



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO newsletter for members

2019 - Issue 1

Message from the President, Robin Thompson-McAvoy, MLT



Welcome to the first issue of FOCUS in 2019. I am Robin Thompson-McAvoy, your new Council President.

I am the Coordinator and Clinical Chemistry Professor in the Medical Laboratory Science (MLS) program at St. Lawrence College in Kingston. I've worked at St. Lawrence for 14 years. I did my clinical internship and started my MLT career at Belleville General Hospital (now Quinte Healthcare). I have also worked as an MLT at Lennox and Addington County General Hospital and Kingston General Hospital (now Kingston Health Sciences). Prior to coming to St. Lawrence, I played a

supervisory role at Bioniche Life Sciences where I was involved in quality, validation, and method research and development.

My involvement with the CMLTO Council began in 2011 when I was appointed to serve as the Academic Member. Since joining the Council I have served on the Registration, Discipline and Inquiries, Complaints, & Reports Committees.

Through its governance, the Council leads the medical laboratory technology profession to deliver safe, competent, and ethical care to protect Ontarians. As self-regulated healthcare practitioners, we are required to use our knowledge, skills, and judgment in our work. Maintaining our professionalism in this way allows the public to trust that they are receiving high-quality care.

Please join me in welcoming new Professional Council members Josh Lewis (District 1), Helen Meaney (District 3), Gamal Badaway, (District 6); and Public Council members Tammie Rix and Piere Hascal.

As Council President, I encourage you to get involved with the College by answering the current Call for Nominations for Election to Council. You can learn about the details in Registrar & CEO Kathy Wilkie's column below.

Together we can lead the governance of our profession forward!



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

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

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



As self-regulated healthcare professionals, you are aware that CMLTO exists to protect the public's right to safe, high-quality healthcare. The CMLTO Council is the College's governing body. The Council establishes the CMLTO's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety.

On behalf of the Council, I am extending a call for nominations for election to Council to all engaged and motivated MLTs.

Elections will be held this year for the following districts:

- District 2 – Central West Region (Term: Jan 1, 2020 – Dec 31, 2022)
- District 3 – Toronto Area Region (Term: Jan 1, 2020 – Dec 31, 2022)
- District 4 – Central East Region (Term: Jan 1, 2020 – Dec 31, 2022)

District 8 – Member-at-Large (Term: Jan 1, 2020 – Dec 31, 2022)

A special election for an existing Council vacancy will also be held for:
District 7 – North West Region (Term: Date elected – Dec 31, 2021)

For more information, [click on this PDF](#) which outlines the process and [visit the CMLTO website](#) to learn about eligibility criteria and to download the nomination form.

The deadline for election nomination forms to be received by the CMLTO is Friday, May 24, 2019, 4:30 pm.

Council meeting dates in 2019

Tentative Council meetings dates for 2019 are listed below. Meetings dates, times and locations may vary, please confirm the dates with the College.

Please note that the CMLTO office is a scent-free environment. The College requests that staff and visitors refrain from using or wearing perfumes, scented hairspray, cologne, aftershave, and any other highly-scented products or items when visiting CMLTO premises.



If you plan to attend a meeting, please contact the Executive Assistant at 416-861-9605 [toll-free in Canada: 1-800-323-9672], ext. 223 or executiveoffice@cmlto.com.

Thursday, February 28, 2019* closed session for Council orientation
Friday, March 1, 2019* closed session for Council orientation

Monday, May 13, 2019
Tuesday, May 14, 2019

Monday, September 16, 2019
Tuesday, September 17, 2019

Thursday, November 28, 2019
Friday, November 29, 2019

Practice Review volunteer opportunity: follow-up

In January the CMLTO Quality Assurance program sent an eblast to all Practising members to recruit six medical laboratory technologists who are interested in volunteering for a Practice Review Working Group.

Respondents will receive further information about the opportunity by email in March. Thank you to everyone who has expressed interest.

New PHIPA rules and requirements for MLTs and medical laboratory employers/managers



According to new rules under the Personal Health Information Protection Act (PHIPA), health information custodians in Ontario are now required to report statistics relating to health privacy breaches annually to the Information and Privacy Commissioner of Ontario's (IPC) office, which oversees compliance with PHIPA.

Learn more about the implications of these new rules for MLTs and laboratory employers/managers by [clicking here](#).

Reminders: [Personal Health Information Protection Act, 2004, S.O. 2004, c.](#)

[3, Sched. A](#)

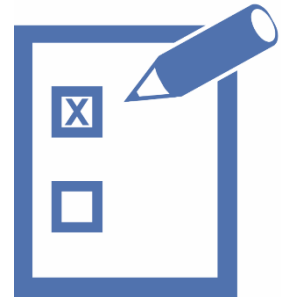
[A health information custodian \(HIC\) definition](#)

Advanced Practice scenario

Enabling enhanced scope of practice for phlebotomists in an emergency department

The CMLTO put out a call for MLTs whose advanced practices or skills have had a positive impact on patient care to share their experiences to inspire other MLTs to continue to evolve their own professional practices.

Adnan Khan, Manager of Laboratory Medicine, and Yvette Williams, Chief Technologist Pathology, Microbiology and Specimen Procurement, both of the Department of Laboratory Medicine of St. Joseph's Healthcare Centre (St. Joe's) in Toronto, answered the call and described a process improvement initiative they worked on at their hospital.



It was brought to the attention of the laboratory that nurses and doctors in the St. Joe's Emergency Department (ED) were working tirelessly and looking for process improvements to improve patient care and flow. In early 2017, the ED asked the lab to provide two staff members (medical laboratory assistants) dedicated to performing phlebotomy, to free up some professional practice time for nurses and doctors. The lab obliged and deployed two staff members to the ED to perform specimen collection. During this time, volumes were being monitored as well as process flow. It was noted that while the lab staff were adding value, there was some excess capacity and that in many cases a roadblock to timely specimen collection was the need for nurses to start an IV line.

The ED Manager, who is a nurse, previously worked in a hospital where a medical directive was in place to allow lab staff performing phlebotomy to start IV lines. This solution was considered carefully. Over the next year a medical directive was written to enable this process improvement, training checklists were implemented, and the lab staff were trained using an observational competency model. The initiative went live on November 13, 2018.

Initiative checklist

Key players

- laboratory staff and management
- interprofessional care team
- ED manager
- nurses and doctors.

Key enablers

- a clear need was identified as well as barriers to meeting the need
- the team was willing to collaborate to meet the need
- nurses and doctors supported the process and solution
- healthcare delivery is process-oriented (the ED was amazed by the lab's detailed SOPs and training checklists)
- recognition of, and support for, every individual healthcare provider's professional competence
- lab staff members' competency is enhanced due to lab SOPs, leading to greater consistency
- everyone understood the impacts—standardized protocols lead to lower blood culture contamination rates.

Key metrics being monitored

- turnaround time
- volumes
- blood culture contamination rates.

Key outcomes

- number of hours that the lab staff members are deployed to the ED increased
- knowledge sharing
- ED staff learned about lab processes and the quality approach,
- lab staff learned about ED processes and the process of creating medical directives
- the lab staff members assigned to the ED had their scope of practice broadened via a formal medical directive and delegation of a controlled act.

Conclusions

All of the data has not been collected or analyzed yet. The metrics will be discussed at monthly QA meetings. Early observations indicate that the initiative will likely contribute to the provision of safe, high quality patient care.

Adnan and Yvette urge other teams thinking of implementing similar IPC initiatives to keep an open mind and be ready to accept and meet all challenges they encounter. They believe that every department and all healthcare professionals are working toward better patient care. Everyone is just one small piece of the puzzle.



Above: St. Joe's Laboratory Medicine and Emergency Department staff members who collaborated on the process improvements.

Suspended and reinstated members

The following people were suspended from practising as of February 11, 2019, for non-payment of fees. Suspended MLTs are not members of CMLTO, are not entitled to use the MLT title, and are not legally authorized to practise in Ontario. Please consult the online Public Register to determine an MLT's current membership status. A permanent notation of all suspensions must appear in the medical laboratory technologist's record in the Public Register.

15129 Jennifer Almaria	05744 Laura Keat
11834 Florecita Alsusua	07055 Carolyn Kelley
14031 Hema Amarsinghe	09323 Mahmood Khan
06808 Alicia Anacleto	14171 Ijaz Khan
15275 Stefan Andrade	04453 Tong Kong
04344 Alipio-Jr Arboleda	11046 Marilee Krinsky
12182 Tracy Atkinson	11539 Sara-Jane Labelle
00183 Jennifer M Au	06714 Amparo Lagdameo
15701 Linda Barakat	15672 Christine Landry
14900 Brandon Barsanti	15687 Johanne Laurencelle
02601 Shelley Bartley	14984 Blayr Legris
10451 Carol Bernard	03910 Joanie Mackay
02394 Joanne Blackwell	11282 Susan Mateciuk
10130 Nancy Blank	02146 Nancy McEwen
11861 Tania Boutin	15647 Julia Menard
08104 Cathy Branch	05738 Glenna Metcalfe
01875 Katherine Burbulevicius	10594 Anna May Miller
03220 Diane Burella	08160 Arlene Moore
11746 Gail Calberry	13887 Lindsay Moore
00447 Dalbir Chahal	13726 Waufa Naqvi
05237 May Chan	10943 Darlene Panetta
13716 Jessica Chartrand	00483 Mathew Patong
05412 Richard Clark	15661 Mathew Phelps
06948 Susan Cole	04436 Heather Pickering
15489 Pamela Dagenais	14501 Vanessa Porter
01004 Mercy Daramola	10790 Boris Prus
15955 Ashokkumar Dave	00514 Deborah Pullen
06603 Debra Deacon	07416 Gale Richardson
04815 Terri Dunnigan	07265 Jean Baxter Robinson
09347 Sharon Easson	12630 Andrea Rogers
13897 Nida Farooq	11379 Munther Salim
08123 Kathleen Fellows	14157 Kamalpreet Kaur Sangha
15345 Haiyang Feng	15816 Mark Schachowskoy
10050 Linda Forrester	08173 Karen Schubert
15696 Jean Frolick	12238 Erin Sherman
05140 Janet Gakhil	08621 Susan Simons
02870 Adelmo Gloria	08873 Joanne Smith
04185 Angelita Gloria	15666 Victoria Soyka
15651 Celynne Grewe	08540 Joanna Tam
02869 Patricia Grodecki	15524 Sundus Tayybah
14300 Mark Guglielmo	15268 Jody Thomson
15090 Christine Haberl	15357 George Tillie
00965 Brenda Hamilton	05891 Virginia Tirilis

15417 Nawal Helal
12427 Mario Hemens
15303 Lauren Howell
09408 Angie Man Huynh
01113 Mary Ing
07420 Clio Innes
07456 Gary Johnson
14279 Kalyani Karunakiri

14626 Jessica Van Eyck
08357 Jane Vergunst
06761 Linda Wakenhut
02822 Cherlyn Webb
15373 Janet Whitson
01039 Katherine Wong
00189 David Wu
04150 Billy Yu

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, his/her certificate of registration is revoked. Those suspended members who wish to reinstate their membership must complete the Application for Reinstatement form available at CMLTO Online Services.

The following members were reinstated between March 1, 2018 and February 28, 2019. Please consult the online Public Register to determine an MLT's current membership status.

10451 Carol Bernard
04437 Susan Borwick
12714 Penelope Corbyn
11871 Lindsay Furlong
15303 Lauren Howell
06732 Peggy Kiely
11539 Sara-Jane Labelle
14984 Blayr Legris
14423 Nadia Masjedee

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 office closed for Good Friday

The CMLTO office will be closed on April 19, 2019, for the Good Friday statutory holiday. Regular office hours resume at 8:30 am on April 22, 2019.

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