

FOCUS 2015, ISSUE 1

Message from the President, Jan Maxwell, MLT



This year brings fresh opportunities to get involved with CMLTO! In this issue of FOCUS, you'll read about the online 2015 Member Survey on this page, which was emailed to all Practising members. The CMLTO Council is committed to engaging with MLTs and using their feedback to shape future strategic directions. We hope to hear from all of you via the Member Survey, which is open until March 31, 2015.

The Call for Nominations for Election to Council is also included in this issue. Participating on Council is an excellent opportunity to help guide the CMLTO in protecting the public interest. Bringing your knowledge of the medical laboratory technology profession will help lead self-regulation forward in the interest of public safety.

The following three MLTs answered the call to get involved with leading CMLTO and joined the Council on January 1, 2015. Click on each name to meet [Jon Fawcett](#), District 2; [Diaram Deokharan](#), District 4; and [Patricia Hamilton](#), District 6.

Please join me in welcoming Jon, Diaram, and Patricia!

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



The Council's and CMLTO staff members' year is off to a great start with lots of important and interesting projects to work on.

As you'll see in this newsletter, the Council and staff are striving to engage members on many vital issues. In particular, the Council will be refreshing CMLTO's Strategic Priorities this year for 2016-2019. It will be laying the groundwork to ensure the College's operations, policies, and procedures continue to be transparent, objective, impartial, and fair. The Council will be striving to define the required impact to achieve protecting the public's right to high-quality health care through self-regulation and leadership of MLTs.

The CMLTO's initiatives surrounding the Voluntary Roster for medical laboratory assistants and technicians, interprofessional collaboration, quality assurance, and transparency, take priority this year.

We'll be reporting our progress in our priority initiatives in future issues of FOCUS and at www.cmlto.com.

Council Meeting highlights

Council Meeting held on January 23, 2015

- The Registrar and Executive Director's 2015 Ends Interpretation was accepted by Council.
- 2015 Integrated Council Strategic Agenda/Work Plan was approved.
- The composition of the 2015 Statutory Committees was approved.
- One Council Governance Process policy was reviewed:
 - o Council Policy Champion Assignments Policy
- One Executive Limitations Policy was reviewed:
 - o Financial Condition Policy
- One Executive Limitations monitoring report was approved:
 - o Financial Condition Policy

Note: A full Council Orientation Program was held on January 22, 2015.

Call for Nominations for Election to Council

Deadline for election nomination forms to be received by the CMLTO is May 25, 2015, 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 1-Southwest Region; District 3-Metropolitan Toronto; District 5-East Region; District 6-Northeast Region; and District 7-Northwest Region.**

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](#).

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CMLTO's transparency measures

In October 2014, Minister of Health and Long-Term Care Dr. Eric Hoskins asked the Councils of Ontario's regulatory health Colleges to make [transparency](#) a priority objective in their strategic plans, if it is not yet a stated priority.

What does transparency mean at CMLTO?

The Minister wants "to ensure that all Ontarians have access to information that is relevant and timely, useful and accurate – information that evokes public confidence and enhances the public's ability to make informed decisions about their care."



It has been the CMLTO's approach to date to only make public member information which is required under the [Regulated Health Professions Act, 1991](#), and to hold all other information strictly confidential in accordance with the provisions of section 36, except in those cases that meet the exemptions set out in that section.

CMLTO provides information about its complaints and discipline processes on its website. All discipline findings are recorded on the public register and all discipline decisions are included in FOCUS. The CMLTO receives very few complaints about MLT conduct—only 12 in the last 5 years. While patients don't choose who will perform their lab tests, CMLTO recognizes that increased information about MLTs may be useful to other audiences, such as employers.

Image courtesy of Danilo Rizzuti at FreeDigitalPhotos.net

Do you understand CMLTO's transparency measures?

- No
- Somewhat
- Yes

2015 Member Survey

The CMLTO has launched a 2015 Member Survey to understand MLTs' views on CMLTO's quality approach on professional practice.

All Practising members who have provided an email address to the CMLTO were sent a link to the survey, which will be open until March 31, 2015. If you did not receive the email, please check your spam or junk mailbox. If you are a Practising member who has not provided an email to CMLTO and would like to complete the survey, please contact Member Services by [clicking here](#). Approximately 15% members have already completed the survey. If you haven't responded yet, you can make your voice heard until the deadline.

Your participation is greatly appreciated and will help shape the CMLTO's future strategic directions related to our quality approach regarding MLT professional practice.

Voluntary Roster for Medical Laboratory Assistants and Technicians update

Work continues on the project to create a [Voluntary Roster for Medical Laboratory Assistants and Technicians](#).

Throughout the past year, we have gained support from a wide range of stakeholders including members, government, associations, educators, and regulators. We've had positive responses and encouragement from stakeholders who share our concern and desire for accountability in health care. The CMLTO continues to meet with and engage members and stakeholders to inform them about this strategic initiative to increase public protection.

[Watch for news](#) of the Voluntary Roster's launch this spring. MLTs can help advance this initiative by directing medical laboratory assistants and technicians in their lab to subscribe to updates about the project [here](#).

To arrange for a CMLTO representative to speak at your workplace or with your group, please email memberrelations@cmlto.com.

You may contact CMLTO [Member Relations](#) at any time for further information or to provide feedback.

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Who may use the restricted title, MLT?

In Ontario, only CMLTO members may use the restricted title medical laboratory technologist and the designation MLT.

The Medical Laboratory Technology Act, 1991 is one of the governing pieces of legislation of the profession of medical laboratory technology. It defines the restricted title of medical laboratory technologist as follows:

Restricted titles

9. (1) No person other than a member shall use the title “medical laboratory technologist”, a variation or abbreviation or an equivalent in another language. 1991, c. 28, s. 9 (1)

There are two classes of membership:

- **Practising** – Members have met all the requirements of the CMLTO (education, examination, active engagement in the profession) and are able to practise without restriction.
- **Non-practising** – Members have met the CMLTO registration requirements, but **are not permitted to practise**.

New graduates may work as medical laboratory assistants or medical laboratory technicians until they are registered as CMLTO Practising members.

Suspended and retired members may not use the restricted title.

If you are concerned that someone may be using the restricted title inappropriately, please contact the CMLTO.

For questions about the status of your membership or who may use the restricted title, please email memberservices@cmlto.com.

QA audits: the state of member competence

In becoming a regulated health care professional, each MLT makes a commitment to continuous quality improvement. The CMLTO Quality Assurance Program (QAP) uses various methods and tools to measure members' adherence to their quality commitment.

The Professional Portfolio helps members maintain professional excellence by promoting ongoing self-reflection and development. It is mandatory for every CMLTO Practising member to maintain a Professional Portfolio. The QAP conducts random audits throughout the year.

In 2014, 79% of those audited successfully completed their Professional Portfolio and required no further follow-up after submitting it to the College. A satisfaction survey was deployed to the members who were randomly audited and 61% of members surveyed were satisfied with being audited, 17% were very satisfied, and 17% were somewhat satisfied. Those members were also asked for their opinions about the [Professional Portfolio Tip Sheet](#) (PDF). Members rated this resource very highly:

- 82% said it made it easier to complete the Professional Portfolio
- 74% said it made it easier to document measurable goals
- 78% said it clarified Professional Portfolio requirements
- 74% said it clarified the purpose of the Professional Portfolio.

Practice Review is also a mandatory component of the QAP that provides an objective assessment of a member's professional practice in six areas:

- Confidentiality/ Privacy
- Consent to Treatment
- Expectations of Practice
- Legislation
- Professionalism and Collaboration
- Abuse Prevention

Practising MLTs are chosen randomly to participate in Practice Review assessment. Members may also be selected to participate based on criteria approved by the QAC.

In 2014, Practising members who completed a Practice Review assessment achieved an average score of 90%. The feedback survey showed that 56% of those MLTs audited believe the Practice Review assessment process enhanced the quality of their practice. Approximately 44% of respondents believed the level of learning was very good.

When asked to rate the relevance of [Professional Practice Learning Program](#) (PPLP) modules: 56% found them very relevant, 22% relevant and 22% not so relevant.

Overall, the results of both the Professional Portfolio and the Practice Review audits show that professional competence is strong. For information about the QAP, please go to the [CMLTO website](#).

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Click, learn and grow

HealthForceOntario provides financial support for Practising MLTs and eight other allied health professions through the Allied Health Professional Development Fund (AHPDF). Practising members may apply for as much as \$1,500 this funding year in education grants for completed professional development courses, conferences, and workshops. To learn more, [click here](#).



Interprofessional collaboration

Promoting interprofessional collaboration (IPC) is one of the “objects” or requirements of a health regulatory College as described by the *Regulated Health Professions Act, 1991*. Here are a few examples of how the CMLTO has supported IPC for MLTs to date:

- Over the last five years, CMLTO has explored health care system changes affecting the MLT’s professional practice through presentations, focus group sessions with members, and the publication of two papers about “Enhanced Professionalism”. These resources can be found on the CMLTO website by clicking [here](#).
- CMLTO was part of a [Federation of Health Regulatory Colleges of Ontario \(FHRCO\)](#) working group which resulted in the launch of an online tool to help interprofessional teams coordinate care. [Go to the IPC e-Tool now](#).
- The CMLTO developed a series of four case studies to illustrate issues or opportunities for IPC in professional practice scenarios. [Click here](#) to access the case studies and learn how they may be used.
- CMLTO launched an interprofessional collaboration community of practice (IPC-CoP) to enhance the professional practice of members through self-reflection, shared inquiry and a commitment to quality improvement in patient care. The IPC-CoP wound up its activities and the learning from this initiative will help inform the CMLTO’s future approach to supporting IPC for MLTs.

Throughout 2015, CMLTO will be investigating how to move forward to most effectively support IPC for MLTs. Certain initiatives are already being planned so [watch for further information](#) throughout the year!

FHRCO resources regulated health professionals



The Federation of Health Regulatory Colleges of Ontario (FHRCO) is made up of Ontario’s 26 health regulatory colleges, which govern more than 256,000 health professionals. The colleges support these health care professionals in providing the people of Ontario with safe, competent, and ethical health care; and they hold them accountable for their conduct and practice.

FHRCO offers resources to health professionals about [interprofessional collaboration](#) and [medical directives and delegation](#).

Due to increased media scrutiny of various health Colleges, you may encounter patients asking questions about how the Colleges protect their safety. FHRCO published [a set of articles](#) to help people to become more informed and empowered health care consumers that you may wish to recommend.

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Suspended and reinstated members

The following MLTs were suspended from practising as of February 6, 2015, for non-payment of fees. Suspended MLTs are not members of CMLTO, not entitled to use the MLT title and not legally authorized to practise in Ontario.

Abumatar, Arwa Adoranti, Cheryl Amaller, Ian Lissette Arboleda, Perla Ateshi, Alireza Atkinson, Beverley Barnard, Sharon Batalla, Josephine Benard, Irma Bhula, Biniamin Boyd, Lynda Boyd, Patti Brisebois, Marianne Buckman, Rebecca Burke, Petronella Campbell, Holly Capati, Leonila Chagla, Yasmine Chan, Vanessa Charlebois, Simon Chawen, Helen Choksey, Indravadan Chow, Cecilia Coelho, Aaron Cornell, Maria J Desouza, Celia Dong, Shu Li Ens, Cherise Farinas, Salvacion Farooq, Nida	Gandza, Joan Garnett, Carli-Ann Getahun, Solomon Govindasamy, Kala Grant, Brenda Groen, Kimberley Gubatan, Vilma Harron, Maureen Hoang, Minh-Tri Hyde, Lucie Islam, Zahoor Jeganayagam, Hema Kalbfleisch, Marion Anne Keet, Mary Kim, Won-Kil Kruppert, Kimberly Krzywinski, Jennifer Landry, Christine Leopold, Lynda Losner, Kathleen Luchuk, Gregory Lundy, Hilary E Lyness, Saura Macalalad, Virgilio Maldeniya, Cassandra Manley, Doreen Mashreky, Mary May McDonald, Monique McFadden, Jane McMillan, Stephen	McQuaid, Christine Mee, A Vickie Mesa, Siphora Miller, Charlene Moroz, Andrew Murphy, Michelle Nadeau, Aimee O'Keefe, Rachelle Orr, Jennifer Paes, Rose Panilan, Bethel Parisien, France Patel, Atulkumar Pelletier-Simard, Ashley Donna Ricica, Jill Roberts, Jim Robichaud, Marie-France Rubinsztajn, Sonia Shah, Dimple Shaikh, Aashim Sheppard, Andrea Sidenberg, Philip Simcock, Christopher Singleton, Gary Tomalak, Mark Van Eyck, Jessica Wardell, Kathryn Xiao, Bin Zhao, Haiying
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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 an individual does not apply for reinstatement within three years, his/her certificate of registration will be revoked.

Those suspended who wish to reinstate their membership must complete the Application for Reinstatement form available at www.cmlto-onlineservices.com.

The following members were reinstated between February 26, 2014 and February 27, 2015:

Aboagye, Evelyn Arcilla, Camille Burry, Amy Childerhose, Carolyn Dahir, Kuwin Farias, Cassandra Fox, Janice Garnett, Carli-Ann	Gomez, Mikel Grewal, Ravijot Jones, Patricia Keat, Laura Kimball, Samantha Latuszak, Elizabeth McFadden, Jane Meneses, Tessie	Norris, Heather Palmero Fuentes, Melquiades Perera, Marian Pullen, Deborah Saka, Asantha Vigeant, Patricia Zarif-Abkenar, Shahram
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Keeping up to date

The registration renewal period is traditionally a time when MLTs review and update their information in the CMLTO [database](#). But did you know that MLTs can access the database at any time throughout the year to make updates?

In fact, MLTs are required by law, to update the following information within 30 days of any changes:

- Name
- Home address and telephone number
- Name, address and phone number of each current employer
- Job titles

Remember to update your information in CMLTO's [database](#) when changes occur. It can be done easily from any computer, 24/7 year round.

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, ethics and 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.

Send your feedback by typing your comments in this box and hitting the "Submit" button below.

CMLTO FOCUS

communications@cmlto.com For past issues, [click here](#).