

FOCUS 2014, ISSUE 4

Message from the President, Jan Maxwell, MLT



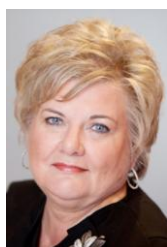
As another year ends, it is natural to reflect on our work and achievements of the past 12 months. The CMLTO Council and staff members had a busy year working to protect the public by regulating the MLTs who perform millions of lab tests annually.

On behalf of the Council, I would like to thank the many MLTs who volunteered their time and service by sitting on Committees, participating in workshops, completing surveys, running for election, and offering feedback during consultation periods.

Only through our combined efforts are we able to safeguard the quality of laboratory test results ensuring health care excellence for Ontarians.

Best wishes for a successful and safe 2015!

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



Protecting the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technology profession requires CMLTO's policies and operations to be transparent, objective, impartial and fair.

As noted in the article on page 2, the CMLTO responded to the Minister of Health and Long-Term Care's request for a report detailing our measures and processes that demonstrate and support transparency to the public and members.

Ensuring our work is carried out transparently, is a balancing act. Regulatory health Colleges must balance the public's need and desire for information with legislative requirements. The CMLTO is obligated to protect the public and demonstrate accountability while fairly maintaining members' and the public's privacy.

CMLTO's commitment and dedication to transparency is not new. The government's renewed interest in this principle mirrors our long-held strategic objectives. The public and members can be confident that CMLTO safeguards Ontarians' trust in the quality of their laboratory test results.

Council Meeting highlights

The CMLTO Council took the following actions at its meeting on November 27, 2014:

- The 2015 Council officers were elected. Jan Maxwell, President; Karen Persad, Vice President, Professional; Ayo Adediji, Vice President, Public.
- Approved the monitoring reports from 4 statutory committees
- Approved the Registrar and Executive Director's Incidental Briefing Report
- Approved the Academic Member Incidental Briefing Report
- Passed motions proposing amendments to the CMLTO Consolidated Bylaws
- Approved CMLTO's Response to Minister of Health and Long-Term Care re Transparency
- Received a presentation on AGRE's Transparency Principles
- Approved, in principle, the Transparency Principles from the Advisory Group for Regulatory Excellence (AGRE)
- Approved the Professional Obligations for Medical Laboratory Assistants and Technicians on the CMLTO Voluntary Roster Guide
- Approved the Quality Assurance for Medical Laboratory Assistants and Technicians on the CMLTO Voluntary Roster Guide
- Approved Proposed Bylaw Amendments re Medical Laboratory Assistants and Technicians Voluntary Roster – Fees
- Endorsed the National Standards of Practice for MLTs developed by the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR)
- Approved the Registrar and Executive Director's High Level Policy 2 – Ethical and Competent MLTs and High Level Policy 3 – Health System Effectiveness Monitoring Reports
- Approved the Registrar and Executive Director's Executive Limitations Monitoring Reports re: (1) EL II-09 Investment, (2) EL II-11 Financial Condition, (3) EL II-20 Signing Authority/Authorization of Expenditures & Authorization of Registrar & Executive Director Expenses, and (4) EL II-45 Communication & Support to Council
- Reviewed and approved an Executive Limitations Policy
 - Investment
- Reviewed and approved revisions to a Governance Process Policy
 - Designated Organization to Approve MLT Course of Study for CMLTO Registration Policy.
- Reviewed Council's Governance Scorecard
- Received an environmental scanning presentation re MLT Scope of Practice/Evolving Professional Practice/Impact of Technological Advancement

Council participated in a facilitated education and strategic development session on November 28, 2014.

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2015 Council Officer profiles



Jan Maxwell, CMLTO Council President; Chair, Executive Committee

Elected 2015 Council President, Jan Maxwell represents District 1. Jan's term of office runs from January 1, 2013, through December 31, 2015. Jan is the Program Coordinator, Medical Laboratory Science Diploma Program, at St. Clair College. She received her Bachelor of Science from the University of Windsor and her MLT diploma from St. Clair College.



Karen Persad, CMLTO Council Vice President, Professional; Chair, Patient Relations Committee; Member, Executive Committee

Elected as Council Vice President, Professional, Karen Persad represents District 5. Her term of office runs until December 31, 2015. Karen serves as Senior MLT for the Cytogenetics, Molecular Genetics, and Molecular Microbiology Laboratories at Kingston General Hospital. She received her Bachelor of Science in Cell and Molecular Biology from the University of Toronto.



Ayo Adediji, CMLTO Council Vice President, Public; Member, Executive and Discipline Committees

Elected as 2015 Council Vice President, Public, Ayo's term of office runs until October 19, 2016. As a Public member of Council appointed by the Ontario provincial government, Ayo helps to protect the public's right to safe, competent, and ethical health care. He currently serves as the Manager of recruiting service for international students seeking admission to Confederation College, Durham College, Lakehead University and University of Ontario Institute of Technology.

CMLTO's transparency initiatives

In October, 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. Further, Minister Hoskins directed the Councils to take concrete steps to develop and establish measures that will continuously increase transparency in College processes and decision-making, and that will make more information available to Ontarians.

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." As a result, he requested each Council to submit reports to him by December 1, 2014, outlining existing measures their College has in place to enhance transparency and new measures it will develop to increase transparency in College processes, decision-making and information disclosure.

You may read the [CMLTO's response](#) (PDF) which details its measures and processes that demonstrate and support transparency to the public and members.



Image courtesy of Danilo Rizzuti at FreeDigitalPhotos.net

MLT Scope of Practice Survey results released

The CMLTO launched a survey to evaluate the current knowledge of the MLT Scope of Practice and to explore MLTs' involvement in professional practice activities within and beyond their current Scope of Practice. The online survey, which was composed of seven questions, was launched in July 2014 and closed on August 1, 2014. The survey link was sent to 800 randomly selected Practising MLTs.

Read or download the [survey results](#) (PDF) now.

Voluntary Roster for Medical Laboratory Assistants and Technicians initiative

The CMLTO is continuing work on its initiative to regulate medical laboratory assistants and technicians. Information about the project and its progress can be found [here](#). Sign up to receive updates about the project [here](#).

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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.



Annual Registration Renewal for 2015

CMLTO's Annual Registration Renewal for 2015 began online on November 1, 2014. All medical laboratory technologists in Ontario have been sent notification of the renewal requirements by letter mail, and must [renew online](#) by December 31, 2014. If you have questions, please call 416-861-9605, press 1 for registration and renewal, or email memberservices@cmlto.com.

Keeping up to date

The registration renewal period is traditionally a time when MLTs review and update their information in the CMLTO's 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 their information within 30 days of any changes to the following:

- 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.

2014 CMLTO holiday hours

Please note the following CMLTO office hours for the period Monday, December 22, 2014, to Friday, January 2, 2015:

Monday, December 22nd, 8:30 am – 4:30 pm
 Tuesday, December 23rd, 8:30 am – 4:30 pm
 Wednesday, December 24th, 8:30 am – 2:00 pm
 Thursday, December 25th, CLOSED (Christmas Day)
 Friday, December 26th, CLOSED (Boxing Day)
 Monday, December 29th, 8:30 am – 4:30 pm
 Tuesday, December 30th, 8:30 am – 4:30 pm
 Wednesday, December 31st, 8:30 am – 2:00 pm
 Thursday, January 1, 2015, CLOSED (New Year's Day)
 Friday, January 2, 2015, 8:30 am – 4:30 pm

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.

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