



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO newsletter for members

2019 - Issue 5

Message from the President, Robin Thompson-McAvoy, MLT



For the last decade, the CMLTO Council identified the regulation of medical laboratory assistants and technicians as one of its strategic priorities based on feedback received from MLTs, medical laboratory assistants and technicians, employers, and other medical laboratory stakeholders.

The Council believes that increased access to a broader range of regulated health professionals in the clinical laboratory is in the public's best interest, as stated in the CMLTO's [Position Paper](#). In

September 2012, the CMLTO Council passed a motion identifying the importance of the initiative as a public interest activity under the *Regulated Health Professions Act, 1991*.

In October 2015, the CMLTO launched a Voluntary Roster of Registered Medical Laboratory Technicians. Professionals listed on the publicly-searchable Voluntary Roster may call themselves Registered Medical Laboratory Technicians. Until such time that medical laboratory assistants and technicians are regulated health professionals in Ontario, the Voluntary Roster serves the public interest by confirming they have voluntarily met a certain level of education and professional practice criteria. Learn more on the [CMLTO website](#).



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



In 2019, CMLTO representatives have engaged with relevant government staff, medical laboratory employers, educators, associations, students, MLTs, and members of the public to advance the initiative via in-person meetings and presentations, webinars, and focus group meetings.

Beginning in 2018, the CMLTO has sought and analyzed public opinions about the importance of providing oversight to lab technicians and assistants.

The majority of all stakeholders believe that there is a potentially significant risk to public protection by this group of unregulated med lab employees. The majority also supports the CMLTO’s Voluntary Roster—including employers, some of which include Voluntary Roster affiliation as a preferred asset for job applicants—and the College’s further efforts to regulate medical laboratory assistants and technicians.

The CMLTO is positioned to continue its work with the support of the majority of its stakeholders, to ensure that its public protection mandate is realized.

Do you support CMLTO’s efforts to regulate medical laboratory assistants and technicians?

Yes

Select

No

Select

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

[Election results](#)

In accordance with CMLTO Consolidated Bylaws s.19, a call for



nominations for election to Council was published in Issue 1 of FOCUS and posted on our website for the following Districts:

District 2 – Central West Region (Term: Jan 1, 2020 – Dec 31, 2022)

No nominations were received. District 2 Council position will be vacant as of January 1, 2020.

District 3 – Toronto Area Region (Term: Jan 1, 2020 – Dec 31, 2022)

Two nominations were received. Both candidates were eligible for election. The online Council election in District 3 started on August 23, 2019 and ended on September 27, 2019. **Gaspere Bonsignore is declared elected for a three-year term on Council commencing January 1, 2020 and ending on December 31, 2022.** Both election candidates have been notified of the results and they will be published in the next issue of FOCUS.

District 4 – Central East Region (Term: Jan 1, 2020 – Dec 31, 2022)

No nominations were received. District 4 Council position will be vacant as of January 1, 2020.

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

No nominations were received. District 7 Council position will be vacant as of January 1, 2020.

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

Two nominations were received. One nomination was disqualified as the candidate was not in compliance with Section 19.6.7 of the CMLTO Consolidated Bylaws. **Tammy Earle was declared elected by acclamation.**

Council news

Public Council Member Ayo Adediji completed his third term on the CMLTO Council in October. Most recently Ayo served as the Council Vice-President, Public. On behalf of the Council and College staff, I wish to thank Ayo for his diligence and his long service to the CMLTO.

The Council elected **Heather Butt** as the Vice-President, Public for the remainder of 2019.

CMLTO Statutory Committee work

Statutory Committees are required by the *Regulated Health Professions Act, 1991*, and their composition is set out in the CMLTO Consolidated Bylaws. Statutory Committees support the work of Council, contribute to producing the Council's strategic priorities, and also conduct the independent regulatory work of the CMLTO.



CMLTO has seven statutory committees, each composed of Council members, non-Council Committee members, and public members:

- Executive
- Registration
- Quality Assurance
- Inquiries, Complaints and Reports
- Discipline
- Fitness to Practice
- Patient Relations

For more information on the role of statutory committees, please click [here](#).

Recent examples of statutory committee decision making include:

Registration Committee

- Approval of updated professional practice guidelines related to supervision of students.
- Updated policy on language fluency requirements for new applicants.

Quality Assurance Committee

- Approval of updated Professional Practice Learning Program (PPLP) modules.
- Updated policy on quality assurance program audit criteria.

Patient Relations Committee

- Approval of refreshed sexual abuse prevention resources.
- Approval of an updated policy on funding for therapy and counselling for patients who allege they have been sexually abused by a member.

CMLTO staff attend Zoomer Show to engage members of the public



CMLTO's Professional Coordinator, Quality Assurance Megan MacQuarrie speaks to attendees.

CMLTO staff members along with staff from other regulatory health Colleges were on hand to meet the public at the Ontario Health Regulators booth at the Zoomer Show Lifestyle Expo held in Toronto on October 26-27, 2019.

College staff personally spoke to hundreds of visitors from across Ontario about the regulated health professions and the public's right to safe and competent care, and demonstrated how to use the [Ontario Health Regulators](#) website.

Thank you to everyone who stopped to say hello!

Updated Professional Practice Learning Program (PPLP) modules!

On November 1, 2019, the Quality Assurance Committee reviewed and approved the revised PPLP modules. The program consists of a series of modules focused on various medical laboratory topics. Each module contains key concepts and information that may be applied to an MLT's professional practice. Updates included improvements to the resources structure and flow, grammatical revisions and the inclusion of references if MLTs require further information. To access the updated modules click [here](#).



Please note that module The Expectations of Practice – CMLTO Standards of Practice was rescinded by the Quality Assurance Committee. For information about the CMLTO Standards of Practice for MLTs please click [here](#).

Do you believe the revised PPLPs are informative resources?

Yes

Select

No

Select

Medical Laboratory Technologist Health Human Resource infographics released

Throughout 2019 the Practice Review Working Group (PRWG) participated in four in-person sessions at the CMLTO offices focused on improving the practice review (PR) assessment. The PRWG is composed of six Practising MLTs. The PR provides an objective audit of a member's professional practice in relation to the CMLTO Standards of Practice for MLTs. The PRWG's hard work and dedication led to the following achievements:

- A draft PR assessment blueprint approved by the Quality Assurance Committee.
- The review and revision of the existing PR questions.
- The creation of approximately 65 new PR questions.
- The development of recommended cut scores for 87 validated questions.

The CMLTO would like to thank the six PRWG volunteers for their ongoing time and commitment to this initiative. The College also thanks the volunteers who participated in the online linkage exercise. In 2020, there will be further opportunities to volunteer with the CMLTO. As more information becomes available it will be shared with members via email, the website, and FOCUS.



Practice Review Working Group,
Back row, l-r: Aline Mansour; Susan McRae; Malek Hamdani; Kerry Shantz.

Front row, l-r: Pamela Calverley; Megan MacQuarrie (of CMLTO); Melissa Desaulnier.



QAP audit criteria updated

The Quality Assurance Program (QAP) has been undergoing a review and revision over the past years, guided by principles provided by Council. This year, the Quality Assurance Committee approved updated audit criteria, which will become active in January 2021. The revised QAP will ensure greater engagement between Practising members of the CMLTO and the QAP, leading to a greater focus on individual continued competence. Please stay tuned to FOCUS throughout 2020 as the CMLTO reaches out to

members to discuss the implications of the updated QAP audit criteria to professional practice.

MLT registration renewal underway

Renew!

The CMLTO's Annual Registration Renewal for 2020 began on November 1, 2019. In the first two weeks of the renewal period, approximately 10% of members have renewed their registrations. All CMLTO members must renew their registration online by December 31, 2019. The Annual Registration Renewal notice, which includes renewal instructions, was sent by postal mail in the second week of October. MLTs must renew online by logging into <https://www.cmlto-onlineservices.com/>.

FOCUS feedback from the last issue of the newsletter

Do you plan to read the [Wettlaufer] report?

Yes - 68.2%

No - 31.8%

Do you find the updated guidelines useful?

Yes - 93.8%

No - 4.7%

I never review guidelines - 1.6%

Do you find the revised sexual abuse prevention resources useful?

Yes - 90.7%

No - 7%

I never review these resources - 2.3%

Did you find this issue of FOCUS informative?

Yes - 96%

No - 4%

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 holiday office hours

Monday, December 23, 2019 - Regular hours (8:30 am - 4:30 pm)

Tuesday, December 24, 2019 - Early closure (8:30 am – 1:30 pm)

Wednesday, December 25, 2019 - Closed

Thursday, December 26, 2019 - Closed
Friday, December 27, 2019 - Closed
Monday, December 30, 2019 - Regular hours (8:30 am - 4:30 pm)
Tuesday, December 31, 2019 - Early closure (8:30 am – 1:30 pm)
Wednesday, January 1, 2020 - Closed
Thursday, January 2, 2020 - Regular hours (8:30 am - 4:30 pm)



Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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