

2020 - Issue 5

Message from the President, Jon Fawcett, MLT



This year, due to the pandemic, the Council only met once in person. After the February meeting, the College and Council quickly pivoted to conducting its business via virtual meetings throughout the rest of this extraordinary year. I'm pleased to report that the Council acclimated to operating virtually and seamlessly continued to govern the profession.



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

In February, a call for nominations for election to the CMLTO Council was published in FOCUS and on the website for the following districts:

District 2 – Central West Region (Term: Jan 1, 2021 – Dec 31, 2023)

District 4 – Central East Region (Term: Jan 1, 2021 – Dec 31, 2023)

District 2 – Central West Region (Term: Date elected – Dec 31, 2022)

District 7 – North West Region (Term: Date elected – Dec 31, 2021)

Academic Member Position (Term: Jan 1, 2021 – Dec 31, 2023)

The following nominations were received by the June 19th deadline date:

District 2 – Central West Region

One nomination was received – Mary Costantino. The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

District 4 – Central East Region

Two nominations were received – George Broukhanski and Irfaan Haniff. Both candidates were deemed eligible for election.

The online election for this Council position began August 21, 2020 and voting ended on September 28, 2020. George Broukhanski was declared elected for a three-year term on Council commencing January 1, 2021 and ending on December 31, 2023.

District 7 – North West Region

There were no nominations received for District 7.

Academic Member position

One nomination for the Academic Member position was received from Lavern Bourne of Ontario Tech University. At its meeting on September 17, 2020, Council approved the appointment of Lavern Bourne to the Academic Member position on Council for a 3-year term beginning January 1, 2021 and ending December 31, 2023.

I wish to thank all of the Professional members who answered the call for nominations and welcome Mary, George, and Lavern to their Council positions which begin on January 1, 2021.

The Council welcomed new public appointees Walter Hewus for a three-year term, and Jennifer Pilzecker for a one-year term.

This year the Council said goodbye to outgoing Academic Member Robin Thompson-McAvoy, who served on Council since 2012, and was President in 2019. Public Members Piere Hascal (one year) and Heather Butt (three years) finished their publicly-appointed terms this year. I thank Robin, Piere, and Heather for their service and contributions to the Council.

At our final meeting of 2020, the Council elected its officers for 2021:

Tammy Earle, President
Helen Meaney, Vice-President, Professional
Tammie Rix, Vice-President, Public.

As I complete my term as Council President at the end of December, I leave knowing that the Council is in good hands and prepared to face the challenges that 2021 will undoubtedly bring.

On behalf of the Council, I wish you happy holidays and good health for the new year!

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

As 2020 comes to an end, I expect that while everyone is reflecting on the year, they are also wondering what the new year will bring as well.

MLTs demonstrated their professionalism throughout the province as they overcame many obstacles to provide competent and ethical care during the pandemic. Whether they are redeployed in the lab and/or working longer or different shifts, medical laboratory technology professionals are playing a vital role in the fight against COVID-19.

At this time, we don't know what may happen with the pandemic in 2021. However, I am confident that MLTs will continue to step up and deliver high-

quality results for every test they run to ensure public protection.

College staff, Council and Statutory Committees will continue to work virtually in 2021, until further notice. College operations and governance have been uninterrupted since March of this year and will progress similarly in the new year. [Click here](#) for information about contacting the CMLTO.

I wish you and your families a joyous holiday season and a happy new year, on behalf of the CMLTO staff. Best wishes for 2021!

Council highlights

CMLTO Council took the following actions at its meeting on November 30, 2020:



- Approved the minutes of the September 2020 Council meeting
- Approved the monitoring reports from 4 statutory committees:
 - Registration Committee Monitoring Report
 - Quality Assurance Committee Monitoring Report
 - Inquiries, Complaints & Reports Committee Monitoring Report
 - Patient Relations Committee Monitoring Report
- Accepted the President's Incidental Briefing Report
- Accepted the Academic Member's Incidental Briefing Report
- Accepted one Council Member's Council Mentor Program Report
- Reviewed the Council's Governance Scorecard – Q3
- Received the Registrar & CEO's 2020 Elections Report
- Received an update on MOH College Performance Measurement Framework (CPMF) Tool – CMLTO Submission re Domain 3 System Partner & Update re MOH Meeting
- Approved the proposed amendments to Voluntary Roster Criteria
- Approved the Registrar & CEO's Monitoring Reports re:
 - High Level Ends Policy 1 – Public Trust in Health Professions
 - High Level Ends Policy 2 – Accountable Professionals
 - High Level Ends Policy 3 – Effective Regulation with the Health System
- Approved the Registrar & CEO's Executive Limitations Monitoring Reports re:
 - EL #II-09 Investment Policy
 - EL #II-11 Financial Condition Policy
 - EL #II-25 Human Resources Parameters Policy
 - EL #II-45 Communications & Support to Council Policy
- Accepted the Registrar & CEO's Incidental Report
- Approved the Council Monitoring Reports re Council's compliance with:
 - GP #IV-16 Guidelines for Academic Member/Role Description Policy
 - GP #IV-166 Government Relations Policy
 - GP #IV-80 Council Code of Conduct Policy

CMLTO Council took the following actions at its meeting on December 1, 2020:

- Approved the CMLTO's Risk Register for 2020-2021

- Reviewed the results of 2020 Council Effectiveness Self-assessment and Individual Council Member Self-assessment Results
- Conducted Part 1 Planning for 2021 Integrated Council Strategic Agenda (ICSA)
- Reviewed and approved amendments to one Executive Limitations Policy:
 - EL #II-9 Investment Policy
- Reviewed and approved amendments to ten Governance Process Policies:
 - GP #IV-20.05 Executive Committee Terms of Reference & Mandate Policy
 - GP #IV-20.06 Inquiries, Complaints & Reports Committee Terms of Reference & Mandate Policy
 - GP #IV-20.07 Discipline Committee Terms of Reference & Mandate Policy
 - GP #IV-20.08 Fitness to Practice Committee Terms of Reference & Mandate Policy
 - GP #IV-20.10 Patient Relations Committee Terms of Reference & Mandate Policy
 - GP #IV-20.11 Quality Assurance Committee Terms of Reference & Mandate Policy
 - GP #IV-20.12 Registration Committee Terms of Reference & Mandate Policy
 - GP #IV-45 Council Linkage with Ownership Policy
 - GP #IV-141 Organization to Approve a Course of Study in Medical Laboratory Technology for CMLTO Registration
 - GP #IV-40.05 Council Meeting Process & Minutes Policy
- Accepted the Registrar & CEO's Report on Nominations for 2021 Council Officer Positions
- Elected the 2021 Council officers:
 - Tammy Earle, President
 - Helen Meaney, Vice President, Professional
 - Tammie Rix, Vice President, Public
- Recognized two departing Council Members:
 - Robin Thompson-McAvoy, Academic Member
 - Jon Fawcett, Professional Member



Registration renewal reminder

The CMLTO's Annual Registration Renewal for 2021 began November 1, 2020. All medical laboratory technologists registered in Ontario must renew their CMLTO registration online by December 31, 2020.

The Annual Registration Renewal notice, which includes renewal instructions, was sent by postal mail in the second week of October. Members can get started by logging into <https://www.cmlto-onlineservices.com/>, or by clicking the red button above.

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



Coming January 1, 2021!

The CMLTO Quality Assurance Program (QAP) is implementing significant improvements which will affect all Practising members. The program updates will come into effect January 1, 2021. Members should review the information and links on this [webpage](#) to ensure they understand their QA requirements.

Please note that recordings and transcripts of the webinars that CMLTO delivered in July and October are available:

October 23, 2020 CMLTO QAP: Updated tools and resources. To access a recording of the webinar and learn about the updated QAP tools, click [here](#). [Webinar transcript](#) (PDF).

June 23, 2020 webinar: CMLTO QAP: Current to Updated. To access a recording of the webinar and learn about MLTs' updated Quality Assurance obligations, [click here](#). [Webinar transcript](#) (PDF)

Do you understand your Quality Assurance obligations that become effective January 1, 2021?

Yes Select

No Select

CE Assessors' virtual training session

On December 2, 2020, the Quality Assurance Program staff delivered a virtual training session for Competence Evaluation Assessors. The CE Assessors are volunteer CMLTO members who have undergone an annual training program focused on administering and reporting on CE assessments.



The Quality Assurance Committee (QAC) may require a member to participate in a competence evaluation if it is of the opinion that the member's knowledge, skill, and judgment are unsatisfactory. This decision is based on a review of the member's professional portfolio, the report of a Practice Review assessment, or any other written information provided to the QAC.

[Click here](#) to learn more about competence evaluation.

2020 Professional Liability Insurance audit results



Section 10 of the [CMLTO Consolidated Bylaws](#) requires all Practising MLTs to carry professional liability insurance (PLI) in all medical laboratory practice employment settings.

The College randomly selects members who are required to provide proof of PLI through an online annual audit.

The 2020 audit began online on August 17, 2020. Practising members selected for the audit were notified via email and are required to complete the PLI audit by September 17, 2020 at 11:59 pm EST.

Of those audited, 99% were found to be in compliance. One member was not compliant as the CMLTO could not reach them through the contact information provided to the College. Reminder to all MLTs, the Bylaws also require all members to keep their contact information up to date with the College. Any changes should be made within thirty days through www.cmlto-onlineservices.com



Updates to the CMLTO Voluntary Roster criteria

At the November 30, 2020 meeting, CMLTO Council approved updates to the CMLTO Voluntary Roster criteria. The updates will become effective January 1, 2021 for all new applicants to the Voluntary Roster. Information about the Voluntary Roster can be found [here](#).

MOH guidance documents

The Ontario Ministry of Health offers a series of guidance documents related to COVID-19 testing, among other topics. These documents are updated from time to time, and can be accessed [here](#).



IQMH resource available

The IQMH Centre for Proficiency Testing released its Proficiency Testing Programs in the 2021 Catalogue.

Proficiency Testing Programs 2021 These Proficiency Testing Programs are accredited by The American Association for Laboratory Accreditation

(A2LA) in accordance with the recognized International Standard ISO/IEC 17043:2010 *Conformity assessment — General requirements for proficiency testing* (Certificate Number: 3059.01).

[Click here](#) for more information.

COVID-19 resource links

For healthcare professionals: [Ontario Ministry of Health page](#) and [Public Health Ontario page](#) and PHO COVID-19 testing guidelines.

For the public: [Ontario Ministry of Health page](#), [Ministry of Health self-assessment tool](#).

FOCUS feedback

Issue 3

Do you understand the CMLTO mandate?

Yes - 92.5%

No - 7.5%

Did you find this issue of FOCUS informative?

Yes - 87.6%

No - 12.4%

Issue 4

Do you understand your professional obligations regarding your member profile?

Yes - 95.9%

No - 4.1%

Do you understand the updated QAP requirements?

Yes - 80.5%

No - 19.5%

Did you find this issue of FOCUS informative?

Yes - 96.4%

No - 3.6%

2020 CMLTO holiday hours

December 24 – 8:30 am to 2:00 pm

December 25 – Closed

December 28 – Closed

December 29 – 8:30 am to 4:30 pm

December 30 – 8:30 am to 4:30 pm

December 31 – 8:30 am to 2:00 pm

January 1, 2021 – Closed



Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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College of Medical Laboratory Technologists of Ontario • 416 861 9605 • 1 800 323 9672

www.cmlto.com • communications@cmlto.com

CMLTO | 25 Adelaide Street East, Suite 2100, Toronto, ON M5C 3A1 Canada

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