



College of Medical  
Laboratory Technologists  
of Ontario

# FOCUS

A CMLTO newsletter for members

2020 - Issue 3

## Message from the President, Jon Fawcett, MLT



While the past three months of the COVID-19 pandemic have presented professional and personal challenges for Ontarians, the business of regulatory bodies has gone on and their mandates have remained constant: to protect the public.

The CMLTO's staff members have operated a virtual office seamlessly and will continue to do so until further notice. The Council and its Statutory Committees have also operated virtually during this time, conducting governance business via teleconferences and online.



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

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

As you will note in the Council highlights article below, the May 12<sup>th</sup> Council meeting was conducted by teleconference and several reports were received and several policies were reviewed and approved. Maintaining governance operations is paramount to ensuring that oversight of the medical laboratory technology profession continues and that the College continues to meet its strategic directions. Both are equally important to safeguarding the public trust.

In particular, the Council approved the following amendment to the CMLTO Consolidated Bylaws.

### **36. DECLARED EMERGENCIES**

**In the event of the declaration of a state of emergency by the Government of Canada or the Government of Ontario, Council may approve time-limited emergency policies related to any matter in the bylaws. Any emergency policy shall be communicated to members and to the Minister of Health.**

The amendment allows for the Council to address urgent issues as needed during a declared state of emergency by the federal or provincial government. If such needs arise, the College will inform members and the Minister of Health. Using this Bylaw provision should ensure that there aren't any difficulties or lapses in regulation.

I'd like to remind all eligible MLTs that the deadline for Calls for Nomination for election to the CMLTO Council was extended to **June 19, 2020, at 5:00 pm**. Please read or download the flyer [PDF](#) and [click here](#) for more information on the website.

As we head into the summer, I wish to thank you for your continuous

commitment to protecting the public by delivering high-quality and competent care during these extraordinary times.

**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.

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.

**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 Consolidated Bylaws.


The deadline for election nomination forms to be received by the CMLTO is Friday, June 19, 2020, 5:00pm.

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 2 – Central West Region (Term: Date elected – Dec 31, 2022)  
District 7 – North West Region (Term: Date elected – Dec 31, 2021)

Visit our website at [www.cmlto.com](http://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 [executiveoffice@cmlto.com](mailto:executiveoffice@cmlto.com).  
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## Message from the Registrar & CEO, Kathy Wilkie, BHA, MLT



Since the declaration of the COVID-19 pandemic, some members have called upon the CMLTO to advocate on behalf of the profession. While the College and the Council consider MLTs to be essential frontline healthcare workers at all times, the CMLTO's mandate is to protect the public.

As the regulator, the CMLTO is not in a position to advocate on behalf of members—that is the role of the professional associations. The College does thank all medical laboratory professionals for their work to protect the public during these very difficult times.

The CMLTO exists to ensure the public receives quality laboratory services from competent and ethical professionals. It sets the requirements for entry to practice to the profession, and the standards of practice within the profession. The CMLTO also investigates complaints regarding MLT conduct in Ontario. The Council comprises both MLTs and appointed members of the public and it establishes the College's strategic directions to fulfill the public protection mandate in accordance with legislation.

Advocating for the professionals whom it regulates would be a conflict of interest and would run counter to the College's statutory mandate.

I do appreciate the frustrations some members have expressed to me and I've provided the above explanation when they have contacted me. The professional associations are your voice and I encourage you to seek out their messaging to clarify how they are advocating on your behalf.

Do you understand the CMLTO mandate?

Yes

Select

## Council highlights

CMLTO Council took the following actions at its teleconference meeting on May 12, 2020:

- Approved the minutes of the February 2020 Council meeting
- Accepted the Council Governance Scorecard – Q1
- Accepted the monitoring reports from 2 statutory committees:
  - Executive Committee Monitoring Report
  - Registration Committee Monitoring Report
- Accepted the President's Briefing Report
- Accepted the Academic Member's Briefing Report
- Approved the CMLTO 2019 Annual Report
- Appointed the auditor for the 2020 fiscal year
- Approved an Amendment to CMLTO Consolidated Bylaws regarding Declared Emergencies
- Received an update on the CMLTO Quality Assurance Program Refresh Project
- Approved the Registrar & CEO's Executive Limitations Monitoring Reports re:
  - EL II-10 Financial Planning/Budgeting/Budget Cycle Policy
  - EL II-11 Financial Condition Policy
  - EL II-16 Vendor Relations Policy
- Accepted the Registrar & CEO's Incidental Briefing Report
- Reviewed and approved one Council-Staff Relationship Policy:
  - CSR III-05 Registrar & CEO Job Products Policy
- Reviewed and approved two Governance Process Policies:
  - GP IV IV-50.10 Council Monitoring System Policy
  - GP IV-166 Government Relations Policy
- Reviewed and approved one Executive Limitations Policy:
  - EL II-25 Human Resources Parameters Policy



## CMLTO releases 2019 HHR Report

The CMLTO is pleased to announce the release of its eleventh annual Medical Laboratory Technologist Health Human Resource report.

As part of its mandate, and as required by legislation, the CMLTO collects demographic and practice-specific data through the membership registration and annual renewal processes. To create the report, the CMLTO analyzed the 2019 membership data collected in the areas of MLT practice, employment facility and status, and the provision of MLT education.

Please [click here](#) to view the 2019 report (PDF) and past reports.

The CMLTO is committed to supporting health human resource planning for medical laboratory technologists in Ontario. Please email your comments or questions to [executiveoffice@cmlto.com](mailto:executiveoffice@cmlto.com).

## Reminder: QAP webinar on June 23, 2020

The CMLTO Quality Assurance Program (QAP) is hosting a webinar on Tuesday, June 23, 2020, from 12:00 – 1:00 pm to discuss the updated QAP that takes effect on January 1, 2021. CMLTO staff will provide information related to the program's

evaluation process and members' updated obligations and responsibilities.

Staff will conduct a short question and answer period after their presentation. Please click on the following link to register for the webinar:



<https://attendee.gotowebinar.com/register/2683071561756966670>



**The CMLTO  
Quality Assurance Program's  
updated requirements for all  
Practising members take  
effect on January 1, 2021.**

**Learn more by clicking here.**

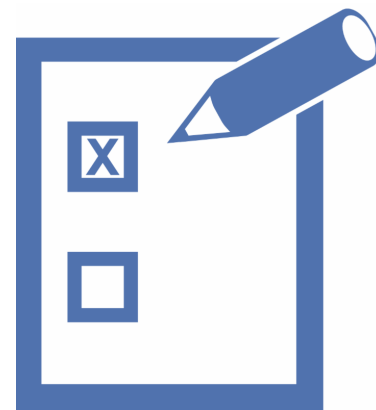
## CMLTO Quality Assurance Program (QAP)

All QAP-related functions are operating normally, and within normal service standards. Please note that the Spring 2020 QAP audit cycles have been deferred in recognition of the extraordinary workplace demands placed upon MLTs at this time. However, members must continue to meet their ongoing Quality Assurance obligations including maintaining an up-to-date Professional Portfolio. Questions may be emailed to [qualityassurance@cmlto.com](mailto:qualityassurance@cmlto.com).

## CMLTO Professional Conduct

All Professional Conduct functions are operating normally, and within normal service standards. All MLTs are expected to meet their professional obligations at this time and continue to update their CMLTO member profiles (i.e., changes to personal and employment information).

Employers are required to file [Mandatory Reports](#) with the CMLTO if they terminate an MLT's employment, suspend an MLT, or restrict an MLT's practice for reasons of professional misconduct, incompetence, or incapacity. [Click here](#) for more information and email questions to [professionalconduct@cmlto.com](mailto:professionalconduct@cmlto.com).



## CMLTO Registration services

Although the CMLTO is operating a virtual office, all Registration-related functions are operating normally, and within normal service standards. This includes processing new applications, reinstating former members or changing registration class for existing members. All such applications and requests continue to be assessed against the registration requirements defined in Ontario Regulation 207/94 under the *Medical Laboratory Technology Act, 1991*.

Applications for reinstatement of membership or to change registration class may be made at [www.cmlto-onlineservices.com](http://www.cmlto-onlineservices.com).

For detailed information about registration requirements for both Practising and Non-practising classes, [click here](#) (PDF).

## Proposed new tests: Newborn Screening Ontario program

The Ministry of Health is proposing to enhance newborn



screening in Ontario by adding the tests for Mucopolysaccharidosis type I (MPS I), also known as Hurler Disease and Spinal Muscular Atrophy (SMA). If the proposed amendments are approved the two tests would be added to the list of tests performed for the Newborn Screening Ontario program as an insured service. Please refer to the [memo](#) (PDF) for more information regarding the addition of these tests and the proposed amendments to Regulation 682, under the *Laboratory and Specimen Collection Centre Licensing Act*, and Regulation 552, Schedule of Benefits for Laboratory Services, under the *Health Insurance Act*.

### The CMLTO office will continue to operate virtually until further notice

To ensure the health and safety of its staff, volunteers, and system partners, and to support health protection in the greater community, the CMLTO is making every effort to provide uninterrupted service efficiently and effectively. However, CMLTO requests your patience if there is a lag in service or responses.



At this time, the CMLTO encourages you to use email to communicate with the College. [Click here](#) for staff and departmental email addresses. If you do leave voice messages, please include an email address to ensure that you receive a response in a timely manner. The CMLTO is only able to accept mail delivered by Canada Post at this time. No in-person deliveries can be accommodated until further notice.

All CMLTO-hosted in-person meetings have been cancelled until further notice. The College will provide updates about changes to its operations on the [cmlto.com](http://cmlto.com) homepage and via e-blasts to members and stakeholders, as necessary. Members should ensure that they have entered correct email addresses into their profiles at <https://www.cmlto-onlineservices.com/>.

The College is endeavouring to maintain business as usual in order to fulfill its public protection mandate.

### 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](#), [Ministry of Health self-assessment tool](#).

### FOCUS feedback from the last issue of the newsletter

Did you find this issue of FOCUS informative?

**Yes - 94.1%**

**No - 5.9%**

As a medical laboratory professional, has the pandemic changed your job responsibilities?

**Yes - 14.8%**

**No - 85.2%**

Have you been redeployed within the lab?

**Yes - 45%**

**No - 55%**



### CMLTO Canada Day operating hours

CMLTO staff will not be working on July 1, 2020, due to the Canada Day statutory holiday. Regular operating hours resume at 8:30 am on July 2, 2020.

### Please tell us what you think!

Did you find this issue of FOCUS informative?

**Yes**

Select

**No**

Select

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