

Message from the President, Robin Thompson-McAvoy, MLT



I want to remind members that the CMLTO Council issued a Call for nominations for election to Council on March 1st. The deadline for election nomination forms to be received by the CMLTO is Friday, May 24, 2019, 4:30 pm.

The Council invites engaged, motivated MLTs to run for Council election. Professional Council members help shape the future of healthcare in Ontario.

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

As a Professional Member of Council your duties will include collaborating with MLTs and Public Members to:

- ensure the public receives quality medical laboratory services from competent and ethical professionals in accordance with the legislation
- establish CMLTO's strategic direction and the outcomes that will lead it to achieve its public protection mandate
- contribute to CMLTO's governance to form policy direction, influence strategy and operations, and monitor results and progress on policy achievement and compliance.

The Council governs within a Policy Governance® framework. Members should be aware of the CMLTO mission and vision, the Strategic Framework, its regulations, and the Consolidated Bylaws when considering embarking on the nomination process.

The CMLTO is looking for MLTs who will be effective Council members. Their skills, traits, and knowledge should include:

- the ability to work with a group to make decisions
- the ability to understand and follow governance processes
- a willingness to devote time and effort to the work of the CMLTO and the Council
- good communication skills
- an understanding that the goal of the CMLTO is to serve and protect the public.

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 the following district:

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

I have participated on Council for more than seven years and have had many rewarding experiences while working to ensure the public is protected. Throughout this time, I have grown as an MLT, as an



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

educator, and as a professional. I urge all qualified MLTs to get involved with the College!

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



As part of its public protection mandate, the CMLTO is strongly committed to transparency and ensuring that its regulatory processes and information about members can be accessed easily by the public, by applicants, and by MLTs. Additionally, the CMLTO is committed to engaging with its members and the public about the College's role in public protection.

From time to time, the CMLTO Council seeks comments and feedback from members, medical laboratory sector stakeholders and employers, and the public regarding College strategic initiatives or proposed amendments to the CMLTO Consolidated Bylaws via formal consultation periods. But the CMLTO welcomes comments, questions, and feedback at all times, even when formal consultations or outreach initiatives are not underway. Learn more about how the College manages consultations and feedback [by clicking here](#).

More often than not, the College uses email to reach members for informational purposes and to advise members of their professional obligations such as, notices of quality assurance requirements and audits, registration renewal, and governance matters like Council elections.

Per Section 30.2.17 of the CMLTO Consolidated Bylaws, members are required to provide the College with "an e-mail address that it is distinct from the e-mail address of any other member and that the member checks personally on a regular basis."

If you've provided an email address that doesn't accept messages from either CMLTO accounts or Constant Contact (a mail program used to deliver this newsletter and other College messages), you will need to provide a different email address. If your email address is your work email and you take a leave of absence, you will need to provide a different address where we may reach you while you aren't checking your work email.

In 2019, the Professional Conduct department will be auditing member profile records to determine whether they are in compliance. Much like the 653 MLTs who renewed their registrations as Practising members but did not provide information about their employer(s) during the 2019 Registration Renewal process (noted in the article below), the Professional Conduct staff will notify members found not in compliance.

Keeping the lines of communication open between the CMLTO and members is a shared responsibility. It is a strategic direction set by the Council for the College and it is a professional obligation for members as set out in the Bylaws. Let's stay in touch!

Council highlights

CMLTO Council took the following actions at its meeting on February 28, 2019:

- Approved the monitoring reports from 3 statutory committees:
 - Executive Committee Monitoring Report
 - Inquiries, Complaints, Reports Committee Monitoring Report
 - Registration Committee Monitoring Report
- Accepted the 2018 Council President's Incidental Briefing Report
- Accepted the Academic Member's Briefing Report
- Approved the Executive Committee Recommendation re Appointment of Member to District 5 – East Region Position (for the period February 28, 2019 – December 31, 2021)
 - Ratified the Executive Committee decisions of the December 3-4, 2018 meeting
 - Approved the composition of the 2019 CMLTO Statutory Committees
 - Approved the 2019 CMLTO Integrated Council Strategic Agenda/Work Plan
 - Received an update on Council Planning Process for Refresh of Council's Strategic Direction (Ends) for 2020-2023
 - Received an update on key findings of 2018 Council Public Linkage Survey
- Reviewed Council's Governance Scorecard (Q4-2018)
- Reviewed and approved amendments to two Executive Limitations Policies :
 - EL II-11 Financial Condition Policy
 - EL II-40 Member Relations Policy
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re EL II-11 Financial Condition Policy



- Acknowledged the reasonableness of the Registrar and CEO's 2019 Ends Interpretation
 - Accepted the Registrar & CEO's Environmental Scanning/Incidental Report
 - Council also engaged in an interactive communication workshop

CMLTO Council participated in the Council Annual General Orientation Session on March 1, 2019. Topics included:

- Roles, Responsibilities and Conduct of CMLTO Council Members
- Government Landscape and Priorities
- Policy Governance Fundamentals
- Overview of College Programs and Services

Members notified of missing mandatory employment information

During the 2019 Registration Renewal process, 653 MLTs renewed their registrations as Practising members but did not provide information about their employer(s). The CMLTO notified them by email on April 10, 2019, that they must comply with this requirement by Monday, May 13, 2019, at 11:59 pm EST. In the week after the email, more than 200 members had updated their employer information online via cmlto-onlineservices.com. Anyone who has employer information, but has not provided it to the CMLTO by the deadline, may be the subject of further compliance actions.



Members are required to provide information about their employer(s) to the CMLTO, as defined by section 23 of the Health Professions Procedural Code, under the *Regulated Health Professions Act, 1991*, and Section 30 of the CMLTO Consolidated Bylaws. This information is placed on the Public Register. Further, Section 30.10 of the CMLTO Consolidated Bylaws requires members to provide the information required to be kept in the Public Register to the College in writing when requested to do so by the Registrar & CEO.

MLTs should remember that there are professional responsibilities and obligations that come with holding a Practising certificate of registration with the CMLTO, even if you are not employed. The same professional responsibilities and obligations that come with holding a Practising certificate of registration also apply to MLTs who are employed, but are currently on a leave of absence (i.e., for parental, medical or caregiver leave). For further information about CMLTO's registration classes, please click [here](#) or email Registration staff at registration@cmlto.com.

Impact of Bill-46 on professional practice



In December 2018, changes to the federal Criminal Code, through Bill C-46, came into force which significantly broadened the circumstances in which a peace officer may obtain blood samples from alleged impaired drivers. A few laboratories in Ontario have been approached by the Ontario Provincial Police (OPP) to explore arrangements through which MLTs would be involved in the collection of these samples. CMLTO has received professional practice inquiries from laboratories as a result of these changes, and has created a guidance document for members, based on

legal advice the CMLTO obtained in February 2019.

Please [click here](#) (PDF) to access the CMLTO's guidance for members regarding the impact of Bill C-46 on professional practice.

Members should always seek guidance from the risk management or legal department of their own institution in relation to requests by police for blood samples.

Have you encountered this situation in your workplace?

Yes

Select

No

Select

Call for nominations for election to Council

Help shape the future of healthcare in Ontario! The CMLTO Council invites engaged, motivated MLTs to run for Council election in five districts of the province. Council establishes the CMLTO's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety. Learn more by [clicking here](#) (PDF).

The deadline is 4:30 pm EST on May 24, 2019.

Do you have what it takes to help lead the CMLTO? Call for nominations for election to the CMLTO Council

Help shape the future of healthcare in Ontario!
The CMLTO Council invites engaged, motivated MLTs to run for Council election.

Can you tick all the boxes?
The CMLTO is looking for MLTs who will be effective Council members. Their skills, skills, and knowledge should include:

- the ability to work with a group to make decisions
- the ability to understand and follow governance processes
- an interest in public issues and ability to work on the CMLTO and the Council
- an understanding of the role of the CMLTO in the province's health system

The Council governs within a Public Governance Framework. Members should be aware of the CMLTO mission and vision, the strategic framework, its regulations, and the Canadian context.

Help shape the future of healthcare in Ontario!
The CMLTO Council sets the public's right to safe, high-quality healthcare. The CMLTO Council is the College's governing body. It establishes the College's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety.

As a Professional Member of Council your duties will include collaborating with MLTs and Public Members to ensure the public receives quality multi-disciplinary services from competent and ethical professionals in accordance with the legislation.

Establish CMLTO's strategic direction and the outcomes that will lead to its delivery to public protection mandates.

Contribute to CMLTO's governance to form policy direction, influence strategy and operations, and monitor trends and progress on policy, initiatives and compliance.

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

Districts will be held this year for the following districts:

- District 1 - Central West Region (Form 1)** Jan 1, 2019 - Dec 31, 2019
- District 2 - Toronto Area Region (Form 2)** Jan 1, 2019 - Dec 31, 2019
- District 3 - Central East Region (Form 3)** Jan 1, 2019 - Dec 31, 2019
- District 4 - Northern Region (Form 4)** Jan 1, 2019 - Dec 31, 2019
- District 5 - South West Region (Form 5)** Jan 1, 2019 - Dec 31, 2019

A special election for an acting District 1 representative will be held for the following year.

District 7 - North West Region (Form 7) Election - Dec 31, 2021

Visit our website at www.cmlto.com to view eligibility criteria, download a copy of the nomination form, and read more about the CMLTO Council election process.

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Medical Laboratory Week April 21-27, 2019



The CMLTO thanks Michelle West, Safety Officer and Professional Practice Lead, Trillium Health Partners, Laboratory Medicine and Genetics Program for hosting John Tzountzouris, Director, Registration & Professional Practice and Megan MacQuarrie, Professional Coordinator, Quality Assurance at Trillium Health Partners on April 23, 2019. John and Megan led a discussion exploring quality in MLT professional practice with staff at the Credit Valley, Mississauga, and Queensway sites.

The CMLTO would also like to thank Jeff Booth, Director, Regional Laboratory Services, Windsor Regional Hospital for hosting John Tzountzouris at Windsor Regional Hospital on April 26, 2019. John will lead a discussion about the regulation of medical laboratory assistants and technicians in Ontario and the CMLTO Voluntary Roster with staff at the Metropolitan and Ouellette campuses.

The CMLTO is committed to building relationships with members, other health profession colleges, key stakeholders, and the public. To request a CMLTO speaker to deliver a presentation, please email memberrelations@cmlto.com.

Quality Assurance Program audits: Professional Portfolio and Practice Review

The CMLTO Quality Assurance Program (QAP) is mandatory for all Practising members. The QAP contains two different types of audits, the Professional Portfolio and the Practice Review. Each calendar year, the CMLTO conducts two audit cycles one in the Spring (i.e., April/May) and another in the Fall (i.e., August/September). In each cycle, 100 members are randomly selected for the Professional Portfolio audit and 200 members are randomly selected for the Practice Review audit. Therefore, there is a total of 600 audits annually which engages approximately 9-10% of our Practising membership. Members may only be randomly selected for one audit each calendar year.

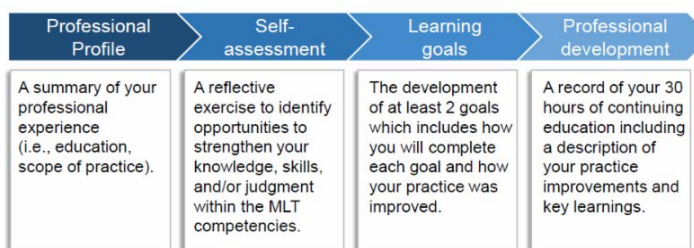
The audit criteria includes:

Professional Portfolio

- Members are randomly selected annually from the membership database for the Professional Portfolio audit.
- All members who have held a Practising certificate of registration for 12 months or more are eligible for Professional Portfolio audit.
- Members who have already been selected for Practice Review in the same calendar year are excluded.

Practice Review

- Members are randomly selected annually from the membership database for the Practice Review audit.



- All members who hold a Practising certificate of registration are eligible for Practice Review.
- Members who have already been selected for Professional Portfolio audit in the same calendar year are excluded.

When a member is randomly selected for audit, they are notified by both mail and email. The notifications are sent to the home address and email found within the member's CMLTO member profile. The 2019 Spring audit notifications were sent to randomly selected members on April 1, 2019. The deadline for both audits is Friday, May 3, 2019 at 11:59 pm EST. If you have any questions or would like further information about the CMLTO QAP contact us by email (qualityassurance@cmlto.com) or telephone (1-800-323-9672, extension 2).

CMLTO Guidelines for supervision updated



In early 2019, the Guidelines for supervision underwent a content review and revision. The Registration Committee passed a motion to approve the updated Guidelines for supervision in early April.

MLTs involved in supervision assume professional responsibility for those whom they supervise, and can expect to be held accountable for the work of people under their supervision. The updated guidelines clarify the general expectations for MLTs performing supervisory roles, in conjunction with the [CMLTO Standards of](#)

[Practice](#), [Code of Ethics](#), and other [CMLTO Practice Guidelines](#).

Access the [Guidelines for supervision](#) (PDF), along with other CMLTO professional [practice resources](#) by clicking the links.

CMLTO's 2018 Fair Registration Practices Report

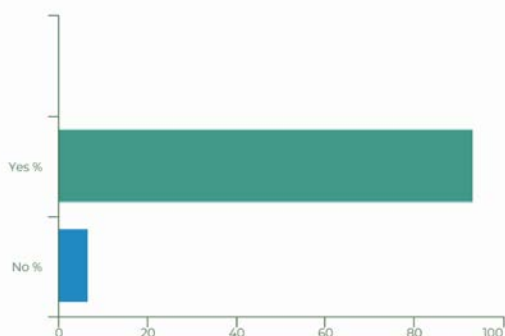
The Office of the Fairness Commissioner (OFC) oversees the registration practices of the CMLTO to ensure that they are transparent, objective, impartial and fair for anyone who wants to practise as a medical laboratory technologist in this province.

Read or download the CMLTO's Fair Registration Practices Report for 2018 by clicking here: [CMLTO's 2018 Fair Registration Practices Report](#) (PDF)

View the Office of the Fairness Commissioner's assessment reports and reviews of CMLTO's registration practices, from 2007 to the present, by [clicking here](#).

FOCUS feedback from the last two issues of the newsletter

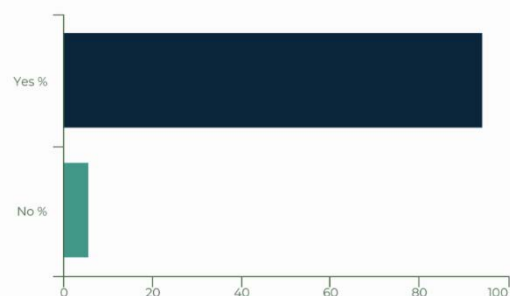
Did you find this issue of FOCUS informative?



Source: CMLTO FOCUS 2018, Issue 6

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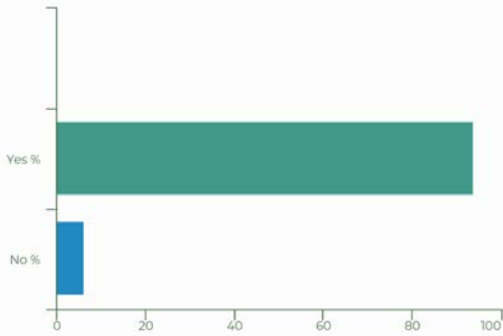
The number of FOCUS issues increased from 4 to 6 in 2018. Are you satisfied with six issues?



Source: CMLTO FOCUS 2018, Issue 6

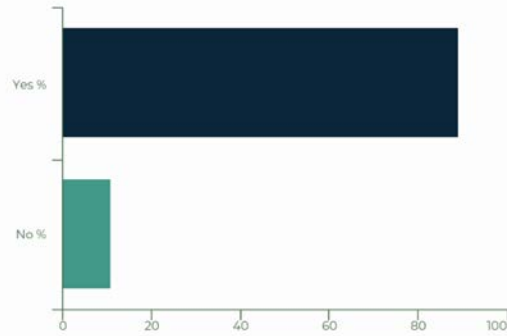
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Source: CMLTO FOCUS 2019, Issue 1
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Are interprofessional initiatives important to your workplace?



Source: CMLTO FOCUS 2019, Issue 1
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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 Victoria Day

The CMLTO office will be closed on May 20, 2019, for the Victoria Day statutory holiday. Regular office hours will resume at 8:30 am on May 21st.

Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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