

## FOCUS FEBRUARY 2014

### Message from the President, Jan Maxwell, MLT



*"Everyone can be great because everyone can serve."*  
— Dr. Martin Luther King

Hello and welcome to 2014! My name is Jan Maxwell, MLT, and I took office as the CMLTO Council President beginning January 1, 2014. I have served on Council for 5 years, and this year is shaping up to be a busy one, helping the College lead self-regulated medical laboratory technologists in Ontario.

As a Council member, I have participated on various committees, including the Executive, Quality Assurance and Fitness to Practice. The leadership roles I've taken on as a Council member, have led to developing skills which have enhanced not only my career, but other areas of my life.

Like most MLTs, I have a demanding job that I love and believe my role is an important part of our health care system. Yet along with my career and family demands, I feel a responsibility to my profession and the part it plays in public protection. The opportunity to influence the role of MLTs in protecting the public's right to safe, high-quality health care through self-regulation has been particularly satisfying for me.

Through my years of Council service, my pride in the profession has grown. Connecting with MLTs around the province, I witness in conduct and in practice, MLTs are more accountable than ever and have become leaders in interprofessional collaboration. We continue to strive to work with healthcare professionals to improve patient care.

Below you will read about the opportunities to become part of Council through the Call for Nominations article. I encourage you to consider taking on a leadership role to enhance your life as well as the profession, by engaging in self-regulation. Your contributions will strengthen public protection.

I look forward to serving you as President and welcome your feedback. Please enter your comments or questions in the space below.

**Send your feedback to Jan by typing your comments in this box and hitting the "Submit" button on page 3.**



### Message from the Registrar & Executive Director, Kathy Wilkie, BHA, MLT



CMLTO has begun the year with very detailed plans to lead the medical laboratory technology profession forward while ensuring the public receives quality laboratory services from competent and ethical MLTs.

With the support of the Council, CMLTO is embarking on an ambitious workplan designed to support the goals listed in the [Strategic Framework 2012-2015](#).

In 2014, CMLTO will be advancing strategic initiatives and improving its processes and resources in the following areas:

- quality assurance
- pursuing regulation of medical laboratory technicians and assistants
- empowering enhanced professionalism
- MLT scope of practice
- member and stakeholder communications.

We will update you about our work on these initiatives primarily through the website, FOCUS, and eblasts. I encourage you give us your feedback whenever we report on our work, via all of our communications channels.

As President Jan Maxwell mentioned above, participating on Council is very rewarding. This year there are openings to represent Districts 2, 3, 4, 6, 7, and as Academic Member. Please read the articles below for more details.

I look forward to sharing our progress and successes with you throughout 2014.

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### In memoriam

It is with sadness that CMLTO shares the news of Robert (Bob) Warren's recent passing. He was a valued Public Member on Council from July 2003 to December 2012. Bob served on many committees during his time on Council, and as Vice President. On behalf of the Council, staff, and members we extend our sincere condolences to his family.

### Professional Liability Insurance update

As reported in the December issue of FOCUS, the CMLTO Council passed amendments to the Consolidated Bylaws requiring practising members to carry professional liability insurance (PLI), in all employment settings by March 31, 2014.

Effective April 1, 2014:

- Current practising CMLTO members will be required to complete a self-declaration form describing compliance with the bylaw requirements during the annual registration renewal period beginning in October 2014, as well as throughout the year if any changes are made to their CMLTO registration.
- Practising members may be chosen to be audited randomly to provide proof of PLI.
- New CMLTO membership applicants will be required to complete an undertaking requiring that PLI is in place prior to starting professional practice.

For more information about PLI, [please go to this page](#) on the CMLTO website.

### Council highlights

#### **Council Meeting held on November 28-29, 2013**

- The 2014 Council officers were elected. Jan Maxwell, President; Karen Persad, Vice President, Professional; Ayo Adediji, Vice President, Public.
- Council approved the proposed amendments to the CMLTO Consolidated Bylaws regarding Professional Liability Insurance for practising members.
- Regular policy reviews were conducted on five Governance Process Policies and one Executive Limitations Policy.
- The Registrar & Executive Director's High Level Ends Policy 1 (Public Interest) and High Level Ends Policy 2 (Ethical and Competent Medical Laboratory Technologists (MLTs)), five Executive Limitations Monitoring Reports were approved.
- Committee and Council Member Briefing reports were presented.

#### **Council Meeting held on January 24, 2014**

- The Registrar and Executive Director's 2014 Ends Interpretation was accepted by Council.
- The 2014 Integrated Council Strategic Agenda/Work Plan was approved.
- The composition of the 2014 Statutory Committees was approved.
- Two Council Governance Process policies were reviewed:
  - o Council Monitoring System Policy
  - o Council Statutory Committee and Standing Committee/Task Force/Council Working Group Principles Policy.
- Two Executive Limitations monitoring reports were approved:
  - o Financial Condition Policy
  - o Corporate Identity and Use of the Corporate Seal Policy.

Note: A full Council Orientation Program was held on January 23, 2014.

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### Call for appointment of Academic Member to Council

The CMLTO Council establishes the College's strategic directions and the outcomes that will lead self-regulation forward in the interest of the public's right to safe, high-quality health care. The CMLTO invites you to be part of this process by seeking appointment for Academic Member position on Council. Bring your knowledge, skill and ability to Council and help shape the future.

To be eligible the member's primary employment must be teaching a course of study accredited by the Canadian Medical Association's Conjoint Committee for the Accreditation of Educational Programs in Medical Laboratory Technology.

To be considered for appointment to the Council Academic Member position, please submit a brief letter outlining why you are seeking the appointment and the value you would bring to Council, accompanied by a copy of your current resumé.

Applications will be reviewed by the CMLTO Executive Committee, with an appointment being approved by Council at the November 2014 Council meeting.

The Academic Member term commences January 1, 2015, and ends December 31, 2017.

If you require further information about the Academic Member's role or the application process, please email [executiveoffice@cmlto.com](mailto:executiveoffice@cmlto.com).

Please mail your application to: Registrar & Executive Director, CMLTO, 25 Adelaide Street East, Suite 2100, Toronto, ON M5C 3A1

**The deadline for Academic Member applications to be received by the College is May 23, 2014, 5:00 pm.**

### Call for Nominations for Election to Council

**Deadline for election nomination forms to be received by the CMLTO is May 23, 2014, 5:00 pm.**

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. 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 District 2, District 3 and District 4.

Special elections for existing vacancies will also be held for District 4, 6 and District 7.

#### Council Member Nomination

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 visit the CMLTO website to view the criteria.](#)

### Mandatory reporting: an employer's duty and an MLT's opportunity

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 the employment of a professional, or dissolve their business relationship with a professional for any of these reasons—professional misconduct, incompetence, or incapacity (see definitions below). There is an obligation to file the report even if an MLT resigns. A written report must be filed within 30 days and failure to do so may result in a fine of up to \$25,000.

Members and employers often view mandatory reporting to the College as a negative or onerous requirement. However, while it is an employer duty, it can be seen as an MLT's opportunity to improve practice and refocus career goals.

Within the regulated health professions, mandatory reports help to protect the safety of the public and are vital because regulatory bodies cannot proactively monitor each member's conduct and capacity to practice.

Mandatory reports are reviewed by the Registrar & Executive Director and may result in the appointment of an investigator. The Inquiries, Complaints and Reports Committee (ICRC) investigates all complaints and considers reports of professional misconduct, incompetence, and incapacity, and has the authority to issue reminders and or recommendations, cautions, and refer matters to the Discipline or Fitness to Practise Committee for a hearing. The ICRC can also require a member to complete a specified continuing education or remediation program.

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Opportunities for practice improvement and career refocussing arise when an MLT responds positively to the misconduct, incompetence or incapacity issues that led to the mandatory report. Self-reflection, reviewing his or her Professional Portfolio, or completing continuing education or remediation programs may lead an MLT to sharpen skills and/or determine that they are better suited to work in a different specialty or practice setting.

Several members have reported that they have gained perspective about their abilities and their career objectives by going through the process. What they had feared actually turned out to be positive experiences that had enhanced their professionalism and redefined their career path.

### Definitions

*Professional misconduct* – failure to fulfill a requirement of practice or breach of the regulations or standards of practice of the profession.

*Incompetence* – a lack of knowledge, skill or judgment, or disregard for the welfare of the patient of a nature or to an extent that demonstrates that the member is unfit to continue to practise or that the member's practice should be restricted.

*Incapacity* – a physical or mental condition that makes it desirable, in the interests of the Public, that the member should no longer be permitted to practise or that the member's practice be restricted.

### An MLT's duty to self-report

According to the CMLTO Consolidated Bylaws, MLTs must notify the CMLTO Registrar & Executive Director in writing within thirty days, of changes to any of the following information:

- The member's name.
- The business address and business telephone number of all premises where the member practices.
- The member's home address and home telephone number.
- The identity, address and telephone number of each employer or other person the member works for and the title or description of the member's position with each employer or person.

Under the RHPA, members must also report if they are convicted of any offences as soon as reasonably practicable after they receive notice of the finding of guilt.

### Request a speaker

The CMLTO is committed to promoting and enhancing relations with members, other health profession colleges, key stakeholders, and the public. We are pleased to respond to requests for presentations on a wide variety of topics, including its regulatory role, the CMLTO quality assurance program, enhanced professionalism, interprofessional collaboration, and the regulation of medical laboratory assistants and technicians.

To request a CMLTO representative deliver a presentation at your organization, please send an e-mail to [memberrelations@cmlto.com](mailto:memberrelations@cmlto.com).

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### Membership update: suspension and reinstatement

The following MLTs had their memberships suspended as of February 3, 2014, for non-payment of fees. Suspended MLTs are no longer members of CMLTO, not entitled to use the MLT designation and not legally authorized to practice in Ontario.

Aboagye, Evelyn Abraham, Annie Abrera, Gloria Araracap, Doris Arcilla, Camille Ashraf, Imrana Atkinson, James Atta, Kamran Awan, Zeenat Balmaceda, Maria Eleanor Bidollari, Gert Bozek, Grace Brohman, Kristy Burry, Amy Butrsingkorn, Vimol Cavanagh, Beverley Cheng Rui, Fang Childerhose, Carolyn Choi, Henry Chow, Janet Clarke, Colleen Contractor, Mohamed Salim D'Souza, Silvy De Vera, Lourdes Demarco, Stephanie Deschesnes, Line Dolea, Adriana Dumais, Kathryn Fox, Janice M Gagne, Melanie	Gandhi, Pratik Garnett, Carli-Ann Gomez, Mikel Alejandro Martin Goyo, Lily Graat, Carrie Greer, Lynn Grewal, Ravijot Guagliano, Charles Guerin, Catherine Hibbs, Tina Cecilia Ho, Chin Isaacs-Garel, Cecile Jones, Patricia Karandikar, Anjali Kershaw, Elaine Khimdas, Saroj Krawczyk, Heather Latuszak, Elizabeth LeFort, Barbara Lightle, Geraldine MacDonald, Helen Mastrocola, Norma Mazurewicz, Inese McCann, Marilyn McFadden, Jane McMaster, Connie Meneses, Tessie Mesa, Solomon Moreland, Mark Murphy, Brenda	Ng, Gar Yee Patel, Ketan Pauli, Patricia Peregrino-Solomon, Thelma Pizzuti, Victoria Ponco, Salustiano Robinet, Russell Robinson, Sheila Schachowskoy, Mark Shaikh, Zahir Shin, Kwangchul Slater, Sandra Stinson, Janet Suler, Zuzana Sun, Eda Surita, Nadia Sutherland, Catherine Tayal-Gupta, Sunita Timpauer, Antonio Toma-Paciocco, Sandra Tsang, Dennis Varughese, Sibby Vigeant, Patricia Vilayphanh, Marilou Visentin, Luca Waldhuber, Susan Wang, Lingqiao Zarif-Abkenar, Shahram
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Those whose certificates of registration have been suspended may apply to the Registrar & Executive Director for reinstatement any time within three years from the date on which they were suspended. If the suspension is not lifted within three years, the certificate of registration will be revoked.

Suspended members wishing to reinstate their registration must complete the Application for Reinstatement form available at [www.cmlto-onlineservices.com](http://www.cmlto-onlineservices.com).

The following members were reinstated between March 5, 2013 and February 25, 2014:

Balatbat, Clarisa Cameron, Tracy Castillo, Felisa Cornell, Maria J Dault, Christian	Kariatsumari, Janice Khawaja, Bushra Patel, Divya Rizvi, Zakia	Salmon, Catherine Thompson, Maria Yagoot, Abobaker
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