



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO newsletter for registrants

2022 - Issue1

Message from the Chair of the Board of Directors, Tammy Earle, MLT



Welcome to the first issue of FOCUS in 2022.

Karen Persad, Vice-Chair, Professional; Walter Hewus, Vice-Chair, Public, and I look forward to serving you in 2022 as the CMLTO Board Officers. The Board held its first meeting of 2022 in February, and the meeting materials and highlights of the meeting can be found [here](#).

In the last few issues of FOCUS, I shared the outcomes of Board deliberations related to governance best practices in the regulatory sector.

Recently, all health regulatory Colleges received notification from the Ontario Ministry of Health related to proposed legislative changes aimed at modernizing College governance. The CMLTO Board has already been working toward some of the proposed changes, while others are more systemic in nature. The CMLTO responded to the Ministry of Health's consultation on the proposed changes, and the submission can be found [here](#).

It is unclear at this time what impact these changes may or may not have on College governance and/or operational processes. Some may require changes to the CMLTO Consolidated Bylaws, which may require circulation to registrants. We will continue to keep registrants and stakeholders informed of the changes, as they come to fruition, and their impact on College governance and/or operational processes.

This year, the Board will be looking to fill a few vacancies, as noted in another article in this newsletter. Participating on the CMLTO Board of Directors is a great opportunity to help guide the CMLTO in protecting the public interest. Bringing your knowledge of the medical laboratory technology profession will help lead self-regulation forward in the interest of public safety. As the Board Chair, I encourage you to get involved with the College by answering the current Call for Nominations for Election to the 2023 Board.

The Board of Directors establishes the CMLTO's strategic direction and the outcomes that will lead self-regulation of medical laboratory technologists forward in the interest of public safety in accordance with the

legislation. Serving as a Board member is a very rewarding experience, where you can have an impact on the strategic direction of the CMLTO. If you feel that you meet the eligibility criteria, please consider a position as a CMLTO Board member!

Another rewarding opportunity to help guide the CMLTO in serving the public is participating on one of the CMLTO Statutory Committees. The CMLTO Board of Directors conducts its various regulatory responsibilities through the Statutory Committees which are composed of Board members (professional and public) and non-Board professional members (NBCMs). The CMLTO Statutory Committee mandates are defined by the [Regulated Health Professions Act, 1991](#) and the [CMLTO Consolidated Bylaws](#).

The composition of the CMLTO [2022 Statutory Committees](#) has been approved by the CMLTO Board of Directors at its meeting on February 10, 2022. On behalf of the CMLTO Board, I would like to congratulate the members of the 2022 CMLTO Statutory Committees on their appointments!

I encourage you to get involved with the College and help shape the future of the profession by answering the Call for Nominations to become an NBCM, which will occur later this year, in October.

Finally, while COVID restrictions around the province continue to be removed, and we move into spring, the Board would like to once again acknowledge registrants' hard work. Thank you for your service, and best wishes as we move into warmer weather!

Sincerely,

Tammy Earle, Chair of the Board of Directors

Message from the Registrar & CEO, John Tzountzouris



It is hard to believe that we are already a quarter of the way through 2022!

As noted in the Chair's message, as well as in other articles in this issue of FOCUS, there is always a lot going on at the CMLTO, especially this time of the year as we wrap up our annual registration renewal process and launch the annual quality assurance program.

I look forward to working with our Board, new CMLTO Board Officers and the Chair, Tammy Earle in 2022. Please consider answering the current Call for Nominations for Election to the 2023 Board!

In 2022, CMLTO will continue to focus on the six high-level strategies outlined in our Strategic Framework, which can be accessed by clicking [here](#).

CMLTO is recruiting! If you are an MLT with an interest in applying your quality management knowledge to the regulatory sector, please consider joining our small but mighty team! More details can be found in an article in this issue of FOCUS.

On behalf the CMLTO staff, I thank you for your service to Ontarians and wish you all the best this spring!

Sincerely,

John Tzountzouris, MA, BSc, BHA, MLT, GSP
Registrar & CEO

CMLTO Board Highlights

The CMLTO Board took the following actions at its meeting on February 10, 2022:

- Approved the Minutes of the December 2 & 3, 2021 CMLTO Board Meetings
- Approved the monitoring reports from 2 Statutory Committees:
 - Executive Committee Monitoring Report
 - Patient Relations Committee Monitoring Report
- Accepted the Board Chair's Incidental Briefing Report
- Accepted the Academic Member's Incidental Briefing Report
- Reviewed the Board Governance Scorecard – (Q4) 2021
- Received the December 2021 Board Meeting Evaluation Report from two Board Meeting Monitors
- Approved the Composition of the 2022 CMLTO Statutory Committees
- Approved the 2022 CMLTO Integrated Board Strategic Agenda/Work Plan
- Participated in the following Orientation Sessions:
 - Overview of:
 - CMLTO Organization
 - CMLTO Strategic Framework 2020-2023
 - CMLTO Key Strategic Priorities
 - Board Member Governance Overview – What is “Governance” and Why is It Important to Our Regulatory College?
 - Board Members' Role & Responsibilities – Legal Perspective
 - A Government Relations Perspective on Insights into the Ontario Government's Policy Direction on Health Regulation



The CMLTO Board took the following actions at its meeting on February 11, 2022:

- Participated in an Orientation Session re CMLTO Governance Approach: Policy Governance Framework / System Module 2 – Governing Risk and Executive Boundaries
- Reviewed and approved amendments to three Executive Limitations Policies:
 - (EL II-11) Financial Conditions Policy
 - (EL II-20) Signing Authority / Authorization of Expenditures Policy
 - (EL II-40) Member Relations Policy
- Received a presentation on MLT Practice Risk Factors and Overview of Professional Requirements
- Received an update on Rationale and Current Strategies to Achieve Regulation of Medical Laboratory Assistants & Technicians
- Approved the Registrar and CEO's Monitoring Report on Ends Policy 1 – Public Trust in Health • Professions Regulation - Quality Assurance Program Outcomes
- Approved the Registrar and CEO's Monitoring Report on Ends Policy 2 – Accountable Professionals - • Quality Assurance Program Outcomes
- Acknowledged the reasonableness of the Registrar and CEO's 2022 Ends Interpretation
- Approved the Registrar and CEO's Executive Limitations Monitoring Reports re:
 - (EL II-11) Financial Condition Policy
 - (EL II-50) Corporate Identity and Public Image Policy
- Accepted the Registrar & CEO's Incidental / Environmental Scan Report
- Reviewed and approved amendments to one Board-Staff Relationship Policy:
 - (BSR III-10) Registrar and CEO Performance Appraisal Policy
- Approved the Registrar and CEO Onboarding Report

Call for Nominations for Election to the 2023 CMLTO Board

The CMLTO exists for the protection of the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technology profession. The Board establishes CMLTO's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety.

The CMLTO invites you to be part of this process. Bring your knowledge, skill and ability to Board and help shape the future.

Do you have what it takes to help lead the CMLTO?
Call for nominations for election to the CMLTO Board

Can you tick all the boxes?

The CMLTO is looking for MLTs who will be effective Board members. Their skills, traits, and knowledge should include:

- the ability to work with a group to make decisions
- the ability to understand and follow governance processes
- a willingness to devote time and effort to the work of the CMLTO and the Board
- good communication skills
- an understanding that the goal of the CMLTO is to serve and protect the public.

The Board governs within a Policy Governance® framework. Members should be aware of the CMLTO mission and vision, the Strategic Framework, its regulations, and the Consolidated Bylaws.

Help shape the future of healthcare in Ontario!

The CMLTO Board invites engaged, motivated MLTs to run for Board election.

The CMLTO exists for the protection of the public's right to safe, high-quality healthcare through self-regulation and leadership of the medical laboratory technology profession. The Board establishes CMLTO's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety.

As a Professional Member of the Board your duties will include collaborating with MLTs and Public Members to:

- ensure the public receives quality medical laboratory services from competent and ethical professionals in accordance with the legislation
- establish CMLTO's strategic direction and the outcomes that will lead it to achieve its public protection mandate
- contribute to CMLTO's governance to form policy direction, influence strategy and operations, and monitor results and progress on policy achievement and compliance.

The deadline for election nomination forms to be received by the CMLTO is **Friday, May 27, 2022, 4:30 p.m.**

Elections will be held this year for the following districts:

District 2 - Central West Region (Term: Jan 1, 2023 - Dec 31, 2025)

District 3 - Toronto Area Region (Term: Jan 1, 2023 - Dec 31, 2025)

District 4 - Central East Region (Term: Jan 1, 2023 - Dec 31, 2025)

District 8 - Registrant-at-Large (Term: Jan 1, 2023 - Dec 31, 2025)

Special elections will be held for the existing Board vacancies in:

District 6 - North East Region (Term: Date elected - Dec 31, 2024)

District 7 - North West Region (Term: Date elected - Dec 31, 2024)

Visit our website at www.cmlto.com to view eligibility criteria, download a copy of the nomination form, and read more about the CMLTO Board election process.



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Information subject to change at any time.
Contact the CMLTO Executive Office at executiveoffice@cmlto.com.
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To achieve an effective mix of skills and abilities, the Board has established selection criteria for Board Member nominations and appointments. These criteria are designed to increase understanding of the qualifications and expectations of Board Members and serve as a guide for candidates and for those who are nominating, and being nominated, for Board positions. All candidates will complete an orientation to the role and responsibilities of Directors on the Board to confirm their nomination as per the CMLTO Consolidated Bylaws.

For further information please visit: [CMLTO Board Election Process](#)

CMLTO 2022 Statutory Committee Appointments

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In Memoriam: Gamal Badawoy



It is with heavy hearts that the Board of Directors and CMLTO share the sad news of the passing of the CMLTO Board member, Gamal Badawoy on February 4, 2022.

Gamal has been a valued Professional Member on the CMLTO Board since January 1, 2019. Gamal served on the Patient Relations and Fitness to Practise Committees during his time on the CMLTO Board.

On behalf of the Board, staff, and the registrants we extend our sincere condolences to his family.

The CMLTO Board of Directors welcomes a new Public Member: Vivian Ufodike



The CMLTO Board of Directors welcomes a new Public Member, Vivian Ufodike. Vivian began a three-year term of office as a Public Member of the CMLTO Board on January 6, 2022.

The Public Members of the CMLTO Board of Directors are appointed by the Ontario provincial government, have an active voice on the Board, and can vote on every issue.

Welcome to the CMLTO Board of Directors, Vivian!

CMLTO Stage 1 Professional Portfolio is due March 31

The Quality Assurance Program (QAP) Professional Portfolio launched on January 1, 2022. All Practising registrants are required to complete and submit their Stage 1 portfolio by March 31. So far over we have received almost 2500 Stage 1 submissions - that's approximately 40% of CMLTO registrants. Great work everyone! After the review process is completed, registrants are notified by email whether their submission was approved or requires edits. If a submission requires edits, registrants can log in, update their Stage 1 portfolio, and resubmit it for review.

If you are looking for possible learnings goals to pursue throughout 2022, you may consider advancing your professional practice boundaries knowledge. Professional Practice includes aspects such as ethics and ethical decision-making, interprofessional collaboration with other health care providers, understanding an MLT's role in consent to treatment, etc. CMLTO offers numerous resources on our website dedicated to communicating these practice requirements to registrants. You can access the CMLTO's various guidelines [here](#).

If you are having trouble setting goals or have any questions regarding your 2022 Stage 1 Professional Portfolio, please contact QAP staff by telephone 1-800-323-9672 extension 2 or by email at qualityassurance@cmlto.com.

Suspended and reinstated registrants

The following people were suspended from practising on February 7, 2022, for non-payment of fees, and had not reinstated their registration as of February 28, 2022. Suspended MLTs are not registrants of CMLTO, are not entitled to use the MLT title, and are not legally authorized to practise in Ontario.

Please consult the online [CMLTO Public Register](#) to determine an MLT's current registration status. A permanent notation of all suspensions must appear in the medical laboratory technologist's record in the Public Register.

04510 Dara Kennedy
16535 Samantha Cole
05871 Daina Lougheed
00462 John Aldom
15838 Anupam Apu
10735 Kamran Boushehri
06474 Assunta Capuano
00442 Dusanka D'Atri
14704 Nai Chong Gan
15084 Ming Han
03327 Christine Herrington
05563 Karen Hoyland
07492 Kelly Lambert
14312 Nimisha Patel
12968 Simpal Trivedi
02705 Jennifer Bell
09493 Nidhal Blaney
02113 Sandra Bookalam
08450 Mary Burt
12948 Suzanne Cooper
08596 Cheryl Curtis
11569 Richard Denes
15654 Veronique Denis
01212 Karen Doucette
11735 Thomas Drepaul
16411 Gwyneth Fairfield

04592 Judy Karpinsky
15802 Abdel Karsou
16547 Alexandra Macdonell-Whiddon
07639 Debra M Martin
12144 Cherrie Mae Martinez
05265 Anthony Mazzilli
11486 Jeffrey McClintock
14060 Ryan Mills
15182 Anum Momin
07066 Emma Nuqui
15990 Rachelle O'Keefe
10883 Gordon Odrowski
04690 Carol Pihack
05571 Robert Poulin
16114 Muhammad Kashif Siddiqui
16668 Prabhjot Sidhu
03550 John Spasiw
16484 Tanya Starecki
09953 Joelle Sterling
04515 Laura Tofflemire
15036 Catherine Winning
13875 Kimberley Yaremko
02893 Baljit Dosanjh
05440 Diana Munavish
12949 Lisa Groen
09506 Robert Hancock

14885 Christine Frantz
15131 Po-Yen Ho
07783 David Jorgenson

09915 Kendraprasad Harpal
08471 Sandra Matheson

Those whose certificates of registration have been suspended may apply to the Registrar & CEO for reinstatement any time within three years from the date on which they were suspended. If an individual does not apply for reinstatement within three years, their certificate of registration is revoked. Those suspended registrants who wish to reinstate their registration must complete the Application for Reinstatement form available at CMLTO Online Services.

The following registrants were reinstated between February 8, 2021, and February 6, 2022. Please consult the online [CMLTO Public Register](#) to determine an MLT's current registration status.

16534 Alicia Power
16410 Najla El Khamlichi
06761 Linda Wakenhut
15489 Pamela Dagenais
16264 Marie Waters
16223 Chemsoul Choi
13326 Jenny-Lynn Franklin
14501 Vanessa Porter
16406 Suhur Yusuf
14176 Sheri Johnson Purdon

15065 Helena Marques
05140 Janet Gakhal
08579 Jodi Kidd
16273 Kelly McDonagh
04067 Kim Sloane
12377 Laura Balfe
05446 Laurie Mason
16521 Rachael Lustig
12109 Carrie Labonte-Kaefer

CMLTO is Hiring! Coordinator, Quality Assurance

The CMLTO is currently recruiting a Coordinator, Quality Assurance.

This full-time permanent position, reporting to the Senior Director, Regulatory Programs, is an exciting opportunity for an MLT to apply their knowledge of quality management in the health professional regulatory world.

The detailed job posting can be accessed by clicking [here](#).

To express your interest in this position, please send your resume and a cover letter via email to executiveoffice@cmlto.com by Friday, April 8, 2022.

COVID-19 resource links

COVID-19 resource links for healthcare professionals:

[Ontario Ministry of Health](#)

[Public Health Ontario](#)

[Ministry of Health & Ministry of Long-Term / COVID-19 Orders, Directives, Memorandums and Other Resources](#)

[Ontario Ministry of Health / COVID-19 Integrated Testing & Case, Contact and Outbreak Management Interim Guidance: Omicron Surge](#)

[Ministry of Health & Ministry of Long-Term / COVID-19 Care Guidance for the Health Sector](#)

COVID-19 resource links for the public:

[Ontario Ministry of Health](#)

[Ontario Ministry of Health COVID-19 self-assessment](#)

Request a CMLTO speaker

The CMLTO is committed to building relationships with registrants, other health profession colleges, key stakeholders, and the public.

The CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, interprofessional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians.

To request a CMLTO speaker to deliver a virtual presentation, please email registrantrelations@cmlto.com.



Updated CMLTO Privacy Policy

The CMLTO's Privacy Statement webpage, which can be accessed [here](#), has been updated! It now includes a newly developed Privacy Policy, based on the legislative framework in which CMLTO operates, to safeguard the information it collects while carrying out its duty to regulate the medical laboratory technology profession in the public interest.

The CMLTO Privacy Policy, which is based on 10 principles, can be accessed directly by clicking [here](#).

CMLTO 2022 Easter office hours



The CMLTO office will be closed on April 15, 2022 for the Good Friday statutory holiday.

Regular office hours will resume at 8:30 am on Monday, April 18, 2022.

Please Tell us what you think

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