

2021 - Issue 1

Message from the President, Tammy Earle, MLT



I would like to introduce myself as your 2021 Council President. I was elected by the Council at the last meeting in 2020. I am currently the Supervisor of the Biochemistry Specialty Laboratories at the Hospital for Sick Children.

Every three to four years, the Council refreshes its Critical Outcomes/Ends Policy Direction. In 2020, the Council approved the 2020-2022/23 Ends Policy. The Council ensures that its direction is aligned with the legislation in Ontario. This Council policy sets the mandate and focus for the Registrar & CEO and team. In order to achieve maximum results, each year CMLTO refreshes its specific operational outcomes, milestones, related tactics and operational plans designed to achieve the Critical Outcomes/Ends Policy direction.

The CMLTO team is committed to working effectively with the Council, the public, each other, members, government, stakeholders, and other health professionals to serve the public interest through achievement of the CMLTO Critical Outcomes/Ends Policy Direction established by the CMLTO Council.

The Registrar & CEO has created this strategic framework to summarize CMLTO's strategic approach and priorities for achieving results over the period 2020 to 2022/2023. [Click here](#) to read or download the Strategic Framework document (PDF).

Finally, I wish to inform you that the Council recently accepted Registrar & CEO Kathy Wilkie's resignation. An announcement (PDF) was sent to stakeholders in the medical laboratory sector and posted on the CMLTO website. Kathy will retire from the CMLTO in August 2021. I know you will join the Council in its gratitude for her tireless work in support of the College, the profession, and regulatory excellence in Ontario. I am confident that Kathy leaves behind a strong organization that is well-positioned to succeed and lead regulated health professionals through the years ahead due to Kathy's diligence and commitment to achieving the strategic Critical Outcomes/Ends Policy directions set by the Council each year.



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



As noted in the President's message, I have tendered my resignation to the Council and am retiring from the CMLTO in August. Until then, it is business as usual for me and the staff.

We will be working to achieve the Key Priorities for 2021, which include:

- Launching the new Quality Assurance program
- Continuing to pursue the regulation/oversight of medical laboratory assistants and technicians
- Exploring options for governance modernization under the *Regulated Health Professions Act, 1991* (RHPA)
- Delivering high-quality regulatory programs and services in a transparent, objective, impartial and fair manner
- Collaborating with the HPRO (Health Profession Regulators of Ontario) Colleges to:
 - address anti-Black, Indigenous, and People of Colour (BIPOC) racism, and develop tools and resources for Colleges and their members
 - engage and inform the public about regulated health professionals and the important role they play in public protection in Ontario.
 - ensure that regulated healthcare professionals deliver safe, ethical, and competent care to protect Ontarians.

The work is well underway in these priority areas as well as all College operations and we are on track for another successful year.

Council highlights

CMLTO Council took the following actions at its first meeting of the year on March 22, 2021:

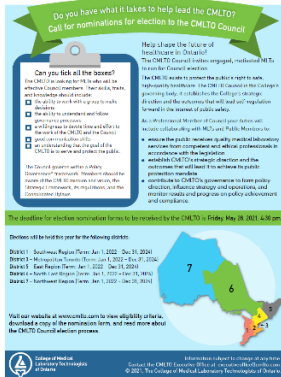


- Accepted incidental reports from 4 new Council members who attended the November 2020 Health Profession Regulators of Ontario RHPA Governance Training
- Reviewed the Council Governance Scorecard – Q4 2020
- Approved the monitoring reports from 4 statutory committees:
 - Executive Committee Monitoring Report
 - Registration Committee Monitoring Report
 - Inquiries, Complaints, Reports Committee Monitoring Report
 - Quality Assurance Committee Monitoring Report
- Accepted the 2020 Council President's Incidental Briefing Report
- Accepted the 2021 Council President's Incidental Briefing Report
- Accepted the Academic Member's Briefing Report
- Recognized departing Council Member – C. Mills (Public Appointee)
 - Approved the composition of the 2021 CMLTO Statutory Committees
 - Approved the 2021 CMLTO Integrated Council Strategic Agenda/Work Plan
 - Explored possible amendments to CMLTO Bylaws and other non-legislative changes regarding CMLTO's Governance Structure Modernization under the RHPA
 - Acknowledged the reasonableness of the Registrar and CEO's 2021 Ends Interpretation
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re:
 - EL II-11 Financial Condition Policy
- Accepted the Registrar & CEO's Incidental/Environmental Scan Report
- Reviewed and approved amendments to one Executive Limitations Policy:
 - EL II-11 Financial Condition Policy
- Reviewed and approved amendments to two Council-Staff Relationship Policies:

- CSR III-02 Delegation to the Registrar & CEO Policy
- CSR III-03 Accountability of the Registrar & CEO
- Reviewed and approved amendments to two Governance Process Policies:
- GP IV-60 Council Policy Champion Policy
- GP IV-130 Council Mentor Policy – checklist

Prior to the start of the Council Meeting, Council participated in a Council Orientation Session that focused on:

- CMLTO’s Strategic Framework 2020-2023
- 2021 Key Strategic Priorities
- Environmental scanning presentation on the federal and provincial government / political landscape



Call for Nominations for Election to Council

The 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.

Elections will be held this year for the following districts:

- District 1 – Southwest Region (Term: Jan 1, 2022 – Dec 31, 2024)
- District 3 – Metropolitan Toronto (Term: Jan 1, 2022 – Dec 31, 2024)
- District 5 – East Region (Term: Jan 1, 2022 – Dec 31, 2024)
- District 6 – North East Region (Term: Jan 1, 2022 – Dec 31, 2024)
- District 7 – Northwest Region (Term: Jan 1, 2022 – Dec 31, 2024)

The CMLTO invites members to be part of this process. Bring your knowledge, skill, and ability to Council and help shape the future. Click on the image to read or download the [poster](#) (PDF).

To achieve an effective mix of skills and abilities, the Council has established selection criteria for Council Member nominations and appointments. These criteria are designed to increase understanding of the qualifications and expectations of Council Members and serve as a guide for candidates and for those who are nominating, and being nominated, for Council positions. [Please click here for more information.](#)

In memoriam: Pat Mercuri, MBA, MLT, ART

It is with heavy hearts that the Council and College share the sad news of the passing of former CMLTO Council member, Pat Mercuri on January 30, 2021. Pat served several terms on Council, where he led Council with passion, diplomacy and integrity as Council President from 2004-2008. Pat was instrumental in implementing the Policy Governance framework as our model of governance. Under his Council leadership, the College



successfully implemented a strong foundation of governance principles, policies and processes, which have enabled Council to achieve its regulatory mandate and Ends priorities, demonstrate its accountability to the public and members, and be recognized as a model of governance excellence by government and other regulators.

More recently Pat was a valued CMLTO team member for a number of years, serving as Director, Registration & HR until his retirement approximately two years ago. He worked hard to help develop the College's online registration renewal process, launch the Voluntary Roster of Registered Medical Laboratory Technicians, and contribute to many other CMLTO initiatives.

Pat was a proud MLT and consummate professional. More importantly he was a wonderful human-being and a true 'gentle-man', who cared deeply about his family, friends and colleagues. His sense of humour, integrity and wisdom made him a valued and respected leader by CMLTO staff members and all those whose lives he touched throughout his career. He was a cherished friend and colleague, who will be greatly missed.

MOH COVID-19 vaccine information for regulated health professionals

MLTs and other regulated health professionals are advised to review the following Ministry of Health (MOH) information regarding receiving a vaccination if you aren't getting one from your employer.

[COVID-19: Guidance for Prioritizing Health Care Workers for COVID-19 Vaccination](#) (PDF).

Please consult the [Public Health Unit](#) where you live, to register for the vaccine if you have not already received one. The College has advised the MOH and PHUs to check the CMLTO Public Register to verify an MLT's status as regulated health professionals at vaccination clinics.

Find contact information for your Public Health Unit by clicking on this [MOH web page](#).

- Visit Ontario's [COVID-19 vaccine web page](#) to view the latest provincial data and information on COVID-19 vaccines.
- Visit Ontario's COVID-19 information [website](#) to learn more about how the province continues to protect the people of Ontario from the virus.

Have you received a COVID-19 vaccination?

Yes

Select

No

Select

If you have received the vaccine, please indicate where you got the shot.

At work

Select

CMLTO Quality Assurance Program

The updated Quality Assurance Program (QAP) launched on January 1, 2021 and 30 members got started immediately! Practising members have been busy completing and submitting their Stage 1 Professional Portfolios, which have shown how truly diverse MLT practice is across the province of Ontario. In particular, members' learning goals have demonstrated a wide range of topics that clearly support their unique practice. Their various learning methods and activities they will complete to achieve their goals, and the outcomes they want to acquire to improve their MLT practice are equally diverse. QA staff recognize and endeavour to support MLTs in their commitment to ongoing professional development and continued competence. They have performed more than 150 formal and informal coaching sessions to help members with Stage 1.



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

Learn more by clicking here.

Please review your Stage 1 feedback by logging into your Professional Portfolio and reviewing the Important Messages box. CMLTO staff will contact all members by mail and email if they have not submitted an approved Stage 1 Professional Portfolio to provide them with the appropriate next steps. If you have any questions, please contact QA staff by telephone at 1-800-323-9672 ext. 2, or by email at qualityassurance@cmlto.com.

Suspended and reinstated members

The following people were suspended from practising on February 8, 2021, for non-payment of fees, and had not reinstated their registration as of March 16, 2021. 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.

16102 John Amah
09109 D Lynn Andrews
16094 Moses Suranjan Avileli
12377 Laura Balfe
12688 Chantal Bédard
03152 Kathy Belletti
03666 Lori Bennett
00450 Kimberley Bertrand

14978 Iman Mahamud
10993 Mary Marinac
07050 Danielle Martineau
06451 Ann Mar-Wah
06900 Dante Mazzetti
13396 Elizabeth McAuley
03875 Anne McBain
04049 Janet McClenahan

| | |
|-------------------------------|--|
| 07785 Josephine Boardman | 00811 Linda Meeks |
| 13006 Kimberly Bradley | 09862 Hemangkumar Mehta |
| 05368 Deborah Byrne | 15220 Shavel Nelson |
| 12915 Recto Cachero | 14591 Carmen Nossa-Cavanzo |
| 16490 Véronique Chabot-Landry | 03840 Teresa Papaioannou |
| 14578 Carolyn Childerhose | 12618 Bintaben Patel |
| 14437 Mary Man Wai Choi | 12667 Pravinkumar Patel |
| 08399 Susan Clancy | 15646 Jesi Penn Mengwi |
| 12536 Amanda Clark | 06615 Susan Piatek |
| 07842 Anne Marie Coons | 04384 Susan Pugh |
| 14289 Farhad Daneshvar | 12799 Louise Raine |
| 10318 Danielle Davies | 14272 Tiffany Rizok |
| 02721 Elena Delgado | 15073 Ihab Salih |
| 16410 Najla El Khamlichi | 09564 Vito Scalia |
| 15809 Anna Farman | 11029 Diana Serpes |
| 13326 Jenny-Lynn Franklin | 15671 Abdul Shakoor |
| 15699 Shelumiel Ann Gaffud | 10988 Brenda Shewchuk |
| 00235 Gemma Gomba | 03086 Mohamed Somji |
| 00651 David Greene | 16142 Kaitlyn Stanley |
| 02094 Maureen Greenwood | 06385 Chris Sumner |
| 15772 Ihab Hana | 09431 Donna Sutherland-Harvey |
| 05285 Rhonda Holt | 06497 Linda Chow-Lin Tam |
| 09150 Naila Hussain | 15524 Sundus Tayybah |
| 14406 Fatima Hussein | 16399 Jijiga Terefe |
| 06309 Lihua Ji | 04489 Suzanne Torgerson |
| 04032 Glen Johnson | 12968 Simpall Trivedi |
| 14176 Sheri Johnson Purdon | 04383 Yin-Ping Tse |
| 14279 Kalyani Karunakiri | 13350 Emmanuel Ugwuegbulem |
| 08579 Jodi Kidd | 16264 Marie Waters |
| 05818 Kelly Dee Kobe | 01801 Stephanie Whittaker |
| 12697 Evelyn Kokoskin | 07887 Patricia Wilson |
| 01115 Carole Lamanna | 06379 Xiaoyan Wu |
| 00441 Martin Laryea | 10802 Samuel Chandrasahasa Yesurathnam |
| 15687 Johanne Laurencelle | 10620 Wendy York |
| 01583 Gwen Lennox | 16406 Suhur Yusuf |
| 03126 Jamie Ma | 16251 Annabelle Zhang |
| 11174 Virgilio Macalalad | |

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 8, 2020 and December 31, 2020. Please consult the online [Public Register](#) to determine an MLT's current membership status.

| | |
|-----------------------------|---------------------------------|
| 16236 Wesal Abdelrawf | 13899 Augustin Kazadi-Cilumbayi |
| 15275 Stefan Andrade | 15687 Johanne Laurencelle |
| 13576 Billie Jo Barbosa | 08489 Amani Oakley |
| 07397 Joanne Baril | 05529 Anthony Petrone |
| 08879 Anne Marie Campanella | 15977 Rehab Rahman |
| 06261 Sandra G Comand | 12690 Mah Rukh Rasheed |
| 15941 Denisha Deniston | 11679 Cher Rashotte |

03387 Doug Ems
08776 Julie Ferguson
15699 Shelumiel Ann Gaffud
15772 Ihab Hana
12427 Mario Hemens
15920 Asrar Ibrahim

13122 Shaparak Rezazadehmalek
14272 Tiffany Rizok
11915 Natalie Silliphant
15666 Victoria Soyka
12968 Simpall Trivedi
08604 Barbara Wilson

New OHR video

The Communications Committee of the Health Profession Regulators of Ontario (HPRO) has developed a new video for its [Ontario Health Regulators](#) (OHR) site and various public engagement campaigns throughout 2021.

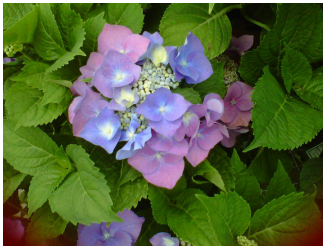


[Click here](#) to watch the video which informs the public about what to expect before, during, and after visits with regulated health professionals during the pandemic.

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](#).



College closed for Easter

The CMLTO will be closed on April 2nd and April 5th, 2021. Regular operations resume at 8:30 am on Tuesday, April 6th.

Please tell us what you think!

Did you find this issue of FOCUS informative?

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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 M5C 3A1 Canada

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