

FOCUS

A CMLTO newsletter for registrants

2021 - Issue 2

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



As MLTs we all understand the importance of terminology and labels in the lab. Precise and accurate terms and titles are also important in the regulatory world. At the Council meeting held June 3-4, 2021, the Council amended the CMLTO Consolidated Bylaws in which the College's nomenclature is updated

to reflect modern regulatory governance best practices.

The following chart details the changes to the Bylaws.



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

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

Former	New
Member; Practising and Non-practising Council	Registrant; Practising and Non-practising Board or Board of Directors
Council member	Director
Council President	Chair of the Board of Directors
Council Vice-President	Vice-Chair of the Board of Directors
Non-Council Committee Member	Non-Board Committee Member

These changes are in line with those used by other health regulators in Ontario and they are more appropriate and relevant to modern governance.

The College staff members are working to update the website, all resources, and correspondence using the new terms. Understandably, the process will take some time to complete but you will begin to see the changes reflected beginning with this issue of FOCUS.

You can read about other decisions undertaken by the Board at its June meeting in the Board highlights article below.

As always, the Board is committed to governing the College and leading the medical laboratory profession in the public interest. The name change has not altered the Board's strategic objectives in any way and protecting the public is still our mandate.

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



Over the past year, we've all grown more accustomed to meeting virtually and conducting our work and personal business online. This increased web usage coincided with the new online components of the CMLTO Quality Assurance Program.

The CMLTO has always maintained robust online security measures in its handling of data in the same way that it protects all the confidential information it collects and uses. Registrants can be assured that any information and data submitted via the QAP and Registration systems is handled with the utmost care.

Firstly, all CMLTO staff members are bound to confidentiality by Section 36 of the *Regulated Health Professions Act, 1991* (RHPA). In fact, Section 36 of the RHPA requires anything that isn't public (which includes Quality Assurance (QA) information) must remain confidential. Further, Section 83 of the Health Professions Procedural Code, Schedule 2 of the RHPA, further protects information that registrants provide through the QA program from being shared with other committees except where the information is false.

Internally, any analysis of aggregate data is done without identifying any registrants. The CMLTO never includes identifying information about registrants in its communications without their express permission. The College never sells registrant information to third parties.

Finally, individual portfolio information is reviewed by QA staff members and all CMLTO staff members must abide by the College's confidentiality policies, in addition to being bound by our RHPA obligations.

You can be assured that all of the necessary safeguards are in place and that the CMLTO takes protecting your information very seriously.

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

Yes

Select

No

Select

Board of Directors highlights

CMLTO Council* took the following actions at its meeting on June 3, 2021:

- Approved the notes of March 22, 2021 CMLTO Council Orientation Session and the minutes of March 22, 2021 Council Meeting
- Accepted incidental reports from 4 Council and Committee members who attended the April 2021 Health Profession Regulators of Ontario Discipline Orientation Session
- Accepted one New Council Member's Council Mentor Program Monitoring Report
- Reviewed the Council Governance Scorecard – Q1 2021
- 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 Council President's Incidental Briefing Report
- Accepted the Academic Member's Briefing Report
- Launched the Council Effectiveness Self-Evaluation
- Approved the proposed amendments to the CMLTO Consolidated Bylaws re mandatory role orientation and updated terminology
- Received an update re CMLTO CPMF Report Submission to Ministry of Health
- Reviewed and approved amendments to one Executive Limitations Policy:
 - EL II-35 Staff Conduct and Transparency Policy
- Reviewed and approved amendments to two Council-Staff Relationship Policies:
 - CSR III-04 Registrar & CEO Position Description Policy
 - CSR III-07 Unity of Control Policy
- Reviewed and approved amendments to four Governance Process Policies:
 - GP IV-05 Council Terms of Reference Policy
 - GP IV-10 Council Member Job Description Policy
 - GP IV-15 Role of Council Officers Policy
 - GP IV-22 Role of Committee Chairperson Policy
- Approved the Council Monitoring Reports re Council's compliance with:
 - GP IV-05 Council Terms of Reference Policy
 - GP IV-35.10 Developing and Maintaining the Council Policies Policy
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re:
 - EL II-10 Financial Planning and Budget Cycle Policy
 - EL II-11 Financial Condition Policy
 - EL II-15 Asset Protection Policy
 - EL II-40 Member Relations Policy
- Accepted the Registrar & CEO's Incidental/Environmental Scan Report
- Received an update from the Council President on the Recruitment Committee's progress regarding recruitment of a new Registrar & CEO



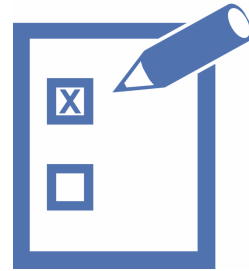
CMLTO Council engaged in an Education and Development Session on June 4, 2021 that included:

- Council received a presentation titled, “Overview of History, Rationale and Evolution of Strategies to Regulate Medical Laboratory Assistants and Technicians”
- Council received a presentation on “Building Council's Leadership Thinking (Generative, Strategic, Fiduciary) for Council dialogue on future-looking strategic vision”, and engaged in an application exercise.

**Please note that the Board amended the Consolidated Bylaws at this meeting, which resulted in the change in terminology from Council to Board.*

Call for Nominations results

In accordance with CMLTO Consolidated Bylaws s.19, a call for nominations for election to the Board was published in FOCUS 2021, Issue 1 and posted on cmlto.com 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 following nominations were received by the deadline date of Friday, May 28, 2021, 4:30 pm:

District 1 – Southwest Region

One nomination was received – Josh Lewis. The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

District 3 – Metropolitan Toronto

One nomination was received – Helen Meaney. The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

District 5 – East Region

One nomination was received – Karen Persad. The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

District 6 – North East Region

One nomination was received – Gamal Badaway. The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

District 7 – North West Region

There were no nominations received for District 7.

All terms for the Directors begin on January 1, 2022.

CMLTO Stage 2 Professional Portfolio and volunteer opportunity!

The Stage 1 Professional Portfolio process is now complete. Every Practising MLT has their own set of unique learning goals they will pursue throughout 2021. In the 2021 Stage 2 Professional Portfolio, MLTs will record the professional development (PD) activities they complete between January 1 and December 31, 2021.



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

Learn more by clicking here.

PD hours may be claimed for any activity that advances an MLT's knowledge, skill, or judgment. To assist MLTs, the CMLTO has developed self-directed PD guidelines that are available on our website ([here](#)). The Stage 2 PD section has three requirements to complete annually:

1. A minimum of 30 PD hours
2. A minimum of 3 different activity types (i.e., webinars, journal articles, training)
3. A minimum of 3 different activities that link to a learning goal(s).

Please note a PD activity can be pursued and recorded even if it does not link to your planned goals. These activities may contribute to the minimum of 30 hours and 3 different activity types.

Looking for professional development hours?

The CMLTO requires 2 volunteers to participate in a mock Competence Evaluation (CE) assessment that will assist with our annual CE Assessor training. The CE consists of 15 behavioural/situational questions based on the CMLTO Standards of Practice for MLTs. The mock CE will take approximately 3 hours to complete. Volunteers will be compensated for their time in alignment with CMLTO policies.

If you are interested in volunteering, please click [HERE](#) to learn more.

If you have any questions about the Professional Portfolio or the volunteer opportunity, please do not hesitate to contact QA staff by telephone at extension 2, or by email qualityassurance@cmlto.com.



New refresher course form

The CMLTO maintains a list of approved refresher courses online [here](#).

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.

An individual applying for registration with the CMLTO, or a registrant upgrading from a Non-Practising to a Practising certificate of registration may request that courses that DO NOT appear on the CMLTO approved refresher course lists be considered toward their active engagement registration requirement.

This new [form](#) is to be used for courses that DO NOT appear on the CMLTO approved refresher course lists, but HAVE BEEN TAKEN from one of the following organizations:

- The Michener Institute for Education at UHN
- Canadian Society of Medical Laboratory Science

- LabCE

Registrants will be required to submit a separate form for EACH refresher course to the Registration Department, along with the guarantor-signed proof of completion and completed [guarantor's verification form](#), by following the current CMLTO submission guideline.

2020 HHR report released

The CMLTO is pleased to announce the release of its twelfth annual Medical Laboratory Technologist Health Human Resource Exploration report. This analysis of the 2020 CMLTO membership data examines MLT practice, employment facility and status, and the provision of MLT education.



Read or download a copy of the report (PDF) by [clicking here](#).

Office of the Fairness Commissioner report

The Office of the Fairness Commissioner (OFC) oversees the registration practices of the CMLTO to ensure that they are transparent, objective, impartial and fair for anyone who wants to practise as a medical laboratory technologist in Ontario.

[Read or download](#) the CMLTO's Fair Registration Practices Report for 2020 (PDF).

CMLTO's CPMF Report for 2020

Ontario health regulatory Colleges exist to protect the public interest. To help the public understand how well Colleges are doing their job and to help continually improve accountability, transparency and oversight, all Colleges are reporting on their work in the College Performance Measurement Framework (CPMF) Reporting Tool. The new tool was developed by the Ministry of Health, together with Ontario's health regulatory Colleges, subject matter experts, and the public.



You can learn more about the Reporting Tool and the process by [clicking here](#). Read or download the [CMLTO CPMF Report for 2020](#) (PDF).

New report from Choosing Wisely Canada

A new report from Choosing Wisely Canada and CADTH looks ahead to post-pandemic health care



in Canada. The report highlights consensus on evidence-based recommendations to reduce low-value care when health systems are ready to gradually resume the services and procedures that were put on hold due to COVID-19.

The joint report, [Using Health Care Resources Wisely After the COVID-19 Pandemic: Recommendations to Reduce Low-Value Care](#), along with a [Viewpoint](#) by authors Dr. Karen Born and Dr. Wendy Levinson, were published today in the Canadian Journal of Health Technologies.

Feedback from the last issue of FOCUS

Have you received a COVID-19 vaccination?

Yes - 89.9%

No - 10.1%

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

At work - 66.5%

At a public clinic - 33.5%

Did you find this issue of FOCUS informative?

Yes - 92.4%

No - 7.6%

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 on July 1, 2021

The CMLTO will be closed on July 1st for the Canada Day statutory holiday. Regular business hours resume at 8:30 am on July 2nd.

Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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