

FOCUS 2015, ISSUE 2

Message from the President, Jan Maxwell, MLT



During the May Council Meeting, Council Members were delighted to celebrate Kathy Wilkie's 15th anniversary as CMLTO Registrar & Executive Director. Council honoured and thanked Kathy for her hard work and dedication to the College.

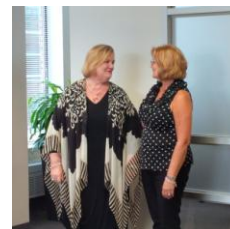
It is because of her leadership and dedication to the profession and self-regulation, that MLTs in Ontario are recognized as valued members of the health team. Kathy has worked diligently to achieve Council's Strategic Ends over the past 15 years, and as a result, the College is recognized as an exemplary health regulatory body.

Respect for Kathy's skills and knowledge have led to her involvement with other health and regulatory organizations as a leader and to share her expertise in governance.

Kathy is truly the "gold standard" for health regulatory leaders and we are proud to say she is our Registrar & Executive Director.

On behalf of the Council and all members, I wish her many more years with CMLTO to continue our pursuit of excellence and advance our current initiatives to lead public protection forward through the provision of high-quality and safe medical laboratory services.

Photo: Registrar & Executive Director Kathy Wilkie (left) receives thanks and congratulations from CMLTO Council President Jan Maxwell (right).



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

In April, the Ministry of Health and Long-Term Care (MOHLTC) requested that CMLTO amend Part III of Regulation 207/94 under the *Medical Laboratory Technology Act*, to add Naturopaths to the list of health professionals from whom MLTs can accept orders for laboratory tests.



CMLTO sent an electronic survey to members and posted a link to it on the website for stakeholders to access the proposed regulation amendment.

After deploying the survey, CMLTO immediately began to receive thoughtful and articulate feedback from members. All comments received through the consultation were provided to the Council for its consideration at a special meeting convened to discuss the proposed amendment.

On May 14, the Council reviewed and deliberated the feedback and ultimately approved the proposed amendment. Thank you to all members and stakeholders who took the time to comment. All feedback has been submitted to the MOHLTC. It is one of Council's High Level Ends to advance the effectiveness of the health system through CMLTO's regulatory mandate to collaborate with other Colleges, health professions, members, and stakeholders.

Council highlights

CMLTO Council took the following actions at its special teleconference meeting on April 27, 2015:

- Approved the circulation of the proposed amendment to Ontario Regulation 207/94 re Naturopaths.
- Directed the Registrar & Executive Director to send a letter to the Minister to request abridgement of the 60 day circulation period for a period of 15 days.

CMLTO Council took the following actions at its meeting on May 12, 2015:

- Received and approved the monitoring reports from 7 statutory committees.
- Approved the CMLTO 2014 Annual Report.
- Appointed the auditor for the 2015 fiscal year.
- Approved the Registrar and Executive Director's Monitoring Reports re:
 - Financial Planning/Budgeting/Budget Cycle;
 - Financial Condition
 - Asset Protection
 - Member Relations
 - Intellectual Property
- Accepted the proposed approach for the College's Transparency initiative
- Reviewed and approved revisions to three Executive Limitation Policies:
 - Asset Protection
 - Signing Authority/Authorization of Expenditures and authorization of Registrar & Executive Director
 - Staff Conduct & Transparency
- Reviewed and approved five Governance Process Policies:
 - Council Meeting Process
 - Council Terms of Reference
 - Council Member Job Description
 - Role of Council Officers
 - Role of Committee Chair Person
- Reviewed Council's Governance Scorecard.

A Council planning session for the development of the next Strategic Ends (2016-2019) was held on May 11, 2015.

CMLTO Council took the following actions at its special teleconference meeting on May 14, 2015:

- Reviewed the the feedback received from the consultation process re the proposed amendment to Ontario Regulation 207/94 re Naturopaths.
- Approved the proposed amendment to Section 12 of Ontario Regulation 207/94 re Naturopaths.

FOCUS 2015, ISSUE 2

Transparency at CMLTO: update

As reported in the last two issues of FOCUS, 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.

The goal is "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."

To date, CMLTO only makes public the member information which is required under the *Regulated Health Professions Act, 1991* (RHPA), and holds 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 published in FOCUS and the Annual Report, as required by the RHPA.



In order to ensure it meets the Minister's requirements, CMLTO is auditing the transparency of its processes and the member information currently made public through an examination of the best practices used by other regulatory health Colleges.

The Council will review the findings and determine what additional information regarding CMLTO members and regulatory processes should be publicly available in order to comply with Ministry directives. As part of this process, Council will consult with members regarding any changes to the member information that is made public. Further information about CMLTO's transparency initiatives will be made available as they develop.

Image courtesy of Danilo Rizzuti at FreeDigitalPhotos.net

If you have questions or concerns about transparency, please email executiveoffice@cmlto.com.

Voluntary Roster of Medical Laboratory Technicians update

CMLTO is set to launch its Voluntary Roster of Registered Medical Laboratory Technicians in early Fall 2015.

As one of the major milestones in this Council-initiated project which is a step towards regulating medical laboratory technicians and assistants, the Voluntary Roster gives this group of laboratory practitioners the opportunity to demonstrate their commitment to public protection and professionalism by joining.

Until such time that medical laboratory assistants and medical laboratory technicians are regulated health professionals in Ontario, the Voluntary Roster will serve the public interest by confirming they have voluntarily met a certain level of education and professional practice qualifications.

MLTs will begin seeing [posters](#) (PDF) online and in various labs and hospitals as CMLTO continues to spread the word to medical lab technicians and assistants. If you'd like a presentation made at your workplace, please contact us at memberrelations@cmlto.com.

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

[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](#)

How well do you understand CMLTO's Voluntary Roster initiative?

- Very well
- Fair
- Not at all

Quick link!

Essential resources for your professional practice: [Standards of Practice \(PDF\)](#)

FOCUS 2015, ISSUE 2

RHPA amendments

Please note the recent passage of legislation that amends the *Regulated Health Professions Act, 1991*. Bill 77, *Affirming Sexual Orientation and Gender Identity Act, 2015*, and Bill 49, *Ontario Immigration Act, 2015*, both received Third Reading and Royal Assent on June 4, 2015.

The amendments relating to Bill 77 come into force upon Royal Assent. The amendments relating to Bill 49 will come into force on a day to be named by proclamation of the Lieutenant Governor in Council.

Review the amendments at the following links:

Bill 77 http://www.ontla.on.ca/bills/bills-files/41_Parliament/Session1/b077ra.pdf

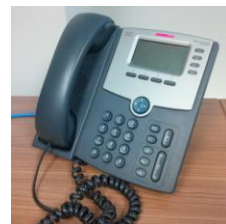
Bill 49 http://www.ontla.on.ca/bills/bills-files/41_Parliament/Session1/b049ra.pdf

Raising awareness about MLTs' duty to report

The Ministry of Children and Youth Services wishes to increase professional awareness and knowledge with respect to the "duty to report" suspected cases of child abuse and/or neglect under the *Child and Family Services Act* (CFSA).

Health professionals who work with children, must promptly report any suspicions that a child is or may be in need of protection directly to a children's aid society. This is referred to as one's "duty to report."

Please [click here](#) to read the letter from the Ministry (PDF) which outlines MLTs' obligations relating to the CFSA.



Strengthening privacy and accountability in the health care system

Ontario is improving privacy and accountability in the health care system with new measures to protect the personal health information of patients. [Click here](#) for the official announcement from the Ministry of Health and Long-Term Care.

[Click here](#) for more information about how the reintroduction of Bill 78, *Electronic Personal Health Information Protection Act, 2013*, may affect regulatory Colleges and their members.

New CMLTO publications

In late May, CMLTO announced the release of its 2014 Annual Report (Read or download the [English PDF](#) or [French PDF](#)) and the sixth annual Medical Laboratory Technologist Health Human Resource Exploration report (Read or download the report [PDF] [here](#)), via an email to members, stakeholders and partners, and employers.

Along with links to the electronic versions of the reports, CMLTO asked for feedback about the publications via a short online survey.

Thank you to everyone who completed the survey. The majority of respondents found the reports to be informative.

Annual Report survey results	Health Human Resource Exploration report
Of the MLTs who responded:	Of the MLTs who responded:
89% found it informative	96% found it informative
1% did not find it informative	0% did not find it informative
10% did not read it	4% did not read it

Following are a sampling of comments made by survey respondents and CMLTO's responses.

Regarding the Annual Report

"I don't know if it is the role or not but I find it harsh to reveal the name of the member under disciplined. If there is a way to summarize the allegation without revealing the name of the member would be better. Thanks."

"Displaying disciplinary actions in the CMLTO member journal undermines our profession. I personally don't care for it and feel it should be displayed in the lawyers and adjudicators journals and publications."

CMLTO response:

It is a requirement of the RHPA to include Discipline Hearing summary details, including member names, in the College's Annual Report for public protection.

Regarding the Health Human Resource Exploration report

"It is evident that the profession will meet a serious staffing situation in the next decade."

"I find the statistic that 40% of the workforce is 50 or older very disturbing."

"What is being done about the critical decrease in MLT numbers?"

FOCUS 2015, ISSUE 2

CMLTO response:

Health human resource (HHR) planning is informed and supported by health professional demographic and practice-specific data, yet it is quite complex. CMLTO has interpreted its role in HHR planning to provide information it collects to key stakeholders, via the HHR report, along with our annual data contribution to the Ontario Health Professions Database (HPDB) and the Canadian Institute for Health Information (CIHI). From there, stakeholders including educational institutions and the government can use the information to forecast supply issues and opportunities.

The CMLTO does not have processes in place to collect information or to understand the demand for MLTs in Ontario. Demand varies from laboratory to laboratory and the factors affecting HHR needs include the services provided by a laboratory, technological innovation and use of human resources at the local level, to name a few. CMLTO released a Supplementary HHR Report in 2009, outlining one method for approaching HHR planning at the local laboratory level. Read it [here](#) (PDF).

The final component of supporting HHR planning is advocacy, which is strictly not within the mandate of a health regulatory College. Professional associations or trade unions, in collaboration with educational institutions and the government, may raise these issues along with potential solutions.

CMLTO is aware of the apparent trend toward a decreased supply of MLTs in the future, it is the purview of the above-mentioned organizations to affect change within our health care system relating to HHR planning, supply and demand.

2015 Member Survey a success!

CMLTO launched its 2015 Member Survey to all Practising members in February. The Council initiated the survey to understand members' views on CMLTO's quality approach on MLT professional practice as it develops its 2016-2019 Strategic Ends (outcomes). Thank you to all members who took the time to participate and provide feedback and their perspectives, which will help the Council develop strategic directions to guide the College in the future.

Of the Practising members contacted, 24% responded. The respondents made more than 11,000 comments to answer questions about quality and professional practice in the context of being self-regulated health care providers. Members clearly articulated their perspectives, concerns, and compliments throughout the survey to provide rich data to CMLTO.

In-depth analysis of the results is underway and Council began to review and discuss preliminary findings at its May meeting.

Evidence is emerging for Council to consider as it continues its work to govern the organization and ready itself for the future.

Further specific results from the survey will be communicated to members and stakeholders throughout the year.

Professional Liability Insurance Coverage (PLI) – One year later

Effective March 31, 2014, all CMLTO Practising members are required to have PLI coverage for each workplace in which they practice. The amount of coverage must be a minimum of no less than \$1,000,000.00 per occurrence.



The CMLTO Consolidated Bylaws stipulate that Practising members must provide proof that their professional liability insurance complies with the requirement upon request. Annually, CMLTO conducts a PLI audit of randomly-selected members to provide proof of their coverage.

Members selected for audit will be notified via the email address listed in their online profiles. Audited members will be required to complete the online PLI audit form and provide their name, registration number, name of the insurance company, policy number and expiry date.

Members have 30 days to complete the audit and may input information to the online form as they acquire it. Members who have not responded to the audit will be sent reminder emails at day 15 and day 25 of the audit.

Failure to provide proof of PLI coverage will restrict your ability to practice in Ontario. Failure to respond to the audit is considered professional misconduct.

Additional information on the PLI requirements and ways to ensure you meet them, can be found [here](#) on the CMLTO website. Contact Registration at registration@cmlto.com or at 1-800-323-9672, extension 1, with your questions.

CAMLPR news

The Canadian Association of Medical Laboratory Professionals Regulators (CAMLPR), which is composed of the Registrar/Executive Directors of the MLT regulatory bodies from Alberta, Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, Quebec and Saskatchewan, recently met in May in Montreal. The group began work on a national Code of Ethics for MLTs, as well as exchanging information and sharing knowledge about regulatory trends, leading practices, policy and legislation across the country.

Quick link!

Essential resources for your professional practice: [Practice Guidelines](#)

FOCUS 2015, ISSUE 2

OFC 2014 Fair Registration Practice Report

The Office of the Fairness Commissioner (OFC) posted CMLTO's 2014 Fair Registration Practice Report online [here](#).

The OFC gathers regulatory bodies' exemplary licensing practices and it noted CMLTO's detailed 'process map' with timelines as an exemplary practice.

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.

FHRCO resources 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.

The College of Homeopaths of Ontario and the College of Registered Psychotherapists of Ontario were proclaimed April 1, 2015. The College of Naturopaths of Ontario continues as a Transitional Council.



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.

Keeping up to date

Reviewing and updating your information in the [CMLTO database](#) is not just required during the registration renewal period. Members can access the database at any time to make updates. In fact, MLTs are required by law, to update the following information within 30 days of any changes to:

- 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.

Event listings

Whenever possible, CMLTO lists events that may be of interest to those working in the medical laboratory technology profession or other regulated health professions, on [this page](#).

Quick link!

Essential resources for your professional practice: Code of Ethics (PDF)

CMLTO FOCUS

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