



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO newsletter for members

2020 - Issue 1

Message from the President, Jon Fawcett, MLT



Welcome to the first issue of FOCUS in 2020. I am Jon Fawcett, your new Council President.

Currently, I work at Canadian Blood Services (CBS) as a Hospital Liaison Specialist within Southern Ontario. Previously I worked in the red cell serology reference lab as well as the transmissible testing lab also at CBS after having obtained a B.Sc. in Biology from the University of Western Ontario and an MLT diploma from Mohawk College.

I got involved with the CMLTO Council in 2015, and have served on the Patient Relations, Registration, Inquiries, Complaints and Reports, Fitness to Practise, Discipline and Executive committees so far during my two terms. Working with Council and Committee members to ensure the public receives quality laboratory services from competent and ethical professionals has been a rewarding experience.

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! Did you know council members in the first year of their term will earn 20-30 hours of continuing education hours that can be logged within their professional portfolio?

Finally, I'd like to welcome Rino Gaspare and Tammy Earle to the Council who are professional members in District 3.



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

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

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



As Council President Jon Fawcett mentioned in his column, the Council has issued a Call for Nominations for Election to Council.

As you know, CMLTO exists for the protection of the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technology profession. The Council establishes CMLTO's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety.

The CMLTO invites you to be part of this process. Bring your knowledge, skill and ability to Council and help shape the future. To participate, you will need to run for election this year in the following districts:

District 2-Central West Region
(Term: Jan 1, 2021 – Dec 31, 2023)

District 4-Central East Region
(Term: Jan 1, 2021 – Dec 31, 2023)

Deadline for election nomination forms to be received by the CMLTO is Friday, May 22, 2020, 4:30 pm EST.

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

Help shape the future of healthcare in Ontario! The Council establishes the CMLTO's strategic direction and the outcomes that will lead self-regulation forward in the interest of public safety. The CMLTO invites you to be part of this process by seeking appointment for the Academic Member position on Council.

**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. 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.

Can you tick all the boxes?
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.

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 Considered Bylaws.

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 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 deadline for election nomination forms to be received by the CMLTO is Friday, May 22, 2020, 4:30 pm.

Elections will be held this year for the following districts:

- District 2 - Central West Region (Term: Jan 1, 2021 - Dec 31, 2023)
- District 4 - Central East Region (Term: Jan 1, 2021 - Dec 31, 2023)

A special election for an existing Council vacancy in District 7 - North West Region (Term: Date elected - 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.

College of Medical Laboratory Technologists of Ontario
Information subject to change at any time.
Contact the CMLTO Executive Office at exec@leeditions.com
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A member is eligible for appointment to the Council as the Academic Member if they meet the requirements set out in Section 20 of the CMLTO Consolidated Bylaws, which can be found [here](#). This includes the provision that the member's primary employment is to teach a course of study in Medical Laboratory Technology accredited by Accreditation Canada's Equal Canada program.

To be considered for appointment, please submit a brief letter outlining your reasons for seeking the appointment and the value you would bring to the CMLTO Council, accompanied by a copy of your current resume, to executiveoffice@cmlto.com.

The deadline for Academic Member applications to be received by the College is Friday, May 22, 2020 at 4:30 pm EST.

Council highlights

CMLTO Council took the following actions at its meeting on February 3, 2020:

- Approved the monitoring reports from 2 statutory committees:
 - Executive Committee Monitoring Report
 - Inquiries, Complaints, Reports Committee Monitoring Report
- Accepted the 2019 Council President's Incidental Briefing Report
- Accepted the Academic Member's Briefing Report
- Approved the Executive Committee Recommendation re Appointment of Member to District 4 – Central East Region Position (for the period January 1, 2020 – December 31, 2022)
- Approved the composition of the 2020 CMLTO Statutory Committees
- Participated in the Council Annual General Orientation Session on:
 - CMLTO Strategic Direction & Organizational Structure
 - CMLTO Council Members' Governance & RHPA Roles & Responsibilities
 - CMLTO Council Member Training Session re Code of Conduct, Conflict of Interest & Boundaries
 - Government Landscape and Priorities
 - CMLTO Governance Approach & Policy Governance Framework/System Fundamentals



CMLTO Council took the following actions at its meeting on February 4, 2020:

- Approved the 2020 CMLTO Integrated Council Strategic Agenda/Work Plan
- Reviewed and approved amendments to two Governance Process Policies:
 - GP #IV-20 Statutory and Council Committees (Standing & Ad Hoc Working Groups) Principles Policy
 - GP #IV-130 Council Mentor Program Policy
- Acknowledged the reasonableness of the Registrar and CEO's 2020 Ends Interpretation
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re:
 - EL II-11 Financial Condition Policy
 - EL II-50 Corporate Identity & Public Image Policy
- Accepted the Registrar & CEO's Incidental Report
- Reviewed and approved amendments to two Executive Limitations Policies :

- CSR #III-04 Registrar & CEO Position Description Policy
- CSR #III-25 Registrar & CEO Compensation Program Policy
- Reviewed Council's Governance Scorecard (Q4-2019)

Updated Quality Assurance Program to become effective January 1, 2021



CMLTO will be sending a letter to all members in the first week of March 2020, informing them of changes to the Quality Assurance Program (QAP), which will become effective on January 1, 2021. Please click to review this letter [English](#) (PDF), [French](#) (PDF).

Members are strongly encouraged to review the letter and the Members Quality Assurance section on College's website (www.cmlto.com) for the detailed program requirements. Further, throughout 2020, CMLTO staff will be conducting webinars and presentations to help

members' understand and comply with their Quality Assurance obligations, and we encourage members to participate in at least one of these sessions in 2020.

Administrative fees for registration verification services to rise

In accordance with Section 9.10 of the CMLTO Consolidated Bylaws, the Registrar has the authority to set administrative fees. Based on a cost analysis of providing two registration verification services, the Registrar has increased the cost of these services as described below, effective April 1, 2020.

Letter of Standing & Verification of Professional Licensure / Visa Screen – USA fees, effective April 1, 2020:

- \$44.25 + 13% HST \$5.75 = \$50.00 (members)
- \$132.74 + 13% HST \$17.26 = \$150.00 (former members)



Coronavirus Disease 2019 (COVID-19) resource links

For healthcare professionals: [Ontario Ministry of Health page](#) and [Public Health Ontario](#) page and PHO COVID-19 [testing guidelines](#).

For the public: [Ontario Ministry of Health page](#).

POCT in Ontario

The CMLTO has updated its online information regarding point-of-care testing (POCT) in Ontario. Please click [here](#) to review the revised page.

In your role as an MLT, are you responsible for POCT in your workplace?

Yes

Select

No

Select

2019 Office of the Fairness Commissioner 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 2019 Fair Registration Practices Report (PDF) by clicking [here](#).

Suspended and reinstated members

The following people were suspended from practising as of February 8, 2020, 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.

16236 Wesal Abdelrawf
15350 Ahmad Abu-Khader
13924 Poolak Akhavan
15683 Eshamm Al Awadi
15181 Abeer Ali
05048 Carol Andreychuk
09125 Sabah Asad

11557 Lori Macsemchuk
05972 Leslie Malloy
15065 Helena Marques
01697 Salvatore Matteliano
14274 Robin Maunder
02930 Kathleen McShane
15647 Julia Menard

13576 Billie Jo Barbosa
14900 Brandon Barsanti
08776 Julie Beech
13379 Dana Bell
01910 Catherine Black
04761 Sandra Blancher
04637 Nancy Briggs
06888 Judy Bristo
08785 Rose Butcher
12687 Anka Butorac
08879 Anne Marie Campanella
13157 Vanessa Chan
16223 Chemsoul Choi
05005 Kelly Clark
06261 Sandra G Comand
12714 Penelope Corbyn
11008 Raquel De Leon-Gonsalves
01489 Antonietta Dell
15941 Denisha Deniston
06954 Deborah Dennis
01259 Janet Denniston
05807 Judith Dierenfeld
15812 Omar El Harake
16111 Ilham Elabbassi
03387 Doug Ems
04107 Kathryn Fairclough
15699 Shelumiel Ann Gaffud
02604 Bharat Gandhi
07127 Yanina Godoy
14930 Fen Guo
15772 Ihab Hana
09536 Ferdous Hares
00743 Deborah Henderson
16110 Deborah Hendricks
02414 Lanor Hitch
03038 Agnes Huggett
15920 Asrar Ibrahim
07420 Clio Innes
02944 Stephen Ip
07296 Fran Jackson
14279 Kalyani Karunakiri
13899 Augustin Kazadi-Cilumbayi
14150 Patricia Kennedy
01263 Bozena Krzyzanowski
15035 Oktawia Kubanska
12109 Carrie Labonte-Kaefer
15100 Nathalie Laflamme
11300 Ronil Lano
01862 Christopher Lee
04351 Kit Yui Leung
04277 Bailey Lyuh

01121 Susan Mimmagh
06785 Valerie Mitchell
11175 Jay Scott Moodie
13218 Victoria Moreau
15991 Abdulfetah Muktar
14699 Alaif Naima
12847 Said Nasser
07397 Joanne Nelson
10784 Doris Neurath
06518 Nyog Inn Ng-Haing
08489 Amani Oakley
11312 Maria Onate
08002 Barbara Padovan
06740 June Palmer
02111 William Parks
12721 Peter Payette
14281 Joshua Pelletier
14095 Darrin Perrott
05529 Anthony Petrone
02012 Joelle Pitfield
01345 Sylvia S Pong-Porter
02636 Patricia Rafferty
15977 Rehab Rahman
01718 Ricardo Ramdhanie
03154 Sheer Ramjohn
12690 Mah Rukh Rasheed
11679 Cher Rashotte
08688 Jacquie Redwood
03318 Ann Rice
04731 Anne Rigg
10061 Zakia Rizvi
15520 Clement Roberts
06236 John Rogers
05357 Susan Sanderson
04261 John Scollie
11915 Natalie Silliphant
14056 Jerry Singh
14605 Rowena Soria
15115 Ning Tan
08884 Terri Taylor
01279 Janet Taylor-Jeffs
13589 Jessica Terhorst
06789 Gerald Tousignant
12968 Simpall Trivedi
09046 Ophelia Valdez
02421 Jasperina Vermeulen
07976 Barbara Willey
08604 Barbara Wilson
02131 Lei Hok Michael Yu
08348 Janet Zeppa

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 February 28, 2019 and December 31, 2019. Please consult the online [Public Register](#) to determine an MLT's current membership status.

12182 Tracy Atkinson
14900 Brandon Barsanti
13379 Dana Bell
10451 Carol Bernard
07005 Garry Bumstead
15345 Haiyang Feng
15651 Celynne Grewe
15303 Lauren Howell
07420 Clio Innes

14279 Kalyani Karunakiri
11046 Marilee Krinsky
11539 Sara-Jane Labelle
14984 Blayr Legris
15647 Julia Menard
14699 Alaif Naima
13726 Waufa Naqvi
11379 Munther Salim
13753 Mila Skinner
15524 Sundus Tayybah

FOCUS feedback from the last issue of the newsletter

Did you find this issue of FOCUS informative?

Yes - 93.7%

No - 6.3%

Have you begun to set your 2020 learning goals yet?

Yes - 52.4%

No - 47.6%

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 Easter office hours

The CMLTO office will be closed on April 10, 2020, for the Good Friday statutory holiday. Regular office hours resume at 8:30 am on April 13, 2020.



Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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