



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO newsletter for members

2018 - Issue 4

Message from the President, Karen Persad, MLT

In the garden of our healthcare mandate, we harvest our approach to professionalism.



As regulated health professionals we are reminded regularly by the CMLTO of our professional obligations and encouraged to exercise our professionalism at all times.

But what does that mean? How are MLTs' professional obligations and professional behaviours defined and how are they related?

All MLTs must abide by and conduct themselves according to applicable legislation, regulations, CMLTO's Standards of Practice, and the Consolidated Bylaws. All of these mandates establish an MLT's professional obligations. The manner in which we meet and live up to our professional obligations are our professional behaviours. Completing our work to the highest standards and conducting ourselves ethically at work and outside of work exemplify the professional behaviours expected of us at all times.

This issue of FOCUS addresses changing professional obligations that will come into effect on January 1, 2019, and includes a link to register for an upcoming webinar to help understand our obligations which will facilitate our professional behaviours. Sign up for the webinar today to ensure you fully understand the updated CMLTO Standards of Practice and Code of Ethics.

It is up to us to cultivate our knowledge and approach to professionalism.



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

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

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



As announced in the last issue of FOCUS, elections for Professional Member vacancies on Council are being held this year. Members eligible to vote in elections being held in Districts 1 and 3 were notified by email and sent instructions for casting their votes electronically. Members in those districts who believe they are eligible to vote yet who have not received a notification, should email executiveoffice@cmlto.com. Electronic voting ends at 11:59 pm on September 28, 2018.

I encourage you to exercise your professional responsibility and vote for the candidate whom you think will actively and effectively govern in the public interest on Council.

As noted in the updated Code of Ethics, each MLT has obligations to the profession:

Medical laboratory technologists contribute to the profession's development through collaboration, mentorship, self-development, and support of its institutions. MLTs strive for excellence in their professional practice, and professional and personal conduct through life-long learning. Medical laboratory technologists recognize, disclose, and resolve conflicts of interest to safeguard patient care.

Whether you serve on Council or a Statutory Committee, participate in a CMLTO volunteer initiative, or vote in an election, you are fulfilling your obligation to the profession by supporting one of its institutions, namely the CMLTO!

Updated CMLTO Standards of Practice and Code of Ethics



As previously reported, the CMLTO Council approved the updated Standards of Practice and Code of Ethics in September 2017. They are based on the Canadian Alliance of Medical Laboratory Professional Regulators' (CAMLPR) national Standards of Practice and Code of Ethics for medical laboratory technologists. The updated CMLTO Standards of Practice and Code of Ethics will take effect January 1, 2019.

The updated CMLTO Standards of Practice can be found by clicking [here](#).

The updated CMLTO Code of Ethics can be found by clicking [here](#).

MLTs will need to be aware of the professional obligations contained within the updated CMLTO Standards of Practice and Code of Ethics. Furthermore, the CMLTO Quality Assurance Program (QAP) is based on the Standards of Practice, and as such, modifications will need to be made to the various components of the QAP to align with the new document.

Also, the College's statutory committees use the Standards of Practice and Code of Ethics to determine whether a member has engaged in professional misconduct.

The CMLTO will be hosting a webinar to present and discuss the updated Standards of Practice and Code of Ethics (see below). In the meantime, if you have any questions about the updated CMLTO Standards of Practice and Code of Ethics at any time, please email memberrelations@cmlto.com.

SIGN UP NOW!

CMLTO webinar: Standards of Practice and Code of Ethics



The CMLTO will be hosting a webinar on Tuesday, October 30, 2018, from noon to 1:00 pm. CMLTO staff will explore various aspects of the updated Standards of Practice and Code of Ethics and answer questions from participants. To register for the webinar, click [here](#).

Professional obligations and professional behaviours

I fully understand my professional obligations as an MLT.

Yes

Select

No

Select

I understand how my professional obligations inform my professional behaviours.

Yes

Select

No

Select

Quality Assurance Program (QAP) member survey

In March, QAP staff sent all Practising CMLTO members a survey that focussed on gathering member perceptions regarding the current QAP processes. The survey received more than 2400 responses. The anonymous responses were aggregated to identify QAP insights and trends. Highlights from the survey included:

- **88%** of members understand the QAP's purpose which is to promote continued competence among members to ensure they are practising to best practice standards.
- **86%** of members strongly agreed or agreed that they understand QAP expectations and requirements.
- **40%** of members use our website to access QAP information and **21%** share this information with colleagues.

“It requires members to ensure they are on a path of continual self-improvement and self-development so that they can be competent and as a result that our patients are assured of quality results.”
Member response

- Common professional development barriers include activity cost and time.

CMLTO QAP staff thanks all members who responded to the survey. The results will help inform the QAP review initiative currently underway. At its November 2017 meeting, the Council endorsed a set of CMLTO Operating Principles for the Quality Assurance Approach to guide the QAC and the College to refresh the QAP. CMLTO staff will continue their ongoing efforts throughout 2018 to review the QAP. Any changes to the existing program would be implemented in 2019-2020.

Please continue to check the CMLTO website, FOCUS, and your email for further opportunities to contribute to this initiative.

Quality Assurance Program (QAP) review update



members and Public Council members met for a working session to evaluate the QAP's effectiveness with a view to potentially revising and redesigning it.

The volunteer participants examined and discussed:

Contextual influencers

1. Contemporary thoughts in quality assurance and competence
2. MLT professional practice context
3. Role of other institutions in the sector

Design influencers

4. Tools for regulatory quality assurance
5. Measurable impact

The session produced many recommendations for improvement of our current QAP, which were further refined, integrated, and expanded. These recommendations will be considered by senior management, the Quality Assurance Committee, and Council during the next quarter. The CMLTO thanks the volunteers for their time and contributions to the evaluation process.

The CMLTO will be seeking further feedback from members about the recommendations and will provide various methods to respond. Please watch for further information in FOCUS and eblasts from the College. If you have any questions or concerns, email memberrelations@cmlto.com.

Ethical Decision Making Guidelines: tell us what you think!

The CMLTO is dedicated to supporting continuous member competence and has published many practice guidelines to address a variety of medical laboratory science topics. To ensure its resources are current, the CMLTO conducts periodic reviews of the practice guidelines.

The Guideline for Ethical Decision Making is currently up for review and we would appreciate receiving your insights and feedback.

To provide your feedback on this guideline, please click [here](#). The anonymous survey contains five questions and should take you approximately 3-5 minutes to complete.

Your opinions are greatly appreciated and will assist the CMLTO in the continuous improvement of its resources.



Registration renewal begins November 1, 2018

The CMLTO's Annual Registration Renewal for 2019 begins on November 1, 2018. All medical laboratory technologists registered in Ontario must renew their CMLTO registration online by December 31, 2018. The Annual Registration Renewal notice, which includes renewal instructions, will be sent by postal mail in the second week of October. It is a professional obligation to ensure that the CMLTO has your correct contact information. Members can update their profiles by logging into <https://www.cmlto-onlineservices.com/>.

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.

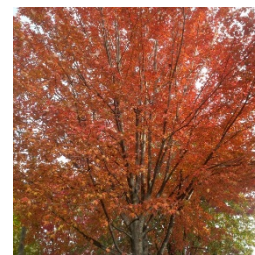
These evidence-based resources can help allied health professionals grow their professional knowledge and expertise in the care of Ontarians:

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

CMLTO Thanksgiving office hours

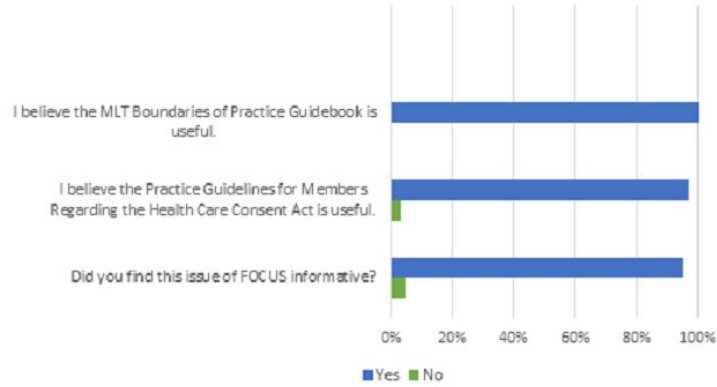
The CMLTO office will be closed for the Thanksgiving statutory holiday on October 8, 2018. Regular office hours resume at 8:30 am on October 9th.

The CMLTO Council and staff wish you a happy Thanksgiving!



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

Member responses



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