

2021 - Issue 4

## Message from the Chair of the Board of Directors, Tammy Earle, MLT



For the last several years, CMLTO's Board of Directors has been reviewing reports related to the governance structure of regulatory bodies with a view to keeping up with emerging best practices. You may have noticed that we have recently updated some of our terminology, so it reflects our role as a

regulator.

One of leading best practices is to have smaller boards with fewer directors. There is ample evidence that smaller boards are not only less costly but are also more efficient and effective decision makers.

The *Medical Laboratory Technology Act*, which sets out the composition of the CMLTO Board, states that the Board must have between 7 and 11 elected Directors. Currently the Board has 11 positions for elected Directors.

Would you support reducing the number of elected Directors on the CMLTO Board?

The Board is also considering moving away from geographically-defined electoral districts to treating the whole province as one electoral district, thereby allowing all registrants to both run for and vote in the election for every district.

Would you support moving to one electoral district that includes the whole province?

Please let the College know what you think by completing this short [survey](#) by November 5, 2021. The Board will consider the survey results at its next meeting and will report its decision in a future issue of FOCUS.

Another way you can influence CMLTO governance is to become a Non-Board Committee Member (NBCM). NBCMs are eligible to volunteer on the following statutory committees: Registration, Inquiries, Complaints and Reports, Discipline, Fitness to Practice, Patient Relations, and Quality Assurance.

If you are interested in applying, please contact [executiveoffice@cmlto.com](mailto:executiveoffice@cmlto.com) as soon as possible for more information. Completed applications must be submitted by Friday, November 12, 2021. I encourage all members to get involved with the College.



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

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

## Message from Registrar & CEO John Tzountzouris, MA, BSc, BHA, MLT, GSP



As noted in previous issues of FOCUS, Kathy Wilkie has retired from her position as the CMLTO's Registrar & CEO. I am privileged to have been selected by the Board as the CMLTO's new Registrar & CEO. I would like to thank Kathy for her 21 years of service, and to the Board for this opportunity.

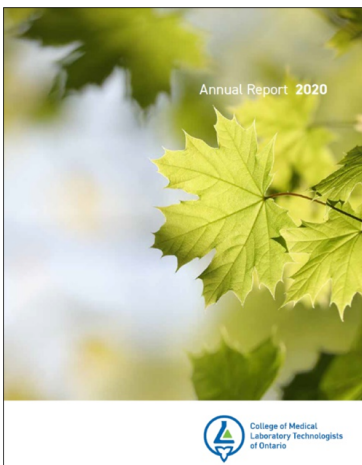
As the new Registrar & CEO, I'd like to take a moment to introduce myself. I am an MLT, with authorization to practise in Molecular Genetics. Through my career, I have worked in research at the Hospital for Sick Children, in clinical genetics at North York General Hospital, in management at Mount Sinai Hospital, and in the educational sector at (what was then) The Michener Institute for Applied Health Sciences. I have been working at the CMLTO since 2009 in a variety of progressive positions, most recently as Director, Registration & Professional Practice since 2017.

Over the last 12 years I've travelled around Ontario engaging registrants and other stakeholders in dialogue through presentations at laboratories, college campuses, conferences and seminars, on behalf of the CMLTO. During these presentations I've tried to meet as many registrants as I could and listen to your suggestions and concerns.

I am honoured to take on the leadership of our profession's regulatory body, especially now during this era of the public's special interest in our healthcare system's safety, capacity, and efficacy. Our profession has been at the frontlines of the pandemic, providing competent and ethical care, during these extraordinary times.

Please take some time to read through this issue of FOCUS which highlights our accomplishments in 2020 through the release of our Annual Report and looks ahead to other initiatives that the College and the Board is focussing on. I'm confident that the CMLTO and all registrants are well-positioned to continue delivering safe, high-quality medical laboratory services to Ontarians, as we continue to meet the challenges of today, and of those of the future.

Although in-person meetings and presentations have been on hold for the past 19 months, I look forward to connecting with you virtually or by email and phone in the meantime.



### CMLTO 2020 Annual Report released

The CMLTO is pleased to announce the publication of the 2020 Annual Report in [English](#) (PDF) and in [French](#) (PDF).

The report illustrates the CMLTO's key accomplishments in fulfilling its mission/mandate to protect the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technology profession.

CMLTO Annual Reports are located online [here](#).

### Proposed changes to the *Laboratory and Specimen Collection Centre Licensing Act*

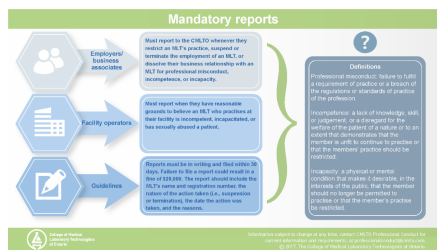
The College responded to the Ministry of Health's proposed regulatory change aimed at modernizing the regulatory framework for laboratories.

CMLTO's submission focussed on two main items, in response to the Ministry of Health's stated intent of "Updating the role and qualifications for laboratory facility personnel to reflect current needs." The CMLTO requested that:



- The current provision which allows individuals to practice as MLTs in Ontario, without being registered with the CMLTO, be removed from the regulations; and
- Processes be established to ensure the comprehensive oversight of medical laboratory assistants and technicians in Ontario, by the CMLTO.

The CMLTO believes that both issues are a matter of public interest. The College has been pursuing the regulation of medical laboratory assistants and technicians since 2009, at the direction of the CMLTO Board. While it has been a long journey, the College will continue to work with the government and stakeholder to advance this initiative. Further information on the regulatory initiative can be found [here](#).



## Mandatory reports due to non-compliance with employer-mandated vaccinations

The last issue of FOCUS included a poll asking registrants to answer if they had been fully vaccinated for COVID-19. Of those who responded, 97.5% indicated that they have

been fully vaccinated and 2.5% answered that they had not.

CMLTO Board Chair Tammy Earle's message in that issue stated that the College supports all public health measures and advice to combat COVID-19, including vaccinations.

Since the publication of that issue, a registrant has contacted the College with questions regarding termination due to not complying with their employer's vaccination mandate for all staff. While the College has no jurisdiction over employer policies, the CMLTO Standards of Practice outline MLTs' responsibilities including the requirement to "adhere to institutional and laboratory policies." Terminations for failing to adhere to institutional and laboratory policies, i.e., workplace policies, will result in [mandatory reports](#) made by employers.

The *Regulated Health Professions Act, 1991* (RHPA) requires that employers/business associates file a report with a regulatory body whenever they restrict a professional's practice, suspend or terminate a professional's employment, or dissolve their business relationship with a professional for any of the following reasons: professional misconduct, incompetence, or incapacity. There is an obligation to file the report even if the professional (MLT) resigns.

Did your employer institute a mandatory COVID-19 vaccination policy for staff?

Yes

Select

No

Select

## CMLTO Board highlights

The CMLTO Board took the following actions at its meeting on September 13, 2021:

- Approved the Minutes of the June 3, 2021, CMLTO Board Meeting and Notes of the June 4, 2021 CMLTO Board Education, Training & Orientation Session
- Accepted Incidental Reports from 3 Board Members who attended the Govern for Impact Virtual Conference in June 2021
- Accepted two New Board Members' Council Mentor Program Monitoring Reports
- Reviewed the Board Governance Scorecard – Q2 2021
- Reviewed the Board Evaluation Feedback from the June 3 & 4, 2021 Board Meeting



- Ratified the email vote re CMLTO Bylaw Amendments motion following the June 3, 2021 Board meeting
- Approved the monitoring reports from 3 statutory committees:
  - Executive Committee Monitoring Report
  - Patient Relations Committee Monitoring Report
  - Quality Assurance Committee Monitoring Report
- Accepted the Board Chair's Incidental Briefing Report
- Accepted the Academic Member's Briefing Report
- Approved the CMLTO 2020 Annual Report and Summary Financial Statements
- Appointed the Auditors for Fiscal Year 2021
- Discussed Options for amending CMLTO Bylaws re Council Composition per the CMLTO Governance Structure Modernization initiative
- Approved the Proposed Policy Criteria for Application for Funding for Sexual Abuse Therapy
- Launched the 2021 Board Effectiveness Self-Evaluation
- Approved the Proposed Short-Term Amendments to the Schedule of R/CEO Executive Limitations Monitoring Reports for four Policies
- Engaged in an education/training session re:
  - Financial Skills for Directors of a Governing Board
  - Role of Council Policy Champions
- Approved the Board Monitoring Reports re the Board's compliance with:
  - GP IV-01 Governance Philosophy/Approach Policy
  - GP IV-60 Council Policy Champion Role Policy
- Approved the Proposed Revised Schedule of Council Monitoring of Council Compliance With Council Policies
- Reviewed and approved amendments to three Governance Process Policies:
  - GP IV-30 Annual Planning Cycle & Annual Integrated Council Strategic Agenda/Work Plan Policy
  - GP IV-35.10 Developing and Maintaining the Council Policies Policy
  - GP IV-150 Council Member Use of Social Media Policy
- Reviewed and approved amendments to two Executive Limitations Policies:
  - EL II-15 Asset Protection Policy
  - EL II-16 Vendor Relations Policy

**The CMLTO Board took the following actions at its meeting on September 14, 2021:**

- Approved the Registrar & CEO's Monitoring Report re:
  - HLP 3 – Effective Regulation with the Health System – Interim Report
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re:
  - EL II-09 Investment Policy
  - EL II-10 Financial Planning and Budget Cycle Policy - approved the 2022 CMLTO Budget
  - EL II-11 Financial Condition Policy
  - EL II-70 Intellectual Property Policy
  - EL II-80 Emergency Executive Succession Plan Policy
- Accepted the Registrar & CEO's Incidental/Environmental Scan Report
- Received an update on Board Recruitment of new Registrar & CEO.

**CMLTO Quality Assurance Program and audits**

The CMLTO Quality Assurance Program (QAP) conducted its first Practice Review audit as part of the updated QAP that launched on January 1, 2021. In total, 692 Practising registrants completed the Practice Review audit in 2021. Congratulations again to all registrants who successfully completed their audits.



The Professional Portfolio audit is still ongoing. Registrants selected for the portfolio audit must submit their completed Stage 2 Professional Portfolio by December 31, 2021. In July, the registrants selected for the portfolio audit were notified by postal mail and email. If you are unsure if you were randomly selected for audit, you can also check the Important Messages box at the top of your portfolio. If you were selected there will be a message that states "Your

profile was selected for audit. Please submit your completed Stage 2 Professional Portfolio by December 31.”

With renewal fast approaching, **all Practising registrants are reminded that they must maintain an up-to-date Professional Portfolio which includes the Stage 1 and Stage 2 portfolio sections.** All Practising registrants self-report compliance in maintaining their portfolios as part of the renewal process. If you have any questions about maintaining your portfolio or the audit, please contact the CMLTO QAP department at 1-800-323-9627, extension 2, or by email at [qualityassurance@cmlto.com](mailto:qualityassurance@cmlto.com).

If you have any questions about the Professional Portfolio email QA staff at [qualityassurance@cmlto.com](mailto:qualityassurance@cmlto.com).



### Registration renewal for 2022

The CMLTO's Annual Registration Renewal for 2022 begins on November 1, 2021. All medical laboratory technologists registered in Ontario must renew their CMLTO registration online by December 31, 2021.

An eblast was sent to all MLTs on October 6th reminding them that it is a professional obligation to ensure that the CMLTO has their correct contact information. Registrants can update their profiles by logging into <https://www.cmlto-onlineservices.com/>.

The Annual Registration Renewal notice, which includes renewal instructions, was sent by postal mail to all registrants on October 15th.

### Request a CMLTO speaker

The CMLTO is committed to building relationships with registrants, other health profession colleges, key stakeholders, and the public.

The CMLTO can provide presenters on a wide variety of topics, including its regulatory role, ethics and professionalism, interprofessional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians.



To request a CMLTO speaker to deliver a virtual presentation, please email [registrantrelations@cmlto.com](mailto:registrantrelations@cmlto.com).



### Feedback from the last issue of FOCUS

*Are you fully vaccinated?*

Yes - 97.5%  
No - 2.5%

*Did you find this issue of FOCUS informative?*

Yes - 92.3%  
No - 7.7%

### 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](#).

## CMLTO continues to operate virtually

Until further notice, the CMLTO staff, Board, and Statutory committees will continue to operate virtually. The office at 25 Adelaide Street East in Toronto remains closed.



### 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](http://www.cmlto.com) • [communications@cmlto.com](mailto:communications@cmlto.com)

CMLTO | 25 Adelaide Street East, Suite 2100, Toronto, ON M5C 3A1 Canada

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

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by [communications@cmlto.com](mailto:communications@cmlto.com)