

FOCUS

A CMLTO newsletter for members

2018 - Issue 6

Message from the President, Karen Persad, MLT

A reflection of time past and inspiration for the future



Welcome to the final issue of FOCUS for 2018, and my final column as the Council President as my term ends on December 31st.

I'm proud of CMLTO's achievements over the last two years. Great strides were made in accomplishing the three main strategic goals in Public Confidence, Accountable Professionals, and Health System Transformation, as set out by Council.

My involvement with the CMLTO Council stems from my dedication to professionalism in medical laboratory technology. Being self-regulated healthcare practitioners requires a commitment to professionalism to ensure the public is protected. Our knowledge, skills, and judgment, enable us to deliver safe, competent and ethical care based on the framework established by the College's Bylaws, Code of Ethics, Standards of Practice, and Practice Guidelines. Together, we ensure the public's right to high-quality care.

My experience on Council has been truly rewarding and has allowed to me to develop invaluable skills and values. It has also provided an avenue through which I could give back to the profession and make a difference in our commitment to public protection. It's been an honour and a privilege to serve in this capacity. My hope is that I have inspired others to do the same. It's not work if you enjoy it!

We cannot climb to great heights without the support of those who travel alongside us. It has been a pleasure serving with my fellow past and present Council members on this high-performing team.



[Download a PDF
of this issue of
FOCUS.](#)

For past issues,
click [here](#).

On behalf of the College and the membership, I wish to thank the four other Council members whose terms finish this month for their many years of service and dedication to public protection:

Keshubhai Chaudhari, Public member

Tammy Earle, Professional member

Jan Maxwell, Professional member

Joseph Merhi, Public member.

I am confident that the Council and the College are positioned for further successes as a leader in the regulatory health field in 2019 and beyond.

Please accept my warm wishes for healthy and happy holidays and a wonderful 2019!

Message from the Registrar & CEO, Kathy Wilkie, BHA, MLT



As we are all reaching the end of another year, the CMLTO staff are busy completing 2018 projects and planning for 2019. I call upon the members to ensure they wrap up their 2018 CMLTO obligations and start planning for next year, too. Links to the renewal online platform and instructions are located in this issue (deadline December 31st) as well as information about finishing your 2018 Professional Portfolio and goal setting for 2019.

The Council elected the following officers for 2019 at the final Council meeting of this year. Helping to lead the Council and College in setting and achieving goals are:

Robin Thompson-McAvoy: President, Professional

Jon Fawcett: Vice-President, Professional

Mohammed Jeewa: Vice-President, Public.

[Click here](#) (PDF) to learn more about each officer.

I thank all five departing Council members for their service to the College.

On behalf of the CMLTO staff, I wish you and your families happy holidays!

Council highlights

As the CMLTO Council was unconstituted, the December meeting proceeded as an Executive Committee meeting with all Council members present.

CMLTO Executive Committee took the following actions at its meeting on December 3 & 4, 2018:

- Approved the monitoring reports from 3 statutory committees
- Quality Assurance Committee
- Patient Relations Committee
- Registration Committee
- Accepted the President's Incidental Briefing Report
- Accepted the Academic Member's Briefing Report



- Accepted the Registrar & CEO's Council Elections Report
- Received a presentation from the Ministry of Health and Long-Term Care on their College Performance Measurement Framework initiative
- Reviewed and approved one Executive Limitations Policy:
 - EL II-09 Investment Policy
- Reviewed and approved four Governance Process Policies:
 - GP #IV-01 Governance Philosophy Policy
 - GP #IV-120 Council Member Attendance at External Events
 - GP #IV-135 Disclosure of Information Policy
 - GP #IV-140 Public Access to Council Meeting Policy
- Approved the Council Monitoring Report re Council's compliance with:
 - GP #IV-80 Council Code of Conduct, Confidentiality and Conflict of Interest Policy
- Accepted the Registrar & CEO's Report on Nominations for 2019 Council Officer positions
 - Elected the 2019 Council officers:
 - Robin Thompson-McAvoy, President
 - Jon Fawcett, Vice President, Professional
 - Mohammed Jeewa, Vice President, Public
- Approved the Registrar & CEO's Monitoring Reports re:
 - High Level Ends Policy 1– Public Confidence
 - High Level Ends Policy 2– Accountable Professionals
 - High Level Ends Policy 3– Health System Transformation
- Approved the Registrar & CEO's Executive Limitations Monitoring Reports re:
 - EL #II-11 Financial Condition Policy
 - EL #II-25 Human Resources Parameters Policy
 - EL #II-35 Staff Conduct & Transparency Policy
 - EL # II-45 Communications & Support to Council Policy
- Accepted the Registrar & CEO's Environmental Scanning/Incidental Report

The Executive Committee participated in a facilitated development session on December 4, 2018.

Annual registration renewal

CMLTO Annual Registration Renewal is required of all medical laboratory technologists in Ontario using the [online process](#) by December 31, 2018.

At the halfway point of the renewal period, 52% of members had renewed. As of today, there are 12 days left to renew before the deadline.

Click [here](#) for step-by-step renewal instructions.

If you have questions, please call 416-861-9605 and press 1 for Registration and Renewal, or email registration@cmlto.com.



Professional Portfolio: Complete your 2018 portfolio and plan your 2019 goals!



Each year, CMLTO Practising members are required to maintain their Professional Portfolio. Every Practising member must participate in the Quality Assurance Program and is eligible for audit. During renewal, members declare if their professional portfolio is up-to-date. Therefore, we encourage members to review and update their 2018 portfolios.

The Professional Portfolio is composed of four distinct sections that support members in their ongoing professional development, which include a professional profile, self-assessment, a minimum of two learning goals, and their professional development activity log. The portfolio allows MLTs

to identify opportunities for self-improvement, and develop strategies that are unique to their practice needs.

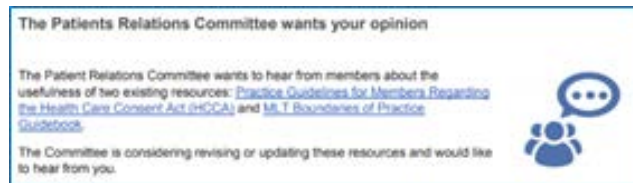
The 2019 CMLTO Professional Portfolio will be available for members in January 2019. Members who renewed their 2019 membership as Practising by the December 31, 2018 deadline will be sent an email with direct access to their portfolio through their preferred CMLTO email address. The 2019 portfolio will integrate the updated CMLTO Standards of Practice within the self-assessment.

If you require assistance, please do not hesitate to contact a member of our Quality Assurance Program staff via email qualityassurance@cmlto.com or telephone 416-861-9605, extension 2.

Patient Relations Committee news

In the third issue of FOCUS this year, the Patient Relations Committee requested feedback about the usefulness of:

- Practice Guidelines for Members Regarding the Health Care Consent Act (HCCA)
- MLT Boundaries of Practice Guidebook.



The majority of members who responded indicated that they believed both resources are useful. At its November meeting the Patient Relations Committee reviewed the feedback and decided to proceed with revising or updating both documents.

Further information about these projects will be reported in 2019 issues of FOCUS. The Patient Relations Committee thanks everyone who gave feedback.

QAP update: Competence Evaluation Assessors trained



As defined by Ontario Regulation 207/94 under the *Medical Laboratory Technology Act, 1991*, the Quality Assurance Program (QAP) is composed of three components, one of which is the Competence Evaluation (CE). The CE assessment determines if a member possesses the knowledge, skill, and judgment necessary to meet the standards of practice of the profession. The

CE consists of 15 questions verbally administered and answered, using a combination of behavioural-based and situational-based questions. Each assessment involves two CMLTO CE Assessors. Assessors are responsible for conducting, evaluating, and reporting CE assessments to the CMLTO Quality Assurance Committee.

On Monday, November 12, 2018, CMLTO staff conducted a full-day training and orientation session for a group of volunteer CE Assessors. In order to participate in the training session, each CE Assessor met a series of selection criteria. You can find the criteria [here](#). CE Assessors advanced their knowledge, skill, and abilities to fulfill their fundamental roles in CE assessments. CMLTO thanks the CE Assessors for their time and ongoing commitment.



CE Assessors from L - R: Hina Chaudhry, Edwin Nkengla, Anthony Battista, Lisa Beaudry, John Tzountzouris (CMLTO staff), Kwabena Boateng, Megan MacQuarrie (CMLTO staff), Shamim Rashid, Andrea Tjahja, Famida Spatare.

Now available: CMLTO webinar about the updated Standards of Practice and Code of Ethics



CMLTO hosted a webinar on Tuesday, October 30, 2018, during which staff explored various aspects of the updated Standards of Practice and Code of Ethics. The updated Standards of Practice and Code of Ethics come into effect on January 1, 2019.

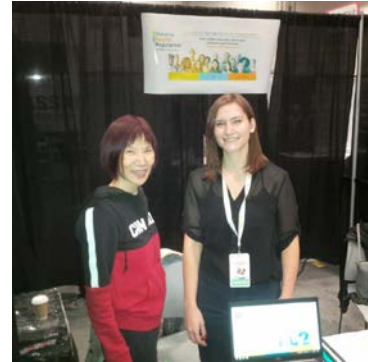
In case you missed it, a recording of the webinar is now available by clicking [here](#).

If you have any questions about the updated Standards of Practice and Code of Ethics, please contact the CMLTO at memberrelations@cmlto.com.

Council public linkage survey: preliminary results

CMLTO staff members along with staff from other regulatory health Colleges were on hand to meet the public at the Ontario Health Regulators booth at the Zoomer Show Lifestyle Expo held in Toronto on October 27-28, 2018.

College staff personally spoke to 650 attendees about the regulated health professions and the public's right to safe and competent care, and demonstrated how to use the Ontario Health Regulators website. Recently-elected Council Member for District 3 Helen Meany (left), whose term begins on January 1, 2019, dropped by the booth and spoke to CMLTO's Professional Coordinator, Quality Assurance Megan MacQuarrie (right).



Thank you everyone who stopped to say hello!

Ontario Health Regulators: new site links



The Ontario Health Regulators (OHR) website is a one-stop gateway to the websites of all the health regulators in Ontario. From here the public can find the most trustworthy, relevant, and up-to-date information about the Colleges and the health professionals they regulate.

The OHR site now contains links to all the Colleges that have web pages which list their public consultations. Visit the OHR [Public consultations](#) page. The CMLTO's [Consultations & feedback](#) page contains information about providing comments to the College

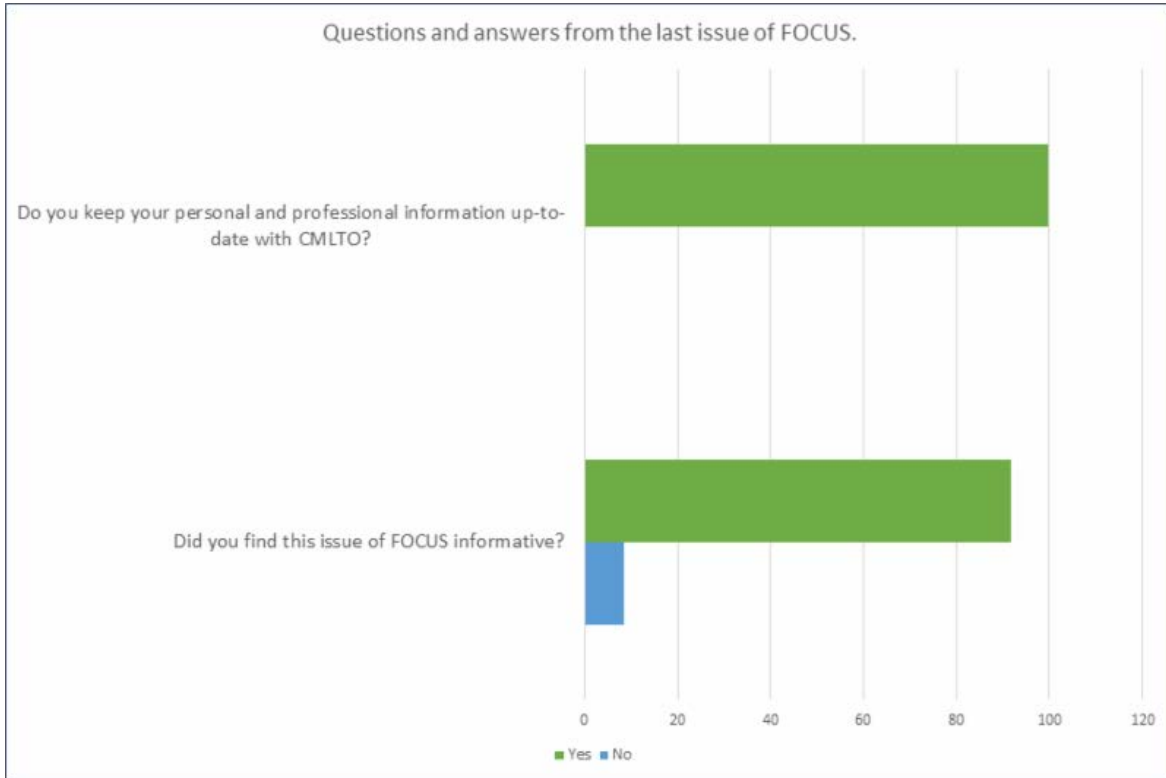
Free evidence-based practice resources for allied health professionals!

MLTs holding Practising certificates of registration may apply to the [Allied Health Professional Development Fund](#) for education grants for professional development activities that enhance the quality of care and services they provide to Ontarians.

Allied health professionals who are eligible for AHPDF education grants are also able to create an account at www.ahpdf.ca to access its extensive, practice-focused Electronic Health Library powered by EBSCO Health. These evidence-based resources can help allied health professionals grow their professional knowledge and expertise in the care of Ontarians:



In the last issue of FOCUS we asked readers to answer the following questions. Here are the questions and your responses.



The number of FOCUS issues increased from 4 to 6 in 2018. Are you satisfied with six issues?

Yes

[Select](#)

No

[Select](#)

CMLTO December holiday office hours

Please note the CMLTO's holiday office hours in December and January.

- Friday, December 21, 2018 - Regular hours (8:30 am - 4:30 pm)
- Monday, December 24, 2018 - Closed
- Tuesday, December 25, 2018 - Closed
- Wednesday, December 26, 2018 - Closed
- Thursday, December 27, 2018 - Regular hours
- Friday, December 28, 2018 - Regular hours
- Monday, December 31, 2018 - Closed



Tuesday, January 1, 2019 - Closed
Wednesday, January 2, 2019 - Regular hours

Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

[Select](#)

No

[Select](#)

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