

2021 - Issue 3

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



As we head into Fall 2021, the [Ontario COVID-19 Science Advisory Table](#) advises that Ontario “[is in the 4th wave of the COVID-19 pandemic](#).” Our models, federal models, and models in other jurisdictions predict a substantial 4th wave.”



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

The CMLTO Board of Directors supports the Table’s September 1st [statement](#) that vaccination offers substantial protection against severe health outcomes. Its modelling suggests that there will be “a rapid increase in the number of seriously ill people needing hospital care as workplaces and education re-open in September.” As such, the CMLTO office and Board will continue to operate virtually until further notice.

The Ministry of Health (MOH) is deploying its [last mile strategy](#) to reach eligible Ontarians who haven’t received a first or second vaccine. On September 1st the Ontario government [announced](#) that it “will require people to be fully vaccinated and provide proof of their vaccination status to access certain businesses and settings starting September 22, 2021.”

Today the government [released](#) “the [regulations](#) and [guidance](#) for businesses and organizations to support them in implementing proof of vaccination requirements” when they take effect next week.

If you need help in obtaining a vaccination for yourself or your family, please visit the [MOH’s COVID-19](#) site.

The CMLTO Board’s hiring committee has been working to find a replacement for Registrar & CEO Kathy Wilkie who announced her retirement earlier this year. Kathy has graciously stayed on while the search is underway to provide leadership and ensure a smooth transition. The Board will announce the new Registrar & CEO as soon as it is able. I thank Kathy for continuing to provide continuity and stability during this period.

Are you fully vaccinated?

Yes

Select

No

Select

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



As the end of my time as the CMLTO Registrar & CEO draws near, I'm reflecting on the past 21 years at the College. Each year has brought fresh challenges and corresponding successes in leading the medical laboratory profession to protect the public interest.

It has been my distinct pleasure to work with many MLTs as they served on the Board of Directors, on statutory committees, and participated in working groups. Over the years I've gotten to know many more while attending sector conferences and participating in external committees and groups. Your dedication and commitment to excellence and delivering high-quality care is apparent in all your endeavours.

I wish to thank all the Council Members, now known as Board Directors, who worked diligently to transform the College into a recognized innovator and leader in the regulatory governance sphere in the past two decades. Over the past 12 years, the Boards have honed and evolved their work using the Policy Governance principles and structure, which has enabled the College to demonstrate accountability to the public through evidence-based performance measurement. As a result, the CMLTO has been well positioned to meet sector and governmental challenges that have developed throughout the self-regulated health professions environment.

I thank all the past and current staff members who have worked hard to achieve the strategic Critical Outcomes/Ends Policy directions set by the Board each year. During my tenure and under the Board's direction, the CMLTO established the Voluntary Roster of Registered Medical Laboratory Technicians; was a founding partner in the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR); advanced the Quality Assurance Program, consistently demonstrated fair registration practices, helped shape Ontario legislation affecting the medical laboratory sector; strengthened relationships with all sector stakeholders; and undertook public outreach initiatives to inform and ultimately protect the interests of Ontarians.

I will miss the many people I've met during my time at the CMLTO and wish you all well in your continued work to protect the people of Ontario through your shared commitment to excellence, accountability, and leadership.



Make sure your information is up to date

It is a professional obligation to ensure that the CMLTO has your correct contact information including:

- your home mailing address
- your employment status and all of the workplaces at which you're employed
- a valid email address that you check regularly.

You are required to notify the CMLTO of changes to any of your information within 30 days. Registrants can update their profiles online at www.cmlto-onlineservices.com.

The registration renewal period for 2022 begins on November 1, 2021, and ends on December 31, 2021. In October, the CMLTO will send renewal notices by postal mail to all Registrants. Please ensure that you've updated your contact information, if necessary, before October 1st so that you will receive the printed renewal notice.

Update: the first year of the new QA requirements

Significant improvements to the CMLTO Quality Assurance Program (QAP), affecting all Practising members took effect on January 1, 2021. The following data demonstrate impressive results in Registrants' compliance and staff members' support.



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

Learn more by clicking here.

- Approximately 11% of the Stage 1 portfolios required edits. QAP staff members provided feedback during the review process to support Registrants in making edits to their portfolios. After the edits were made, Registrants resubmitted their portfolios for review.
- Two Registrants were enrolled in the Professional Portfolio Support Program to assist them in meeting their QAP obligations.
- To date, only six Registrants have been referred to the Quality Assurance Committee due to issues related to compliance with the new QAP requirements.
- QAP staff conducted 85 formal coaching sessions and 200+ informal sessions via telephone and email inquiries.
- QAP staff members' review times were approximately 1.5 business days after the submission was received.
- In June 2021, 1111 registrants were randomly selected for the Professional Portfolio audit. Registrants were sent both a letter and email notice. A message also appeared in the Important Messages box within their portfolio, as shown below.

The work carried out by the CMLTO Board, the QAC, and College staff to engage stakeholders, research industry trends, and embed best practices within the updated QAP have paid off to enable Registrants' continued competence.

Professional Portfolio for member for January-December 2021

Important messages (Read first)

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

Your Stage 1 submission has been reviewed by CMLTO staff and approved. [Review feedback](#)

Overall progress: 100%

Professional profile: 100% Self-assessment: 100% Learning Goals Development: 100% Professional Development: 100% Learning Goals Reflection: 100%

The Professional Portfolio helps members maintain professional excellence by promoting ongoing self-reflection and development. The Professional Portfolio enables members to set measurable goals toward continuous improvement and enhanced professional practice. Each year, Practising members must submit their completed Stage 1 by March 31st. CMLTO staff will review each submission to approve or request edits where applicable. Only members who are randomly selected for audit are required to submit their completed Stage 2 by December 31st. Audited members will be notified in or around June by letter and email.

Stage 1			Stage 2	
Submission by March 31 st			Submission by December 31 st (if randomly selected)	
The Professional Portfolio Stage 1 enables members to record their development plan for the current year. This enables members to focus their continued development and competence on areas that are important to their unique professional practice.			The Professional Portfolio Stage 2 enables members to reflect on and record their achievements throughout the year and to identify further opportunities to advance their practice.	
Professional profile	Self-assessment	Learning goal development	Professional development	Learning goal reflection
A review of your contact information and professional experience (i.e. education, specialties, MLT duties).	A reflective exercise to learn about a specific professional practice topic and identify opportunities to strengthen your MLT knowledge, skills, and/or judgment.	The development of at least two goals to advance your MLT practice. A minimum of one goal is based on your self-assessment.	A description of your professional development activities and how they support your continued competence. A minimum of three activities must be linked to one or more learning goals.	A review of your learning goals progress throughout the year. This includes a self-reflection on your actual achievements and their impact on your practice.

If you have any questions about the Professional Portfolio email QA staff at qualityassurance@cmlto.com.

Refresher courses

The CMLTO publishes lists of approved refresher courses for MLTs. Refresher course hours may be required for a person applying for a Practising class of registration certificate who cannot demonstrate active engagement, or for a Non-practising registrant who wishes to change class to Practising.



[Click here](#) for more information.



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.

Feedback from the last issue of FOCUS

Do you think that the CMLTO handles your personal data and information securely?

Yes - 92%
No - 8%

Did you find this issue of FOCUS informative?

Yes - 96%
No - 4%



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 closed for Thanksgiving Day

The CMLTO will be closed on October 11, 2021, for the Thanksgiving Day statutory holiday. Regular business hours will resume at 8:30 am on October 12th.

Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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