

Message from the President, Robin Thompson-McAvoy, MLT



In the [last issue of FOCUS](#) my message to you included an update about CMLTO's work to provide regulatory oversight to medical laboratory assistants and technicians. I asked you to answer a poll question to indicate whether or not you support CMLTO's efforts to regulate medical laboratory assistants and technicians.

The results show that members are clearly in favour of CMLTO continuing to pursue oversight of this group of medical laboratory staff.

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

Total Responses: 558

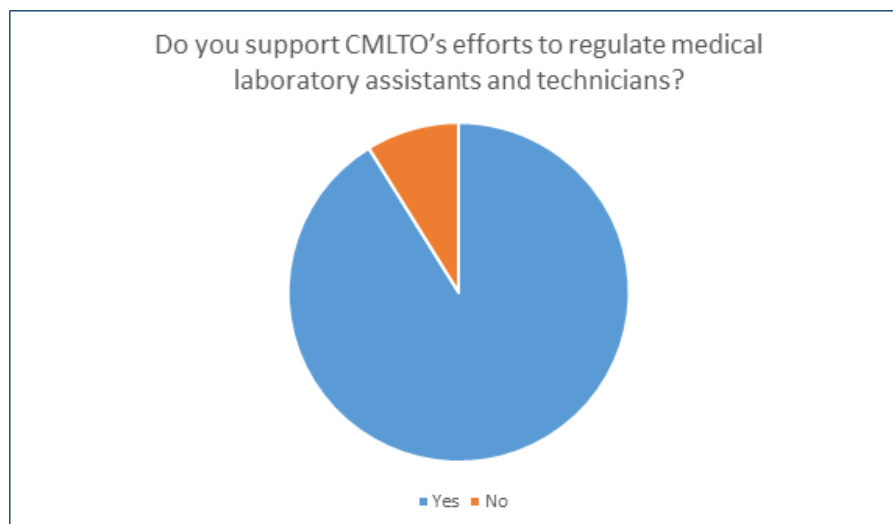
Yes - 91.2% (509)

No - 8.8% (49)



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

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



CMLTO also hosted an employer webinar on November 8, 2019, that updated them on this Council-directed pursuit. The results of polls conducted during the webinar demonstrated employer validation of, and support for, the initiative which includes the Voluntary Roster of Registered Medical Laboratory Technicians.

During 2019, the Council worked on updating the College's Strategic Ends Policies which will inform the CMLTO's work for the coming years. The pursuit of providing oversight to medical laboratory assistants and technicians will remain a priority. We will share the refreshed policies with members and stakeholders in 2020.

Although my term of office as President, Professional ends on December 31st, I will continue on Council as the Academic Member through 2020. I would like to take this opportunity to thank the wonderful staff at the CMLTO for their tremendous organizational assistance, Ms. Wilkie for her leadership and guidance, my fellow council members for their hard work and dedication and my coworkers for their patience and support when I am away from work.

I also encourage everyone to think about taking an active role in our profession by being a part of the CMLTO Council or committees. It has been an amazing learning experience for me and I encourage you to get involved!

On behalf of the Council, please accept our best wishes for the holidays and the new year!

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



The CMLTO Council and staff are wrapping up another busy year of work while planning for the new year of excellence in regulation.

As outgoing President Robin McAvoy-Thompson mentioned in her message, the Council has approved new strategic policies which will guide the College throughout the next few years. They will be shared with you in the new year.

During the final Council meeting of 2019, the following Professional members whose terms of office end on December 31st, were thanked for their years of service: **Betty Calic, Paula Curti, Omid Nouri.**

At that meeting, the Council Officers for 2020 were elected:

- **Jon Fawcett, President, Professional**
- **Helen Meaney, Vice President, Professional**
- **Tammie Rix, Vice President, Public.**

Please [click here](#) to learn more about the Council Officers.

On behalf of the CMLTO staff and membership, I thank all the Council members for their commitment to public protection in leading and regulating the profession.

I wish you happy holidays and thank all members who volunteered their time on Statutory Committees, working groups, and by participating in polls and surveys. Your contributions and opinions are important. I look forward to hearing from you in 2020.

Council highlights

CMLTO Council took the following actions at its meeting on November 28 & 29, 2019:

- Approved the minutes of the September 2019 Council meeting
- Approved the monitoring reports from 4 statutory committees:
 - Inquiries, Complaints & Reports Committee Monitoring Report
 - Registration Committee Monitoring Report
 - Quality Assurance Committee Monitoring Report
 - Patient Relations Committee Monitoring Report
- Accepted the President's Briefing Report
- Accepted the Academic Member's Briefing Report
- Received the Registrar & CEO's Elections Report
- Reviewed the Council's Governance Scorecard – Q3
- Approved the Refreshed 2020-2023 Ends Policy
- Approved the Registrar & CEO's Monitoring Reports re:
 - High Level Ends Policy 1– Public Confidence
 - High Level Ends Policy 2– Accountable Professionals
 - High Level Ends Policy 3– Health System Transformation
- Approved the Registrar & CEO's Executive Limitations Monitoring Reports re:
 - EL #II-09 Investment Policy
 - EL #II-11 Financial Condition Policy
 - EL #II-25 Human Resources Parameters Policy
 - EL #II-45 Communications & Support to Council Policy
 - EL #II-01 General Executive Constraint Policy
- Accepted the Registrar & CEO's Incidental Report
- Approved the Council Monitoring Reports re Council's compliance with GP #IV- 80 Council Code of Conduct Policy
 - Reviewed and approved amendments to three Executive Limitations Policies:
 - EL #II-11 Financial Condition Policy
 - EL #II-70 Intellectual Property Policy
 - EL #II-80 Emergency Executive Succession Plan Policy
 - Reviewed and approved amendments to one Council Staff Relationship Policy:



- CSR #III-20 Council Support of the Registrar & CEO
- Accepted the Registrar & CEO's Report on Nominations for 2020 Council Officer Positions
- Elected the 2020 Council officers:
- Jon Fawcett, President
- Helen Meaney, Vice President, Professional
- Tammie Rix, Vice President, Public
- Participated in an orientation session re Council-Staff Relationship, Delegation to the Registrar and CEO and Ends Interpretation

The Council participated in a facilitated development session on November 29, 2019.

MLT advanced practice helps patients at Ottawa Public Health Sexual Health Centre



CMLTO highlights MLT experiences that demonstrate advanced practices to help MLTs reflect and evaluate their own practice. Cheryl Smith (MLT) and her colleagues at the Ottawa Public Health Sexual Health Centre (OPH SHC) investigated and provided additional diagnostic and treatment options to clinicians for patients whose painful clinical symptoms were not identified using common microbiology vaginal smear interpretation

guidelines (i.e., Nugent, Amsel), nucleic acid amplification for sexually transmitted infections, or Pap testing.

Project background

At OPH SHC, a clinician collects smear(s) and wet mounts from symptomatic patients to help provide a real-time diagnosis and treatment. During the patient's clinic visit, an MLT performs gram stains on every smear, and conducts phase contrast microscopy on vaginal wet mounts, and dark field microscopy for syphilis. The MLT is looking for clinically significant findings including intracellular Gram-negative diplococci (gonorrhea), *trichomonas vaginalis*, presence of white blood cells (WBCs), bacterial vaginosis, and yeast.

On some of these smears Cheryl noted only *Lactobacillus*, sometimes more than usual, a few epithelial cells, some intermediate cells and denuded intermediate nuclei, cell debris, and few WBCs. Over time, Cheryl noted a pattern that clinicians were indicating that these patients were very uncomfortable and hoped she could find something since they had seen other clinicians without relief. To assist the clinicians and patients, Cheryl and Nurse Practitioner Sandy Hooper, conducted independent research and discovered that a condition called Cytolytic Vaginosis (CV) described both the laboratory findings and patient symptoms. CV can be treated using sitz bath with baking soda to increase pH and reduce symptoms.

As a result of this research, OPH SHC staff produced an information sheet that could be shared with symptomatic patients explaining that they had an abundance of *Lactobacillus* which could be cyclic and can be controlled with a sitz bath. It is important to note that clinicians do not diagnose patients with CV as it is not widely accepted nor reported in the community. Though CV is not well-known in Canada, it is reported by laboratories in some other countries.

The clinic is in the unique position of having an MLT and clinician who can communicate on every sample at the time of collection. This enables each professional to obtain a complete understanding of the patient experience and to apply this within their role to identify efficiencies. Through Cheryl and Sandy's efforts, they were able to identify potential symptom-alleviating actions to empower patients to take control of their health. Providing high-quality care is central to their responsibilities as regulated health professionals.



Enablers

- **Good communication** - Listening to all stakeholders involved including patients and clinicians to understand their concerns, gather feedback, and improve processes. In particular, ongoing feedback between MLTs and clinicians has led to improved understanding of clinical significance of laboratory findings. Clinician empathy is a motivating factor for MLTs.
- **MLT skills** – Contributing skills included the interpretation, development and maintenance of processes/policies, attention to detail, aligning clinical stories with laboratory findings, advanced documentation skills, and testing accountability.

Barriers and considerations

- **Communicating options** – It was a continual work in progress to determine how this information could be shared amongst the MLTs, physicians, nurses, and patients. OPH SHC's focus is identifying and treating sexually-transmitted and blood-borne infections, of which CV is not. Ongoing discussions between physicians, the MLT, and nurses identified how and when this information sheet could be shared with patients.
- **Minimal empirical data** – Research data on specific topics such as acidity's impact on epithelial cells is minimal, therefore international references were reviewed including laboratory cell research from Europe and the United States.

Key findings and practice improvements

It is important to understand how testing interpretations and results affect patients, including clinically insignificant findings. There is still the potential to make a difference in the patient's symptoms and improve their quality of life. This process was greatly improved by involving various practitioners who have different roles and backgrounds. Collaborating to deliver high-quality and competent care to patients is at the heart of the work of regulated health professionals who are committed to public protection.

Thank you to Cheryl and her team at Ottawa Public Health for sharing their story!

Do you have an advanced practice scenario that you would like to share with the CMLTO? If so, please [click here](#).

Refresher course lists revised in November

The CMLTO maintains lists of approved refresher courses. The following lists were revised in November 2019. Refresher course hours may be required for a person applying for a Practising class of registration certificate who cannot demonstrate active engagement, or for a Non-practising member who wishes to change class to Practising.

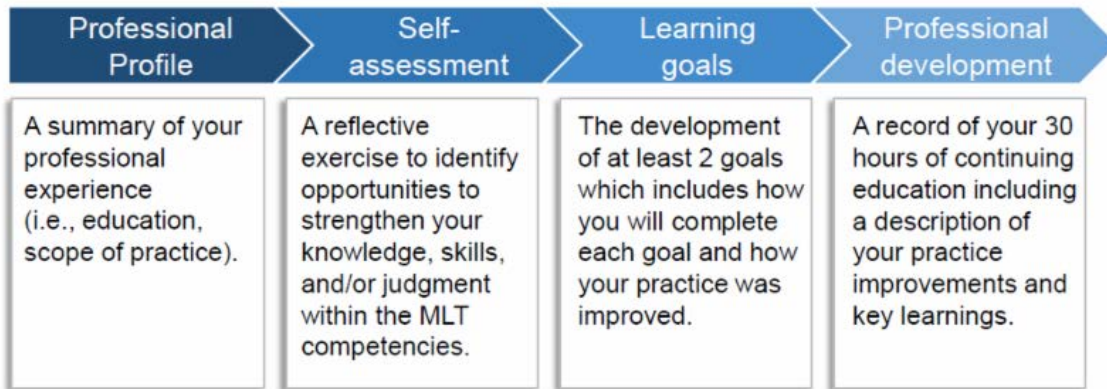


- [Universities, colleges and other institutions offering CMLTO-approved courses relevant to the practice of medical laboratory science](#) - (PDF)
- [Medical laboratory science refresher course list](#) - (PDF)
- [Courses in genetics](#) - (PDF)
- [Courses in cytology](#) - (PDF)

CMLTO 2019 Professional Portfolio feedback

The CMLTO Quality Assurance Program staff want your feedback regarding the 2019 Professional Portfolio. The Professional Portfolio helps members maintain professional excellence by promoting ongoing self-reflection and development.

The survey is voluntary, it is not a test and all responses are anonymous. CMLTO staff will review the responses and comments to identify practical improvements. Please note that recommendations may or may not be implemented. Please click [here](#) to complete the feedback survey.



Have you begun to set your 2020 learning goals yet?

Yes

[Select](#)

No

[Select](#)

MLT registration renewal ends on December 31st



The CMLTO's Annual Registration Renewal for 2020 began on November 1, 2019. All medical laboratory technologists registered in Ontario must renew their CMLTO 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. Members can get started by logging into <https://www.cmlto-onlineservices.com/>, or by clicking the red button above.

Please note that the CMLTO offices will be closed from Tuesday, December 24 at 1:30 pm EST, until Monday, December 30 at 8:30 am EST. Inquiries related to Registration Renewal sent during this time by email or phone will not be answered until December 30th.

Please refer to the Frequently Asked Questions document which addresses issues that represent the most common questions CMLTO receives during the annual registration renewal period. [Click here for the FAQ](#) (PDF).

FOCUS feedback from the last issue of the newsletter

Did you find this issue of FOCUS informative?

Yes - 90%

No - 10%

Do you believe the revised PPLPs are informative resources?

Yes - 81%

No - 1%

I never review the PPLPs - 18%

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 event calendar

Whenever possible, events that may be of interest to those working in the medical laboratory technology profession or other regulated health professions, will be linked on the CMLTO event calendar. [Click here](#) for listings of events already scheduled for 2020.



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](#)

LEADERSHIP ACCOUNTABILITY EXCELLENCE

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

www.cmlto.com • communications@cmlto.com

CMLTO | 25 Adelaide Street East, Suite 2100, Toronto, ON M5C3A1 Canada

[Unsubscribe {recipient's email}](#)

[Update Profile](#) | [About Constant Contact](#)

Sent by communications@cmlto.com