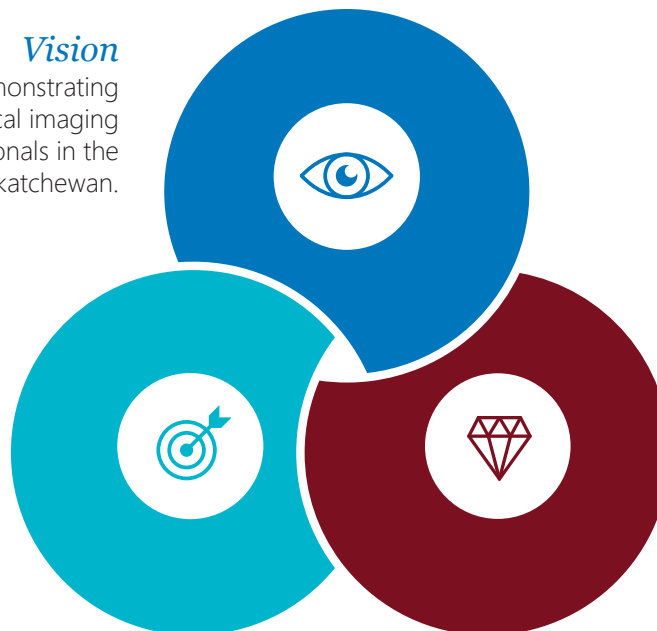
To protect the public by demonstrating regulatory excellence of medical imaging and radiation therapy professionals in the province of Saskatchewan.

Mission

The Saskatchewan public has access to safe medical imaging and radiation therapy delivered by highly skilled and valued professionals.

Values

Integrity
Transparency
Professionalism
Collaboration
Accountability



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Strategic Directions

Building on the year one results, we continued to focus on the medical radiation and imaging professionals' challenges within Saskatchewan and across the country.

1. **Government, the public, health professionals and medical imaging and radiation therapy professionals, are aware of and value the profession.**
 - ▶ Ongoing participation in a Ministry of Health lead working group addressing recruitment strategies and workplace readiness.
 - ▶ Recognition of Sonography Week and MRT Week in conjunction promotions across Canada.
 - ▶ Attendance at the Sonography Canada Conference to promote awareness of regulation in Saskatchewan.
 - ▶ Targeted communications to employers, regulators and sonographers relating to regulation and licensure of diagnostic medical sonographers effective July 2024.
2. **The CMRIPS supports the need for an increase of medical imaging and radiation therapy professionals in Saskatchewan.**
 - ▶ The Government of Saskatchewan announced a sonography education program in Yorkton beginning Fall 2024.
 - ▶ Support for the Saskatchewan Cancer Agency efforts to increase MRTs in the specialty of mammographers.
 - ▶ Six internationally educated medical radiation and imaging professionals were licensed in Saskatchewan in 2024.
 - ▶ Support for the Ministry of Immigration and Career Training recruitment for IEMRIPs as well as identifying possible workplace readiness programs to improve employment outcomes.
3. **An effective, integrated regulatory regime exists for medical imaging and radiation therapy professionals, including sonographers.**
 - ▶ The Medical Radiation and Imaging Professionals Act and bylaws came into force in 2024. This is a historic moment for CMRIPS as it ushered in the ability to regulate a fifth health profession – the Diagnostic Medical Sonographers and provided us with new authority and powers.
 - ▶ Through these regulatory changes, we are better able to fulfill our duty to protect the public and continue to work towards strengthening the College capacity and effectiveness.



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Audit and Finance

The Audit and Finance Committee oversees all aspects of the financial operations including representing the Council during the annual independent audit completed by Berger Cavan Group LLP. They also function as a resource for the Executive Director on all financial matters including preparation of a recommended budget for Council, monitoring, and reporting. On April 4, 2025, the financial statement for 2024 was presented to Council. The overall results were favourable and there were no areas of concern; the committee recommended Council accept the financial report as presented.

Awards

The Awards Committee's mandate is to promote and communicate information regarding annual awards criteria to recognize the accomplishments of members of CMRIPS. In 2024, the following individuals were recognized at the May AGM:

Academic Excellence Award

This award is presented annually to the graduate with the highest marks on the CAMRT national certification exam in the prior year. The member must have attended a Saskatchewan program, or attended an out-of-province program, but completed their practicum in Saskatchewan.

- i. Magnetic Resonance Imaging – **Jenai Lokken**
- ii. Nuclear Medicine – **Leah Hadubiak**
- iii. Radiological Technology – **Ayden Fendeleit**

Note: No Saskatchewan graduate wrote the Radiation Therapy exam in 2024.

Volunteer Award

This award is presented annually to council members who have completed their term of service and have chosen not to volunteer for an additional term.

- i. **Darin Humphreys** – served as a member of the Discipline Committee from 2020-2024
- ii. **Kevin Lobzun** – served as a member of the Professional Conduct Committee from 2011-2024
- iii. We would also like to acknowledge and thank **Jo-Anne Couture** for her service on the Continuing Competence Committee and **Ariel Adamson** for her service on the Community Engagement Committee

Note: No nominations were received in 2024 for either the Mentorship Award or Clinical Excellence Award.

Community Engagement

The Community Engagement Committee's mandate is to seek out meaningful opportunities to engage with CMRIPS members and key stakeholders. They are also responsible for the promotion of Diagnostic Medical Sonographers (DMS) during Sonography Week and Medical Radiation Technologists (MRTs) during Medical Radiation Technologists Week in their respective week of each year.

In 2024, the committee once again purchased eight billboard advertising spots for MRT Week which ran from November 3-9. Billboard ads could be seen in Regina (three locations), Saskatoon (three locations), North Battleford (one location) and Swift Current (one location). The committee will explore the opportunity to expand the billboard campaign in 2025 to include the DMS profession.

The committee will continue to work on promotion of both the MRT and DMS professions as well as seeking new ways of community engagement.

Nominating

The Nominating Committee is responsible for the validation and submission of names for elected member vacancies on Council.

There were three (3) vacancies on Council and three nominations were received. Acclamation for all three nominees was recommended by Council. Maeghan Richard, Karla Hiatt, and Stacey Reid were acclaimed at the May Council meeting. As one current Council member (Finte Adem) resigned in April, therefore creating an immediate vacancy, Council appointed Stacey Reid to fill this vacancy at the May Council meeting.

At the May Council meeting, Maeghan Richard was nominated and accepted a second term as Chair and Kaylyn Grummett was nominated and accepted the role of Vice-Chair.

Council member, Finte Adem, resigned in April of 2024. Finte began serving as a council member in 2018. CMRIPS would like to thank Finte for his years of service.

The term for Shane Timm ended December 31, 2024. Shane completed a three-year term on Council with one of those years serving as Vice-Chair. CMRIPS would like to thank Shane for his years of service as both a council member at large and as Vice-Chair.



Volunteers

A heartfelt thank you to all our volunteers. We truly rely on your dedication and support to ensure we meet our regulatory responsibilities.

Legislated Committees

Professional Conduct Committee

Amy Gagne, RTMR Chair
Wade Peters, RTR
Karen Sundby, RTNM, CBDT, HCA
Janelle Hordos, RTT CTRT

Discipline Committee

Maria McLaren, RTR, Chair
Alex Shirley, RTMR
Shalane Thacker, RTNM
Alan Cannon, Public Representative

Executive Director Committees

Continuing Competence Committee

Christa Bergquist, RTNM, BHA
Jo-Anne Couture, RTR
Janelle Hordos, RTT, CTRT
Brenda Lock, RTR, CIR
Kristin Matravolgyi, RTR
Jessica McLean, RTT
Tiana Palmer, RTR CTIC
Dave Steeg, RTR, RDMS, CRGS, CCT
Bryan Witt, MBA, CHE, RTNM

Accreditation Canada – Survey Team Member

Brittany Sparwood, RTR

Radiation Health & Safety Representative

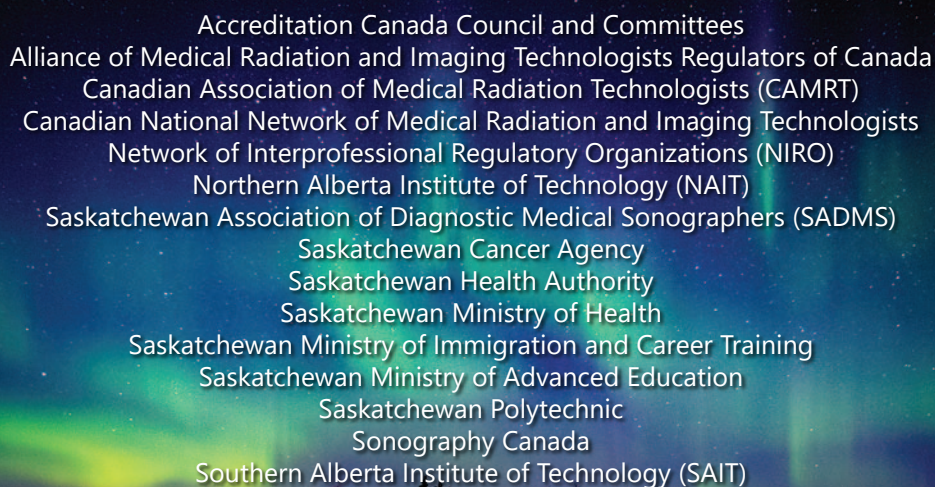
Janis Dodds, RTR

Program Advisory Committee Representative

Darrel Schneider, RTR
Katelyn New, RTR CIR, B. Sc. (May 2024)



Stakeholders



Accreditation Canada Council and Committees
Alliance of Medical Radiation and Imaging Technologists Regulators of Canada
Canadian Association of Medical Radiation Technologists (CAMRT)
Canadian National Network of Medical Radiation and Imaging Technologists
Network of Interprofessional Regulatory Organizations (NIRO)
Northern Alberta Institute of Technology (NAIT)
Saskatchewan Association of Diagnostic Medical Sonographers (SADMS)
Saskatchewan Cancer Agency
Saskatchewan Health Authority
Saskatchewan Ministry of Health
Saskatchewan Ministry of Immigration and Career Training
Saskatchewan Ministry of Advanced Education
Saskatchewan Polytechnic
Sonography Canada
Southern Alberta Institute of Technology (SAIT)

Jurisprudence Program

The jurisprudence program is intended to provide each learner with the background and understanding of the laws, regulations, standards and scope of practice, and code of ethics that each member is required to meet as a member of the College.

Once our new bylaws came into force in May 2024, it provided CMRIPS with the ability to roll out the program to all five of the disciplines that we license. To be inclusive of the diagnostic medical sonographers, the program was part of the required rebranding framework and therefore underwent a few changes in 2024. Work was also completed to ensure that it reflects our new corporate identity. Much of this work took place in the fall of 2024 and is expected to be completed by 2025.

CMRIPS is pleased to be able to offer this program to our existing members as well as all new applicants. Work will begin in 2025 to roll out of the program with the first phase focusing on making it accessible to all new applicants as a requirement of the licensing process.



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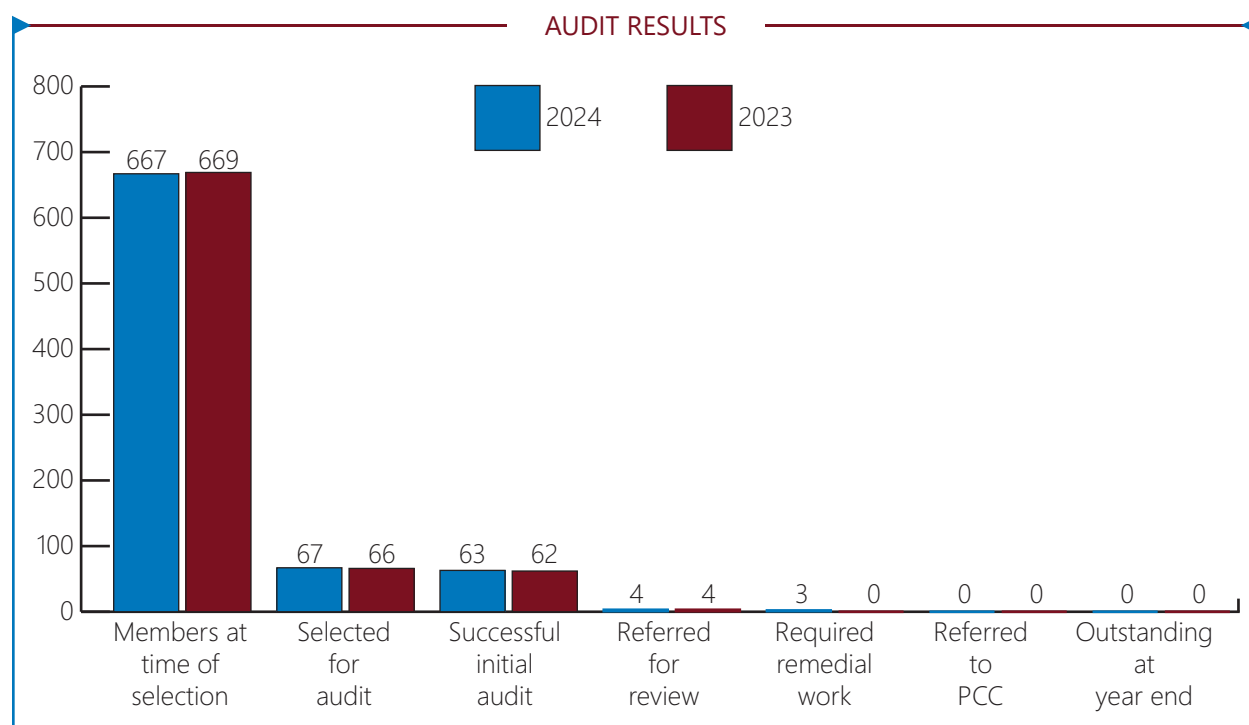
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Continuing Competence

The Continuing Competence Committee's role is to ensure that full and non-practicing members meet the mandatory continuing education requirements for maintaining membership/licensure with CMRIPS. On an ongoing basis, the committee also participates in assessing and approving course credits relevant to medical radiation technology and responding to members' questions about the education requirements.

An audit for the period of December 1, 2022 to November 30, 2023 was completed in April of 2024. Of the sixty-seven members audited, sixty-three successfully met the audit submission requirements and four were forwarded to the Committee for review. Three audits required additional work to fully meet all the audit requirements.



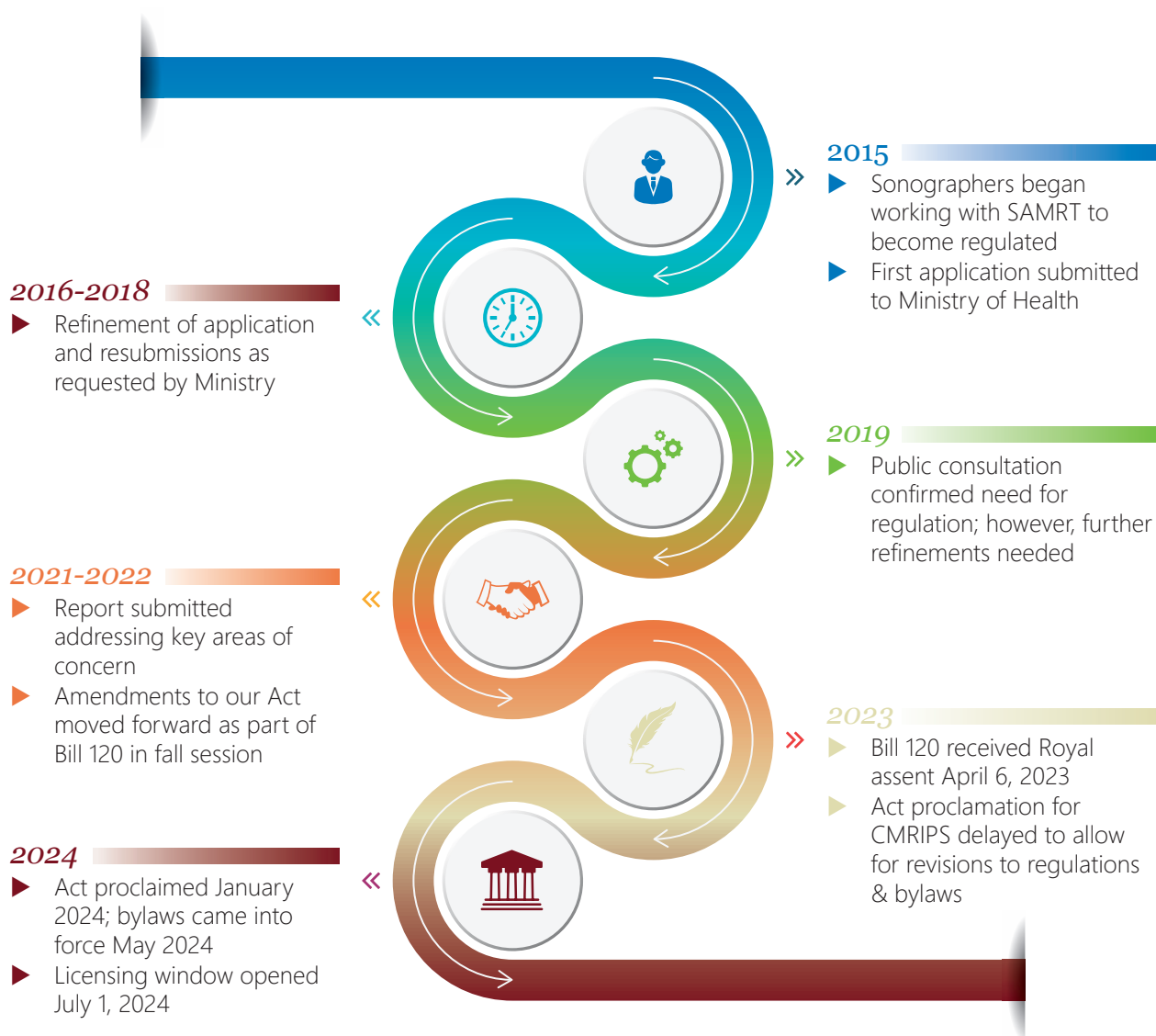
Regulation Of Diagnostic Medical Sonographers

In May 2023, it was announced that diagnostic medical sonographers would officially become a regulated profession in Saskatchewan. Regulating diagnostic medical sonographers ensures protection of the public by demonstrating regulatory excellence of this group of professionals practicing in the province of Saskatchewan.

The Act for this work to be completed was proclaimed in January 2024 and paved the way for the licensure of this group of professionals to begin. A communication plan was developed and CMRIPS worked with our key stakeholders, specifically Sonography Canada and SADMS, to ensure that sonographers were ready and well informed in advance of the beginning of licensing.

A grandparenting period ran from July 1, 2024 to December 16, 2024 to allow for a simplified licensing process and to encourage early uptake. In addition, CMRIPS also extended the ability to license to practicing professionals across Canada. The College is pleased to have reached the finish line on what has been a long journey. Moreover, we are thrilled to have welcomed over 270 diagnostic medical sonographers.

Pathway To Regulation Of Diagnostic Medical Sonographers (DMS)



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New Corporate Identity



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CMRIPS announced our new corporate identity in December.

Our mission is embodied in our logo, which combines the shape of the province we call “home” and a camera aperture, representing the focus, precision, and acuity the public can expect from the regulated professionals of the College.

The five distinct shapes that make up the province are representative of each of the disciplines regulated by the College: Diagnostic Medical Sonographers, Magnetic Resonance Imaging Technologists, Medical Radiation Therapists, Medical Radiological Technologists and Nuclear Medicine Technologists.

Conference Highlights

At the Annual General Meeting on May 4, 2024, the CMRIPS announced that it would be divesting from any activities that were deemed to be of an association nature. One significant activity highlighted was the planning and hosting of an annual education conference. As such, 2024 marked the last conference jointly hosted by our organization along with our partners SAMIM and SADMS.

The focus of the 2024 conference was **Working, Growing, Succeeding Together!**

It was a full day packed with informative sessions and lots of opportunities to network with colleagues and visit vendor booths. Attendees were treated to several great presentations throughout the morning on leadership in a post-pandemic world, advances in interventional radiology, as well as focusing on the importance of our mental health and well-being.

The highlight of the conference was the keynote speaker, Kaleb Dahlgren. Kaleb had the attendees on the edge of their seats (literally!) and many attendees spoke of how impactful his address was and how pleased they were to have an individual with Saskatchewan roots selected as the keynote speaker. Kaleb's address was engaging and interactive as he shared his powerful message on his personal journey to wellness and the importance of teamwork. He generously shared his time following the conference to speak one-on-one with attendees, taking a photo or two, and signing copies of his book, *Crossroads*.



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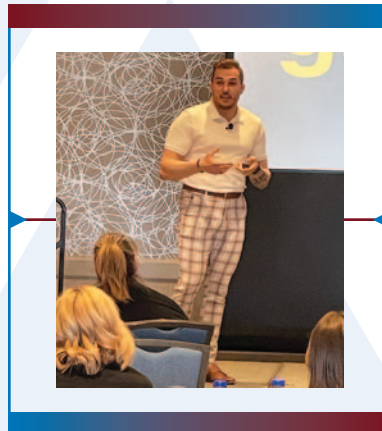
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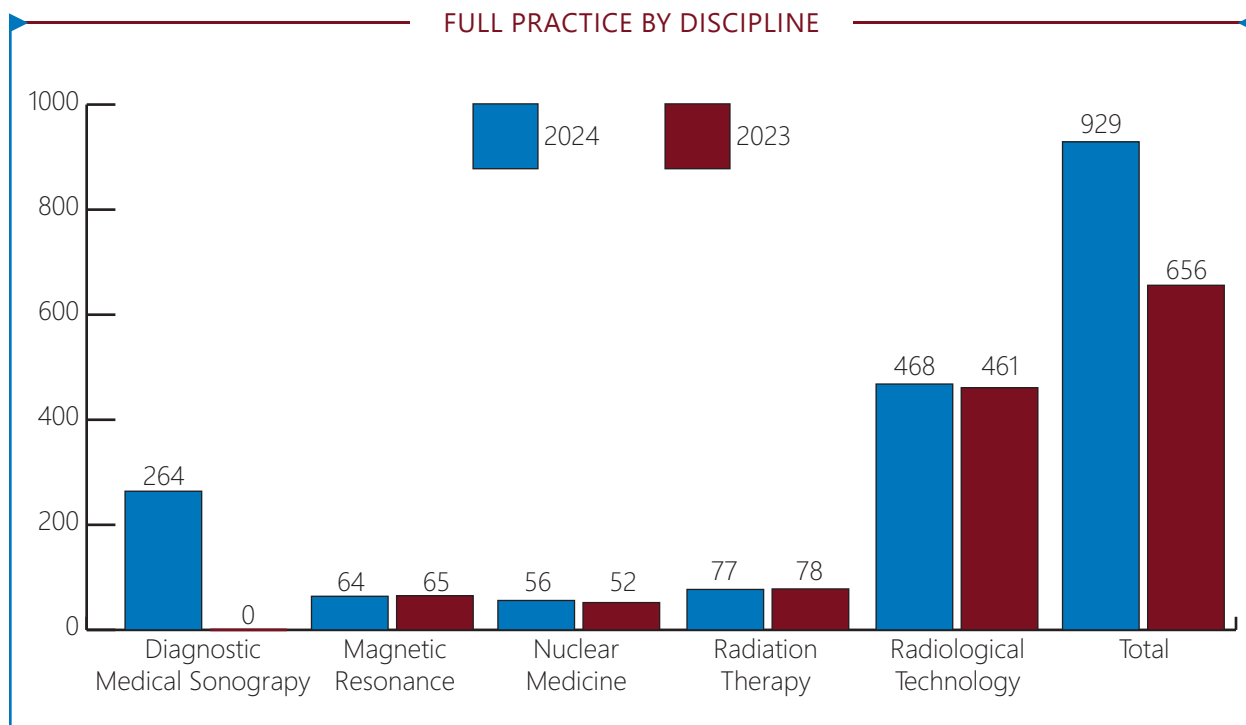


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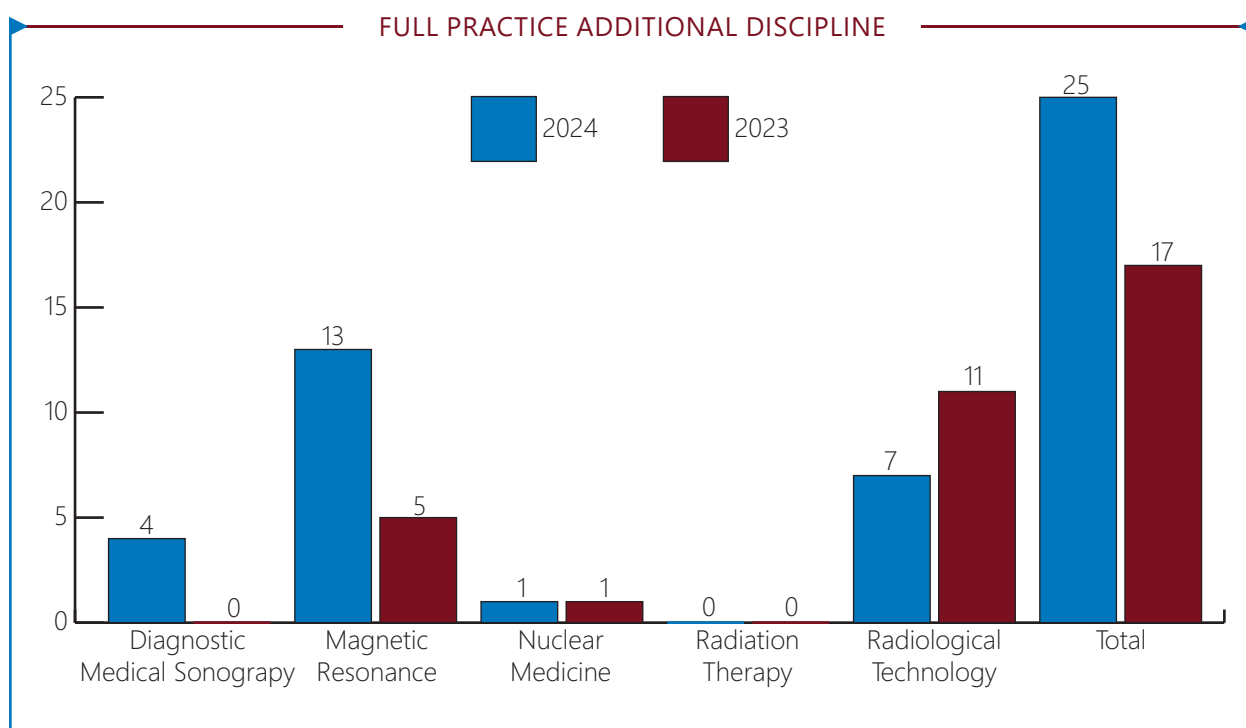




Active Members By Primary Discipline



Active Members By Additional Discipline



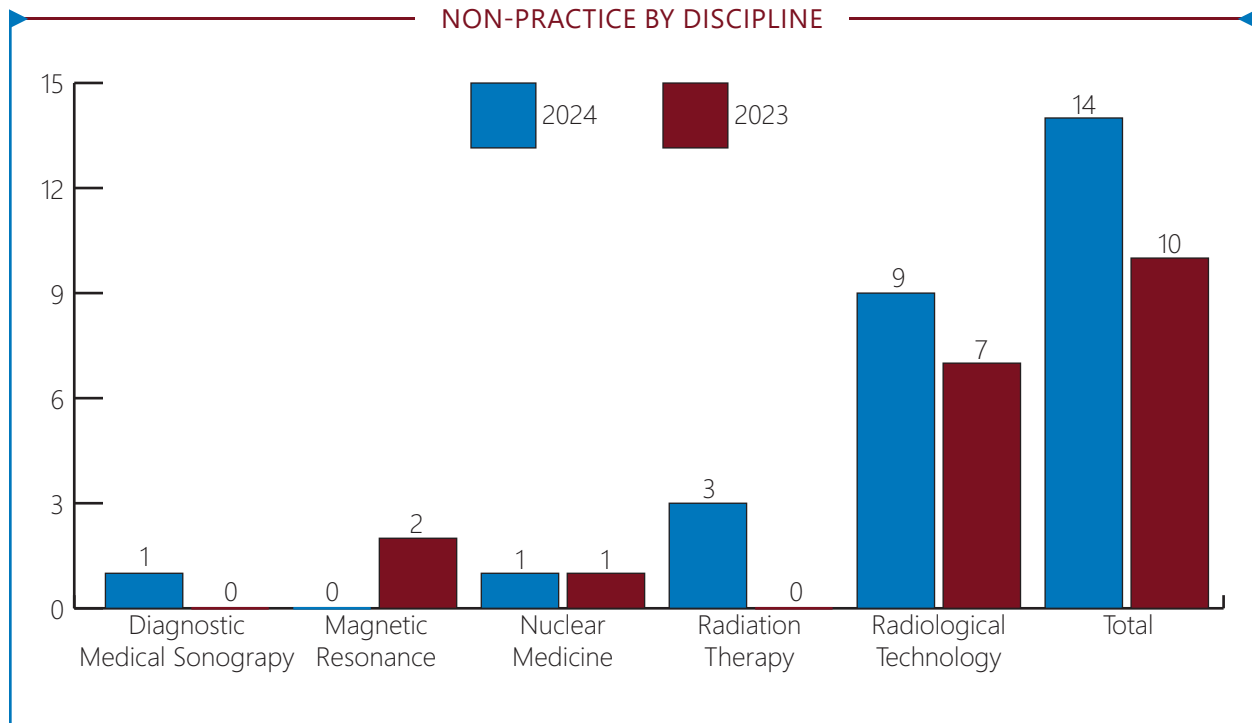
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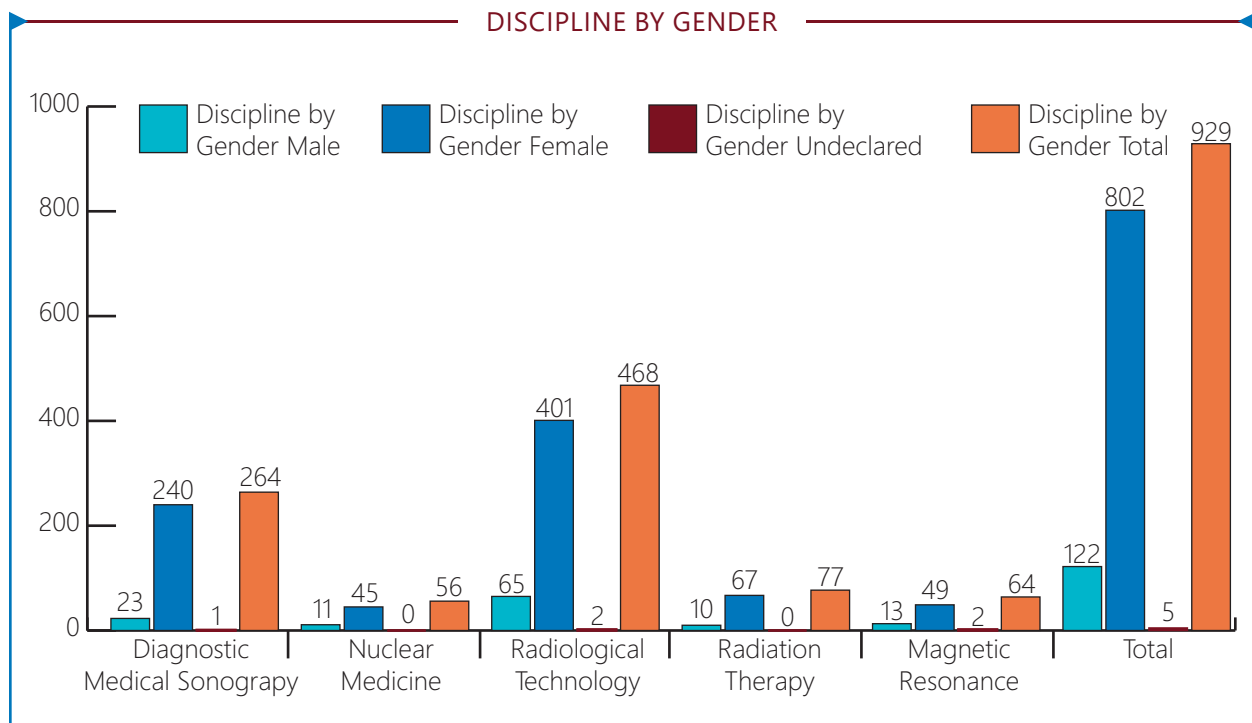
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Non-Practice By Discipline



Discipline By Gender



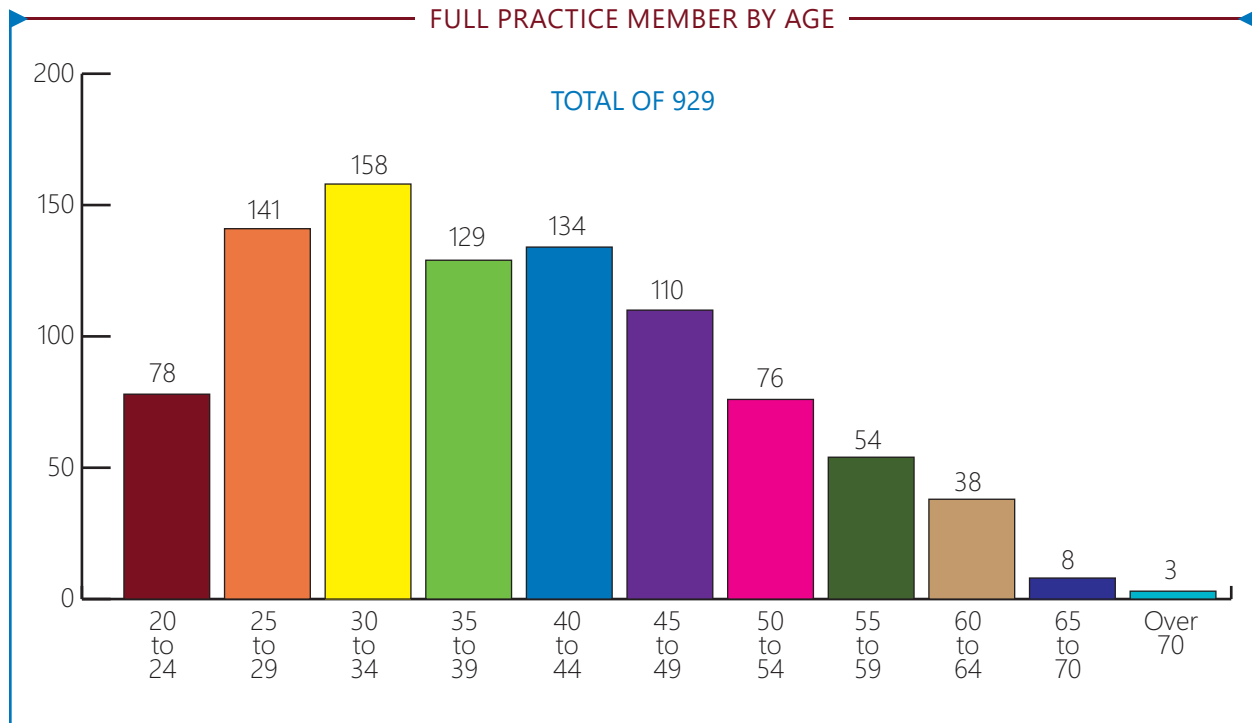
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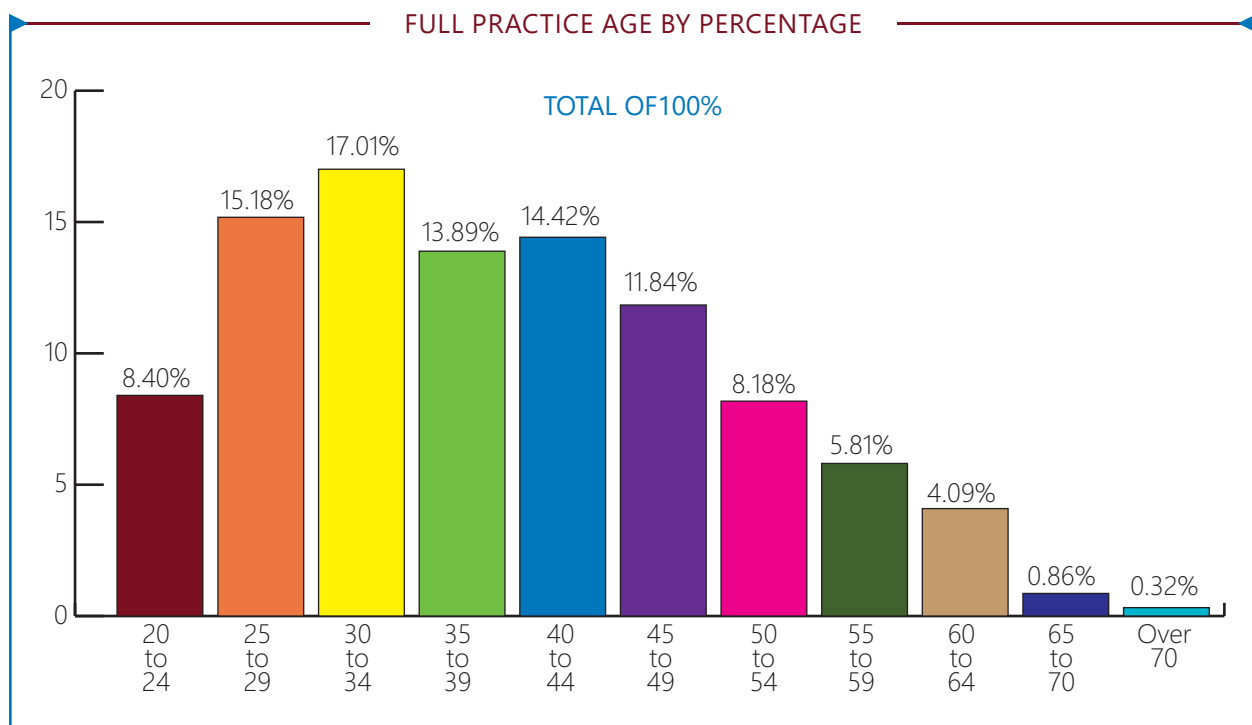
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Age Of Full Practice Members



Full Practice Age By Percentage



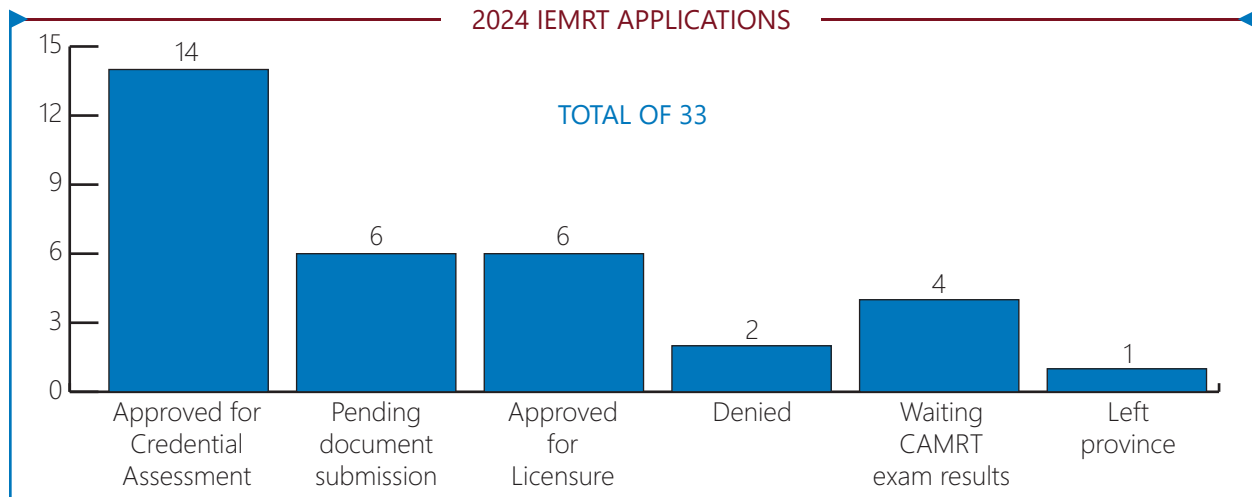
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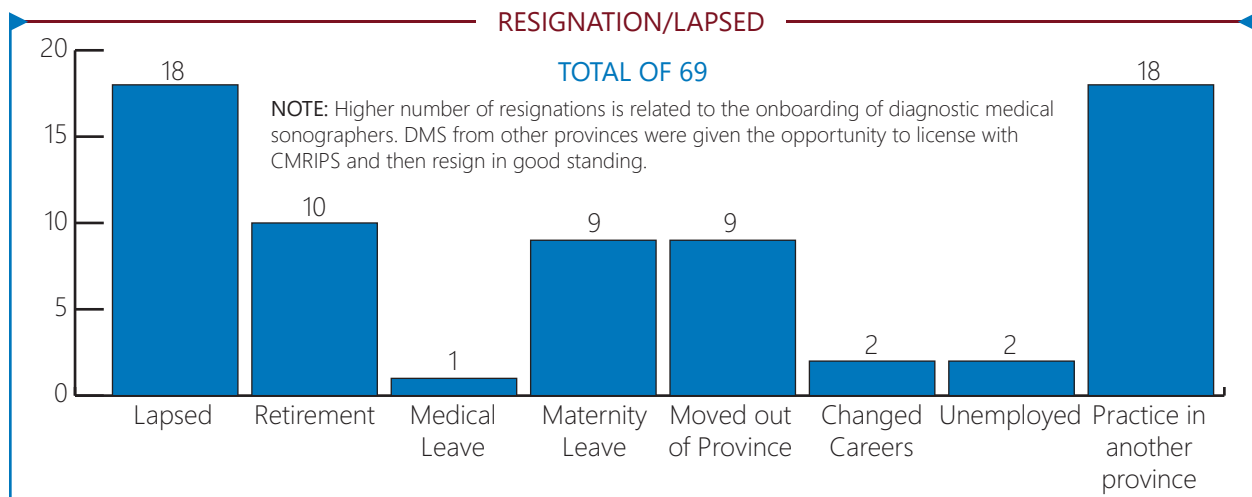
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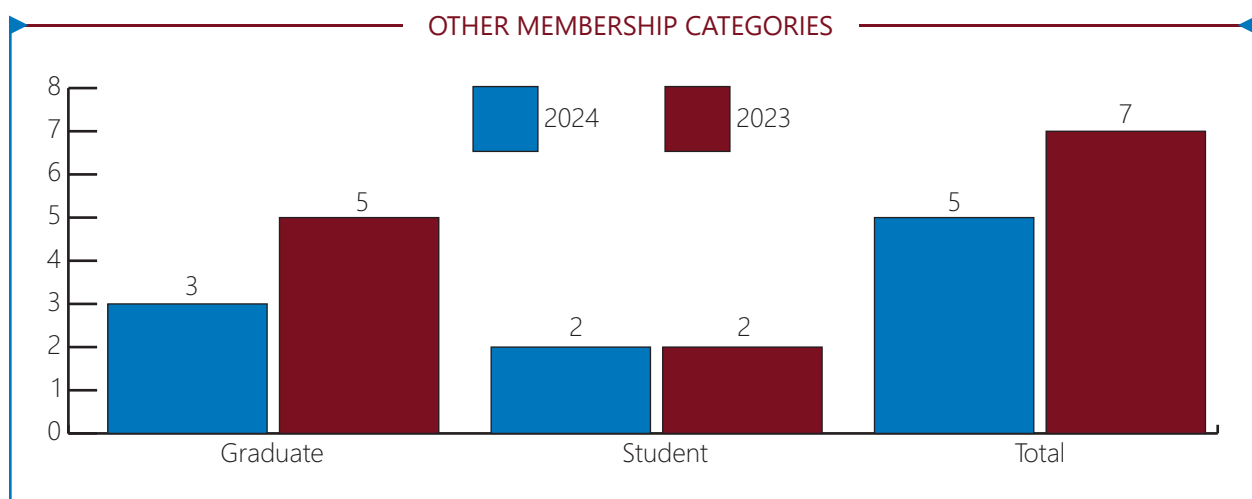
IEMRT Applications



Resignation And Lapses



Other Membership Categories



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Financial Statements *2024*

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Independent Auditors' Report

To the Members of College of Medical Radiation and Imaging Professionals of Saskatchewan

Opinion

We have audited the financial statements of College of Medical Radiation and Imaging Professionals of Saskatchewan (formerly Saskatchewan Association of Medical Radiation Technologists), which comprise the statement of financial position as at December 31, 2024, 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 organization as at December 31, 2024, and its results of 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization 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 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 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 organization'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 organization or to cease operations, or has no realistic alternative but to do so.

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

Auditors' 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 auditors' 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:



Independent Auditors' Report (continued)

- ▶ 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 organization'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 organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' 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 auditors' report. However, future events or conditions may cause the organization 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.

Regina, Saskatchewan
April 4, 2025

BALISA CHAN GROUP LLP
Chartered Professional Accountants



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Statement of Operations

For the year ended December 31	2024	2023
Revenues		
Membership fees	\$ 423,920	\$ 303,775
Other	33,251	1,250
Interest income	19,057	21,521
Conference revenue	19,430	20,575
	495,658	347,121
Expenditures		
Administration	23,758	16,461
Amortization	2,243	3,964
Communications	18,798	1,862
Conference expense	34,013	15,363
Council	22,715	23,166
Donated funds	240	412
Membership dues	4,000	4,000
Office rent	19,441	19,439
Professional fees	14,960	22,788
Salaries and benefits	169,872	146,739
Software and internet	59,146	23,980
Stipends	6,450	6,400
	375,636	284,574
Excess of revenues over expenditures before other item	120,022	62,547
Other expense		
Loss on sale of property and equipment	-	307
Excess of revenues over expenditures	\$ 120,022	\$ 62,240

See accompanying notes

Statement of Changes in Net Assets

	Balance, beginning of year	Transfers	Excess of revenues over expenditures	2024 Balance, end of year
Unrestricted	\$ 267,125	\$ (41,324)	\$ 103,582	\$ 329,383
Legal Reserve (note 4)	193,247	20,662	8,445	222,354
Long Term Reserve (note 4)	181,848	20,662	7,995	210,505
	\$ 642,220	\$ -	\$ 120,022	\$ 762,242

	Balance, beginning of year	Transfers	Excess of revenues over expenditures	2023 Balance, end of year
Unrestricted	\$ 249,064	\$ (29,200)	\$ 47,261	\$ 267,125
Legal Reserve	170,930	14,600	7,717	193,247
Long Term Reserve	159,986	14,600	7,262	181,848
	\$ 579,980	\$ -	\$ 62,240	\$ 642,220

See accompanying notes



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Statement of Financial Position

December 31	2024	2023
Assets		
Current		
Cash (note 4)	\$ 741,482	\$ 438,003
Short term investment (note 4)	371,985	102,778
Accounts receivable	2,155	2,000
Prepaid expenses	1,072	976
	1,116,694	543,757
Investments (note 4)	38,950	371,715
Property and equipment (note 5)	42,929	41,519
	\$ 1,198,573	\$ 956,991
Liabilities		
Current		
Accounts payable and accrued liabilities (note 6)	\$ 23,841	\$ 25,691
Unearned membership fees	412,490	289,080
	436,331	314,771
Net Assets		
Unrestricted	329,383	267,125
Legal Reserve (note 4)	222,354	193,247
Long Term Reserve (note 4)	210,505	181,848
	762,242	642,220
	\$ 1,198,573	\$ 956,991

Commitment (note 7)

Approved on behalf of the board:

 Member
  Member

See accompanying notes

Statement of Cash Flows

For the year ended December 31	2024	2023
Operating activities		
Cash receipts from self generated revenue	\$ 599,856	\$ 336,405
Cash paid to suppliers	(196,766)	(118,919)
Cash paid to employees and equivalents	(176,322)	(153,139)
Interest received	21,565	7,292
	248,333	71,639
Investing activities		
Purchase of investments	(38,950)	(556,678)
Proceeds on redemption of investments	100,000	427,330
Purchase of property and equipment	(5,904)	(10,302)
	55,146	(139,650)
Increase (decrease) in cash	303,479	(68,011)
Cash, beginning of year	438,003	506,014
Cash, end of year	\$ 741,482	\$ 438,003

See accompanying notes



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Notes to the Financial Statements

December 31, 2024

1. Nature of operations

College of Medical Radiation and Imaging Professionals of Saskatchewan (formerly Saskatchewan Association of Medical Radiation Technologists) (the "College") is the regulatory body for Medical Radiation and Imaging Professionals (MRIPs) employed in Saskatchewan under the authority of The Medical Radiation and Imaging Professionals Act (the Act). The College registers and issues licences to MRIPs from within the province or outside the province/country who meet the entry to practice requirements as set out for the profession. The College is not subject to income taxes under the Income Tax Act.

2. Change in accounting policies

Effective January 1, 2024, the College adopted the simplification approach accounting policy for cloud computing arrangements. The College now treats expenditures related to cloud computing arrangements as the supply of services. Previously, these costs were capitalized as software assets.

This change in policy reflects management's view that the new approach better aligns with the nature of cloud computing services and streamlines the accounting process.

The change in accounting policy has no material impact on the financial statements for the prior year.

3. Significant accounting policies

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies are detailed as follows:

(a) Revenue recognition

The College follows the deferral method of accounting for Membership fees. These amounts are recognized as revenue over the period they relate to.

Notes to the Financial Statements

December 31, 2024

3. Significant accounting policies (continued)

(b) Financial instruments

Financial assets originated or acquired or financial liabilities issued or assumed in an arm's length transaction are initially measured at their fair value. In the case of a financial asset or financial liability not subsequently measured at its fair value, the initial fair value is adjusted for financing fees and transaction costs that are directly attributable to its origination, acquisition, issuance or assumption. Such fees and costs in respect of financial assets and liabilities subsequently measured at fair value are expensed.

Subsequent measurement:

Financial assets measured at amortized cost include cash, short term investments, accounts receivable, and investments.

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

At the end of each reporting period, management assesses whether there are any indications that financial assets measured at cost or amortized cost may be impaired. If there is an indication of impairment, management determines whether a significant adverse change has occurred in the expected timing or the amount of future cash flows from the asset, in which case the asset's carrying amount is reduced to the highest expected value that is recoverable by either holding the asset, selling the asset or by exercising the right to any collateral. The carrying amount of the asset is reduced directly or through the use of an allowance account and the amount of the reduction is recognized as an impairment loss in operations. Previously recognized impairment losses may be reversed to the extent of any improvement. The amount of the reversal, to a maximum of the related accumulated impairment charges recorded in respect of the particular asset, is recognized in operations.

(c) Property and equipment

Property and equipment are recorded at cost. The organization provides for amortization using the declining balance method at rates designed to amortize the cost of the property and equipment over their estimated useful lives, as set out in note 4.

(d) Cloud computing arrangement

Cloud computing arrangement costs are expensed to software and internet under the simplification approach. In 2024, the expensed software configuration costs were \$23,335 (2023 - \$nil).



Notes to the Financial Statements

December 31, 2024

3. Significant accounting policies (continued)

(e) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. By their nature, these estimates are subject to measurement uncertainty. The effect of changes in such estimates on the financial statements in future periods could be significant. Account specifically affected by estimates in these financial statements is amortization. All estimates are reviewed periodically and adjustments are made to the statements of operations as appropriate in the year they become known.

4. Investments

	Interest rate	Maturity date	2024	2023
Short term				
RBC GIC	5.00%	2/3/2025	\$ 355,545	\$ -
RBC GIC - matured February 24, 2024			-	100,000
Interest accrual			16,440	2,778
			371,985	102,778
Long term				
RBC GIC	3.25%	10/16/2026	38,950	371,715
			\$ 410,935	\$ 474,493

The Internally Restricted Legal Reserve and Long-Term Reserve, totaling \$432,859 (2023 - \$375,095), are comprised of investments of \$410,935 (2023 — \$375,095) and cash of \$21,924 (2023 — \$nil).

Notes to the Financial Statements

December 31, 2024

5. Property and equipment

					2024		2023
	Rate	Cost	Accumulated amortization		Net book value		Net book value
Office equipment	30%	\$ 4,586	\$ 688	\$	3,898	\$	-
Computer equipment	55%	7,933	6,002		1,931		2,169
Computer software	55%	-	-		-		2,250
Jurisprudence program		37,100	-		37,100		37,100
		\$ 49,619	\$ 6,690	\$	42,929	\$	41,519

The Jurisprudence program was not available for use during the year. Therefore no amortization was claimed.

6. Accounts payable and accrued liabilities

Accounts payable and accrued liabilities include government remittances totaling \$3,823 (2023 - \$3,945).

7. Commitments

The Association signed a sublease agreement with The Saskatchewan College of Paramedics ending on July 31, 2025. The future payments under this lease agreement are \$11,340.

8. Financial instruments

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments. In the opinion of management, there are no material financial risks that require disclosure.

9. Comparative figures

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.



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