



College of Medical  
Laboratory Technologists  
of Ontario

# FOCUS

A CMLTO newsletter for members

2019 - Issue 3

## Message from the President, Robin Thompson-McAvoy, MLT



The CMLTO recently received feedback from an MLT applicant about the online application platform. As you know, the College frequently solicits comments from members or the public via short surveys or online polls after those people interact with the CMLTO or use its services.

The applicant emailed to offer the following comments after completing the application process:

**“Please have an 'other' or 'non binary' option for gender. My Sex on my driver's licence is an X. Also please provide a 'none' or 'Mx' option for title for those of us who are off the binary. Thank you!”**

Since the province has been issuing [government identification](#) to match gender identity, the College has been working to make all of its communications gender neutral. That means not using honorifics like Miss, Mrs., Ms. or Mr., but referring to people with their first and last names. The CMLTO is eliminating gender-specific pronouns (she, he, her, him) when possible and using they, their, them instead.

Occasionally, the resulting sentences are a bit clunky or wordy, but the intent is to be respectful and inclusive to everyone. Per Ontario's [Gender Identity Policy](#), the CMLTO strives to recognize and respect all transgender and non-binary people in Ontario.

The College's response to the applicant was:

**Thank you for your comments regarding the CMLTO online application platform.**

**The CMLTO is aware of the inconvenience of only having male/female choices on the application platform. We appreciate your concerns and the College is endeavouring to remove all binary gender references in its communications and member platforms going forward but it is a lengthy process.**

**Per the current reporting requirements set out by the Ministry of Health and Long-Term Care for its health human resource planning initiatives, the CMLTO has to report the numbers of members identifying as male or female.**

**We are aware that other health Colleges are struggling with the issue and have raised it with the government in order to reflect the disparity with government-issued identification and the ministry's reporting requirements.**

**The CMLTO apologizes for your inconvenience. Please be assured that we are working to resolve the matter though it may take some time before the online platforms are aligned with the CMLTO's communication conventions and style guide.**



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

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

As always, I want to encourage anyone to contact the College with your comments, ideas, or questions. Fostering and maintaining a respectful and collaborative dialogue is a core aspect of the CMLTO [vision and values](#), which support the [mission](#) to protect the public's right to safe, high-quality health care through self-regulation and leadership of the MLT profession.

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



Quality assurance is one of the CMLTO's top priorities. In becoming a regulated health care professional, each MLT makes a commitment to continuous quality improvement. The CMLTO has a Quality Assurance Committee (QAC) that develops and maintains a program to ensure MLTs perform to best practice standards. The Professional Portfolio and the Practice Review are the best known components of CMLTO Quality Assurance Program (QAP), since both are mandatory for Practising members.

The Competence Evaluation (CE) is the third component of the QAP as described by the *Medical Laboratory Technology Act, 1991*. The purpose of the competence evaluation is to assess a member's knowledge, skill, and judgment in one or more of the specialties in which the member is registered to practise.

The QAC may require a member to participate in a CE assessment if the Committee is of the opinion, based on a review of the member's portfolio, the results of a practice review or any other relevant written information, that the member's knowledge, skill, and judgment are unsatisfactory. Members are NOT randomly selected; they are directed by the QAC to participate in the CE assessment.

The CMLTO recently added these Competence Evaluation guiding documents to the website. Please note that French versions of the document will be available online before the end of June.

- [CE Blueprint](#)
- [CE member handbook](#)
- [CE assessor handbook](#)

I invite you to learn more about the competence evaluation by [clicking here](#).

### Council highlights

#### CMLTO Council engaged in an Education and Development Session on May 13 that included:

- A presentation on Perspectives on Governance by R. Steinecke, Managing Partner, Steinecke Maciura LeBlanc
- A presentation on the MOHLTC's College Performance Measurement Framework Project by T. Custers, A/Manager, Regulatory Oversight & Performance Unit, MOHLTC
- A presentation on Vision 2020: Modernizing the College of Nurses of Ontario's Governance by K. McCarthy, Director, Strategy, College of Nurses of Ontario (CNO), and R. Jabbour, Strategy Consultant, College of Nurses of Ontario (CNO)
- A presentation on Strategic Direction: The Critical Role that Ends Policy Development in the Council's Work and Organization Success by K. Fryday-Field, Governance Coach, Meridian Edge Management and Governance Consulting
- Engaged in an interactive communication workshop facilitated by R. Heaslip, President, Leadership Insight Inc.
- Participated in a working session as part of the CMLTO's 2019 Planning Process for developing the 2020 - 2023/24 Strategic Ends Policy



#### CMLTO Council took the following actions at its meeting on May 14, 2019:

- Launched the Council Meeting Monitoring & Evaluation of Effectiveness Process
- Approved the minutes of the February 2019 Council meeting
- Approved the monitoring reports from 4 statutory committees:
  - Executive Committee Monitoring Report

- Quality Assurance Committee Monitoring Report
- Registration Committee Monitoring Report
- Inquiries, Complaints, Reports Committee Monitoring Report
- Accepted the President's Briefing Report
- Accepted the Academic Member's Briefing Report
- Accepted 4 New Council Members' Council Mentor Program Monitoring Reports
- Reviewed Council's Governance Scorecard – Q1
- Approved the CMLTO 2018 Annual Report
- Appointed the auditor for the 2019 fiscal year
- Reviewed and approved one Governance Process Policy:
  - GP IV IV-70 Council Effectiveness Self-Evaluation Policy
- Approved the Registrar & CEO's Executive Limitations Monitoring Reports re:
  - EL II-10 Financial Planning/Budgeting/Budget Cycle Policy
  - EL II-11 Financial Condition Policy
  - EL II-18 Asset Protection Policy
  - EL II-40 Member Relations Policy
  - EL II-70 Intellectual Property Policy
- Accepted the Registrar & CEO's Incidental Briefing Report
- Approved the proposed amendments to CMLTO Consolidated Bylaws re Eligibility to Vote in Council Elections
- Approved the Council Monitoring Report re Council's compliance with the following Council Governance Process policy:
  - GP IV-10 Council Member Job Description Policy

### Call for nominations for election to Council update



The call for nominations was published in Issues 1 and 2 of FOCUS this year and an eblast was sent to members in early May to remind them of the opportunities to submit nomination forms by the deadline.

Two members submitted nomination forms for the District 3 position. An online election will be held this summer and members eligible to vote will be notified by email. The College did not receive any nominations for vacancies in Districts 2, 4, and 7.

Only one eligible nomination was submitted for the District 8 (Member-at-large) position.

### Patient Declaration of Values

In March, the Minister of Health and Long-Term Care and the Chair of the Patient and Family Advisory Council released the [Patient Declaration of Values for Ontario](#).



The Declaration of Values provides guidelines for developing programs and services that support patients as being partners in their care across the health system.

The core elements of the Patient Declaration of Values for Ontario are:

- Respect and dignity
- Empathy and compassion
- Accountability
- Transparency
- Equity and engagement.

The Declaration is intended to serve as a compass for the individuals and organizations involved in healthcare and reflects a summary of the principles and values that patients and caregivers say are important to them.

Read the Declaration by [clicking here](#).

Do you believe it is important to uphold the Patient Declaration of Values?

Yes

Select

No

Select

## Medical Laboratory Technologist Health Human Resource report released

CMLTO is pleased to announce the release of its tenth annual Medical Laboratory Technologist Health Human Resource report. This analysis of the 2018 CMLTO membership data examines MLT practice, employment facility and status, and the provision of MLT education.

[Click here](#) to read or download the PDF report.

## CMLTO releases four new case studies

The CMLTO has released four new interprofessional collaboration (IPC) case studies for MLTs to support and advance IPC in order to enhance patient care. These new resources augment the four previously-released IPC case studies, bringing the total to eight.

The series was developed to illustrate opportunities for IPC in various professional practice scenarios.

### **NEW for 2019!**

[Case study #5](#): Dealing with unprofessional communication

[Case study #6](#): Misplaced specimen

[Case study #7](#): POCT quality

[Case study #8](#): Dealing with confrontation

To read or download the full series of the case studies, [click here](#) to access the PDFs.



## PLI audit begins in June

The CMLTO Consolidated Bylaws require all Practising members 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.

Those selected have been notified and will be required to complete the PLI audit within 30 days. Please email the Registration department at [registration@cmlto.com](mailto:registration@cmlto.com) if you have any questions.

## FOCUS feedback from the last issue of the newsletter

Have you encountered this situation in your workplace?  
(Regarding the “Impact of Bill-46 on professional practice”)

**Yes - 22.1%**

**No - 77.9%**

Did you find this issue of FOCUS informative?

**Yes - 96.9%**

**No - 3.1%**

## 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](http://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:  
[DynaMed Plus®](#) (PDF), [MEDLINE®](#) (PDF), and [CINAHL® Complete](#) (PDF).

### **CMLTO office closed for Canada Day**

The CMLTO office will be closed on July 1, 2019, for the Canada Day statutory holiday. Regular office hours will resume at 8:30 am on July 2nd.



### **Please tell us what you think!**

Did you find this issue of FOCUS informative?

**Yes**

[Select](#)

**No**

[Select](#)

#### **LEADERSHIP ACCOUNTABILITY EXCELLENCE**

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

[www.cmlto.com](http://www.cmlto.com) • [communications@cmlto.com](mailto:communications@cmlto.com)