

FOCUS 2015, ISSUE 4

CMLTO newsletter for members

Message from the President, Jan Maxwell, MLT

As you know, the CMLTO Council initiated a project to regulate medical laboratory assistants and technicians beginning in 2008. Through the years, the CMLTO has reached many milestones on this journey.



As announced in the last issue of FOCUS, the College launched the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians in October.

It is my pleasure to announce that 16 people have been accepted to the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians. For a list of names of the new affiliates, please see the article at the top of page 2.

Please join me in welcoming the Voluntary Roster affiliates and congratulate them on their commitment to public protection and professionalism.

On behalf of the CMLTO Council and staff members, I wish you success and good health in 2016.

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

The CMLTO Council and staff are currently ending another busy year at the College. I would like to thank them for their diligent work in helping ensure the public receives quality laboratory services from competent and ethical professionals.



In particular, I thank departing Council Member Mark Darroch for his service. Mark was a Public Council Member from June 19, 2013 to December 31, 2015. During his term he served on the Discipline and Fitness to Practice Committees. On behalf of the Council and staff, I wish Mark well in his future endeavours.

At its November 25, 2015 meeting, the Council welcomed new Public Member [John Kurvink](#) as he began his 3-year term. John is currently Vice President, Corporate Services and CFO for Georgian Bay General Hospital, in Midland, Ontario. He is a CPA, CA and has a Master of Health Administration, Bachelor of Commerce, and a Diploma in Medical Technology. John is well equipped to help govern the CMLTO.



The 2016 Council Officers are Jan Maxwell, President; Karen Persad, Vice-President, Professional; and Ayo Adediji, Vice-President, Public. Learn more by [clicking here](#) (PDF).

I join Jan in wishing members, affiliates and stakeholders the best for the coming year.

Photo: L-R: President Jan Maxwell bids farewell to departing Public Council Member Mark Darroch with Registrar & Executive Director Kathy Wilkie.

Proposed Bylaw amendments consultation: deadline is January 8, 2016

As part of its public protection mandate, the CMLTO is strongly committed to enhancing transparency which means ensuring that its regulatory processes and information about members can be accessed easily by applicants, the public and medical laboratory technologists (MLTs).

At its September 15, 2015 meeting, the CMLTO Council directed that proposed amendments to the CMLTO Consolidated Bylaws be circulated to members and stakeholders for comment. The proposed amendments relate to the information that members will be required to provide to the CMLTO and expanding the information that the CMLTO will post on the Public Register upon approval of the proposed amendments.

Information members will be required to provide to the CMLTO

The proposed bylaw amendments will make it mandatory for MLTs to provide to the CMLTO an e-mail address that is distinct from any other member and that the MLT checks regularly. This change is required in order for the CMLTO to proceed with online elections. Member e-mail addresses will not be included on the Public Register.

Information about members posted on the Public Register

The proposed bylaw amendments would add the following further information about MLTs to the Public Register:

- Member Registration Number.
- More information about pending Discipline hearings, including:
 - Date of referral to Discipline for a hearing.
 - Discipline hearing status.
 - Full notice of hearing.
- Criminal findings of guilt that are relevant to an MLT's suitability to practice.
- Bail conditions that are relevant to an MLT's suitability to practice.

[Click here](#) to view a chart, which outlines the current and proposed wording of the relevant sections of the CMLTO Consolidated Bylaws. CMLTO Council is seeking your input on these proposed bylaw amendments.

Members and stakeholders may comment and provide feedback in the following ways.

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1. Via the online form linked [here](#).
2. Via the online form linked to the CMLTO website home page at www.cmlto.com.
3. Via email to consultation@cmlto.com.
4. Via postal mail to:

CMLTO Executive Office
25 Adelaide Street East, Suite 2100
Toronto, ON M5C 3A1

The deadline for providing feedback is January 8, 2016.

In keeping with the *Regulated Health Professions Act*, Council must consider the input received from members and stakeholders prior to approving these bylaw amendments. Your opinion matters so be sure to make your voice heard.

Council highlights

CMLTO Council took the following actions at its meeting on November 26, 2015:

- The 2016 Council officers were elected.
 - Jan Maxwell, President
 - Karen Persad, Vice President, Professional
 - Ayo Adediji, Vice President, Public
- Approved the monitoring reports from 3 statutory committees
- Accepted the Registrar and Executive Director Incidental Briefing Report
- Approved the President's Incidental Briefing Report
- Approved the Registrar and Executive Director's:
 - High Level Ends Policy 1 – Public Interest (Update) Monitoring Report
 - High Level Ends Policy 2 – Ethical and Competent MLTs Monitoring Report
 - High Level Ends Policy 3 – Health System Effectiveness Monitoring Report
- Approved the Registrar and Executive Director's Executive Limitations Monitoring Reports re:
 - EL II-01 General Executive Constraint
 - EL II-11 Financial Condition
 - EL II-20 Signing Authority/Authorization of Expenditures
 - EL II-25 Human Resources Parameters
 - EL II-45 Communication & Support to Council
- Reviewed Council's Governance Scorecard

Council participated in a facilitated education and strategic development session on November 27, 2015.

Photo: *The 2015 CMLTO Council hard at work at the November Council Meeting.*



Transparency at CMLTO

In keeping with the College's efforts to increase transparency, Council Meeting agendas and minutes of previous meetings will be posted on the CMLTO website under the About CMLTO >Council & Committees > [Council Documents](#) tab.

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Welcome affiliates of the Voluntary Roster!

The following people are the very first to be included on the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians. As Voluntary Roster affiliates they may use the title, Registered Medical Laboratory Technician.

Sarah Bayani
Shafina Bhanjee
Kathryn Caldwell
Tricia D'Amour
Jennifer Flintoff
Dipak Gautam
Najeebullah Karimi
Kerry Kershaw

Clayton McKibbon
Jan Victor Petreanu
Luz Pineros
Jana Redegeld
Kimberley Reed
Robinson Rivera
Tayyaba Sheraz
Lana Vanderende

Voluntary Roster: what's next?

With the acceptance of the first group of affiliates, work continues on the public online Voluntary Roster. The searchable database is in development and will be launched soon so that the public and employers may determine who is a Registered Medical Laboratory Technician.

CMLTO thanks the Advisory Working Group members whose efforts thus far helped it develop and launch the Voluntary Roster. The work continues as we process further applications and reach out to more medical laboratory technicians and assistants and their employers to explain the benefits of the Voluntary Roster.

CMLTO held webinars this fall to discuss the initiative and answer questions. Led by Registrar & Executive Director Kathy Wilkie and Senior Advisor, Professional Practice & Policy John Tzountzouris, participants learned about the past, present and future of regulating medical laboratory assistants and technicians, and the Voluntary Roster.

Questions are welcomed and may be directed to memberrelations@cmlto.com at any time.

Photo: John Tzountzouris and Kathy Wilkie in the 'studio' leading a webinar.



Links to everything you need to know about the Voluntary Roster initiative

Calling all medical laboratory technicians
and medical laboratory assistants...
Do you know about CMLTO's Voluntary Roster?



For more information, and to apply go to
www.cmlto.com/voluntary_roster

[Voluntary Roster launch news release \(PDF\)](#)
[How to apply to the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians](#)
[Frequently Asked Questions \(FAQ\)](#)
[Voluntary Roster Criteria for Registered Medical Laboratory Technicians\(PDF\)](#)
[Regulation of medical laboratory technicians and assistants homepage](#)
[Communications and stakeholder engagement](#)
[Subscribing for news updates about this initiative](#)

If you'd like a presentation made at your workplace, please contact us at memberrelations@cmlto.com.

Annual registration renewal reminder

CMLTO's Annual Registration Renewal for 2016 must be completed [online](#) by **December 31, 2015**. All medical laboratory technologists in Ontario have been notified of the renewal requirements by letter mail, and must renew online by the deadline.

Quick link!

Essential resources for your professional practice: [MLT Professional Practice Learning Program](#)

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CAMLPR meeting

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) met at the CMLTO office in October.

CAMLPR consists of the Registrar/Executive Directors of the MLT regulatory bodies from Alberta, Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, Quebec and Saskatchewan.

The group shared information about regulatory trends, leading practices, policy and legislation in their provinces as well as continuing work on developing a national code of ethics for MLTs.

From left: Alain Collette, Directeur General et Secrétaire, Ordre professionnel des technologistes médicaux du Québec (OPTMQ); Paula Steeves, Executive Director / Registrar, New Brunswick Society of Medical Laboratory Technologists (NBSMLT); Kathy Wilkie, Registrar & Executive Director, CMLTO; Adam Chrobak, BSc., MLT, Registrar/CEO, College of Medical Laboratory Technologists of Manitoba (CMLTM); Janice Jones, Registrar, Nova Scotia College of Medical Laboratory Technologists (NSCMLTO); Del Windrum, Executive Director, Saskatchewan Society of Medical Laboratory Technologists (SSMLT).



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 in education grants this funding year, for completed professional development courses, conferences, and workshops. To learn more, [click here](#).

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 to deliver a presentation at your organization, please send an e-mail to memberrelations@cmlto.com.

CMLTO in the news

CMLTO Registrar & Executive Director Kathy Wilkie participated in a panel discussion about medical laboratory education and licensure at Executive Edge, held in Toronto on October 5-6.

Panellists pictured below from the left, Christine Nielsen, Executive Director of the Canadian Society of Medical Laboratory Science; Kathy Wilkie, Chair of the Canadian Alliance of Medical Laboratory Professionals Regulators and CMLTO Registrar & Executive Director; Jelena Holovati, PhD, Assistant Professor, Department of Lab Medicine and Pathology, University of Alberta; and Aline Gagnon, Director, Canadian Medical Association Accreditation.

Read online coverage of the discussion [here](#) in the Dark Daily Clinical Laboratory and Pathology Newsletter.

Photo by Nick Kozak.



FHRCO resources for regulated health professionals



The Federation of Health Regulatory Colleges of Ontario (FHRCO) is made up of Ontario's 25 health regulatory colleges, which govern more than 300,000 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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