

FOCUS 2016, ISSUE 1

CMLTO newsletter for members

Message from the President, Jan Maxwell, MLT



As Council President, I hope our members take the time to read FOCUS newsletters which are currently published quarterly. It is important for members to stay current on regulatory matters that affect CMLTO and their practice, because it is their professional obligation. In each issue, we ask readers to respond to brief questions and provide general feedback.

Answering simple poll questions and leaving comments in the space provided at the end of each issue is an important way for members, CMLTO Council and staff to share information, apart from formal surveys and consultation periods.

In the final issue of 2015, we linked to the page where Council Meeting documents are posted on the CMLTO [website](#) and asked if you would be interested in reading these documents. The majority of respondents (68.2%) said they would and 31.8% indicated they wouldn't.

We always ask if you've found FOCUS to be informative. Here's what you've told us about the 2015 issues.

Issue number	Did you find this issue of FOCUS informative?	
	Yes	No
Issue 1	95.7%	4.3%
Issue 2	86.6%	13.4%
Issue 3	81.1%	18.9%
Issue 4	87.5%	12.5%

Your feedback is vital for Council's discussions and the planning of future FOCUS articles. I encourage you to keep responding and commenting at every opportunity—we're listening!

If you'd like to get involved with your Council, please consider answering the Call for Nominations for Election to Council. For details, [click here](#).

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



Transparency at CMLTO: a member writes

Last fall, an MLT emailed me with questions about a consultation CMLTO held in Spring 2015, at the behest of the Ministry of Health and Long-Term Care regarding amendments to Part III of Regulation 207/94 under the *Medical Laboratory Technology Act*.

I'm sharing our email exchange below to illustrate how the CMLTO consultation process works and that we value all feedback from members.

Member email:

After receiving the latest FOCUS Newsletter, I wondered what had become of the issue of allowing naturopaths to order lab tests. I read with interest and dismay a small paragraph from Registrar & Executive Director Kathy Wilkie in FOCUS newsletter Issue 2, 2015, that after member feedback, the CMLTO Council decided to accept the amendments to Part III of Regulation 207/94 under the *Medical Laboratory Technology Act*.

As a member I did take the time to complete the survey and provide feedback. I am curious to know what exactly transpired during the May 14, 2015 meeting, specifically: what percentage of members were in favour of allowing naturopaths to order lab tests and secondly, why weren't all members allowed to vote directly on this issue.

I find it richly ironic that in the same FOCUS issue there is a statement about transparency from the Minister of Health and Long-Term Care Dr. Eric Hoskins. I am disappointed that one of two things may have happened: the CMLTO decided to rubber-stamp the MOHLTC request for this amendment to the MLT Act or the CMLTO executive and its members believe that naturopaths should really be afforded the same rights and responsibilities as health professionals with sound medical training. But I guess I will never know what occurred because of the CMLTO's lack of transparency.

My response:

Thank you for your feedback to the College of Medical Laboratory Technologists of Ontario (CMLTO). We appreciate that you took the time to respond to the initial request for consultation on the topic of medical laboratory technologists accepting laboratory orders from Naturopaths. I am hoping to clear up a few potential misunderstandings.

The original consultation was actually not about allowing Naturopaths to order laboratory tests; it was about amending the *Medical Laboratory Technology Act, 1991* (the MLT Act) to allow MLTs to [accept orders from Naturopaths](#). This may seem like a minor distinction, but is an important one.

The decision to allow Naturopaths to order laboratory tests was made by the Ontario Ministry of Health and Long-Term Care (MOHLTC). To enable this to occur, the MOHLTC requested that the CMLTO make the necessary amendments to the regulations under the MLT Act. The process does have to begin from within the regulatory College, and requires that the College carry out a formal

FOCUS 2016, ISSUE 1

CMLTO newsletter for members

consultation period with members and stakeholders. The feedback received from the consultation process is of utmost importance to CMLTO Council as they discuss the proposed amendments.

All CMLTO members (approximately 7500) were notified of the proposed regulation amendments and invited to provide feedback. The College received feedback from 94 members about this consultation. Sixty-two percent of respondents supported the proposed amendments, 28% did not, and 9% were neutral. Given the feedback, Council decided through its deliberation to approve the proposed amendments to the MLT Act.

Further to your point about transparency, the intent of the Ministry's initiative regarding transparency is to improve the **availability of information for the public** including, but not limited to, information about College members and College processes. As such, the CMLTO is also taking this opportunity to look at ways to improve our transparency more broadly, including to CMLTO members. Your point is well taken that while Council meetings are open to MLTs and to the public, we recognize that it is not always possible for individuals to attend the meetings, and we have a responsibility to publish relevant information about Council deliberations. As such, we are currently looking at how we can include more information on the process and outcomes of any member/stakeholder consultations that the College undertakes.

I hope that this information helps clarify the process and outcome related to the regulation amendments to allow members of the CMLTO to accept orders from Naturopaths, and the intent of the MOHLTC Transparency Initiative.

If you have any further questions or comments, please feel free to contact me.

Sincerely,
Kathy Wilkie

Proposed Bylaw amendments approved

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 related 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.

At its February 5, 2016 meeting, the Council considered the feedback received from 36 members prior to approving the proposed Bylaw amendments.

Effective April 1, 2016, information about members posted on the Public Register will include:

- 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.

During the consultation period which ran October 2, 2015 to January 8, 2016, CMLTO received 38 responses providing comments. The Council was given the feedback prior to the February meeting where it was discussed and voted upon.

Discipline Hearing summary

The CMLTO Discipline Committee held a hearing on Tuesday, November 10, 2015 at Victory Verbatim, 222 Bay Street, Suite 900 in Toronto, to consider allegations of professional misconduct against member Christopher Mayoros, whose principal place of practice is London Health Sciences Centre in London.

[Click here for Hearing summary details](#) (PDF).

Volunteer opportunities at CMLTO for MLTs

MLTs, are you interested in volunteering with the CMLTO? The Quality Assurance Program (QAP) is seeking volunteers for four short-term activity-based opportunities to help develop the third component of the QAP; the Competence Evaluation.

You may count your time spent volunteering toward your annually required 30 hours of professional development and learning in your Professional Portfolio.

Please click [here](#) for further information.

FOCUS 2016, ISSUE 1

Call for Nominations for Election to CMLTO Council

Deadline for election nomination forms to be received by the CMLTO is Monday, May 23, 2016, 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 can run for election this year in District 2, District 4 or District 8.**

Special elections will also be held for District 3, District 6 and District 7.

[Click here](#) for details about the composition of each electoral district.

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 [click here](#) to view the criteria.

Do you value opportunities to provide feedback to CMLTO?

- Yes
- No

CMLTO in the news

The [Canadian Society for Medical Laboratory Science](#) (CSMLS) recently published an article by its President Chris Hirtle, which outlines CSMLS' support for regulating medical laboratory assistants and technicians.

In particular, he cites CMLTO's efforts and the Voluntary Roster of Registered Medical Laboratory Technicians while refuting some misconceptions about the initiative.

Read the article by clicking [here](#).

Welcome new affiliates of the Voluntary Roster!

The following people have been included on the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians since December 16, 2015. As Voluntary Roster affiliates they may use the title, Registered Medical Laboratory Technician.

Simona Bujdula
Melissa Coenraad
Donna Duplin
Susan Estevez
Adelia Ferreira
Christine Gabriel

Chulasiri Gamage
Almar Manalese
Mona Nadeau
Rajesh Ramoutar
Susan Roy
Teresa Sliwka

Voluntary Roster update

Having welcomed the first group of affiliates to the Voluntary Roster of Registered Medical Laboratory Technicians in December 2015, applications continue to be processed. Those accepted to the Voluntary Roster are now able to use the designation "Registered Medical Laboratory Technician" in full.

CMLTO thanks its stakeholders in the laboratory, regulatory, and government sectors, as well as MLTs, for their support and congratulatory messages in achieving this milestone on the road to regulating medical laboratory assistants and technicians.

Last year in FOCUS we asked readers to rate how well they understood this CMLTO initiative. Here are the results:

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

Very well 45.3%
Fair 42.2%
Not at all 12.5%

As reported in FOCUS 2015, Issue 3, approximately 1300 MLTs responded to a question posed in the 2015 CMLTO Member Survey regarding the impact of a Voluntary Roster on public protection. Sixty-eight percent believe the impact will be positive. An additional 10% believe that the CMLTO should be pursuing regulation directly and bypassing developing a Voluntary Roster. Only 9% of respondents did not believe the Voluntary Roster would improve public safety and the quality of health care in Ontario, and the majority

FOCUS 2016, ISSUE 1

of them felt that current employer-based competency processes ensure medical laboratory assistants and technicians practise safely.

CMLTO maintains a number of detailed [webpages](#) concerning all aspects of the initiative—from its origins as a CMLTO Council-led project, a timeline of its evolution, Voluntary Roster criteria, and application process steps. All information about the project is available online at all times.

Specific questions and comments are welcomed and may be addressed to CMLTO at any time. CMLTO representatives are also able to make presentations in person or online. Please send your questions, comments, or presentation requests to memberrelations@cmlto.com.

Until such time as medical laboratory assistants and technicians are regulated in Ontario, the CMLTO Voluntary Roster will increase public protection since now patients will be assured they have met professional practice criteria and will be held accountable.

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?



[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.



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

How well do you understand the CMLTO Voluntary Roster initiative now?

- Very well
- Fair
- Not at all

Quick link!

Essential resources for your professional practice: Standards of Practice and Practice Guidelines

Understanding your duty to report: new resource

The [Provincial Advocate for Children and Youth](#) and the [Information and Privacy Commissioner of Ontario](#) have developed a new resource titled, [Yes, You Can. Dispelling the Myths About Sharing Information with Children's Aid Societies](#). Common misunderstandings about privacy are frequently cited as reasons for not sharing information with a children's aid society about a child who may be at risk. Ontario law permits professionals working with children to share this information. This new guide helps professionals understand that privacy is not a barrier to disclosing this important information.

Public Health Ontario news

New PHOL lababstract

Public Health Ontario Laboratories (PHOL) issued a new PHOL lababstract (LAB-SD-043-004) regarding *Listeria monocytogenes* - Clinical and Food Testing Guidelines for Foodborne Illness Outbreaks. [Click here](#) for more information.

Zika virus testing guidelines for health professionals

Public Health Ontario (PHO) has published Zika virus lab testing and specimen handling information for medical laboratory professionals in Ontario. [Click here](#) to read the information.

FOCUS 2016, ISSUE 1

Suspended and reinstated members

The following MLTs were suspended from practising as of February 9, 2016, 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.

Adams, Catherine	Grant, Moira	
Adewole, Allen	Grewal, Ravijot	Palmero Fuentes, Melquiades
Ahmed, Sarshar	Hamadi, Hilal	Paszt, Mary
Albay, Beatriz	Hardaker, Jennifer	Patel, Divya
Anderson, Scott	Harley, Kathleen	Patel, Raksha
Begley, Heather	Hartill-Dadson, Kim	Peng, Youqing
Bevandic, Sheri	Holland, Alanna	Pullen, Deborah
Bhundhoo, Karamchandre	Holmes, Elizabeth	Raguz, Lynn
Bissett, Donna	Hutchinson, Paul	Rezaei, Masoud
Bowles, Elaine	Jeswani, Krishna	Rice, Laurel-Ann
Bradley, Carolyn	Johnny, Shirley	Roque, Patricia
Bringas, Alison	Kalaydjian, Gregory	Saka, Asantha
Brisebois, Marianne	Keet, Mary	Sakki, Irma
Brown, Carole	Kent, E Susan	Schankula, Shelly
Bruce, Christine	Kettles, Holly	Shareef, Syed
Champagne, Jacqueline	Khan, Sadaf	Shepley, Paige
Chan, Janet K	Kimball, Samantha	Silva, Paul
Chapman, Anne	Knight, Jaime	Skea, Matthew
Chen, Zujian	Kwan, Jonathan	Slavik, Daniel
Choudhury, Shamleed	Lau, Leona	Smith, Andree
Congrady, Patricia	Lazaro, A Liza	Sun, Peizhu
Conroy, Linda	Legge, Jessica	Sunney, Thresiamma
Corbyn, Penelope	Leskovec, Marion	Thiessen, Donna
Cymerman, Urszula	Li, Xiaoquan	Thompson, Phylcita
David, Penny	Macarandang, Jaime	Tong, Xinru
Dempsey, Sharon	Maisonville, Susan	Torrans, Tracy
Dyke, Heather	Masjedee, Nadia	Tremblay, John
El Sayed, Amrou	Mayoros, Christopher	Umali, Donaliza
Evans, Nancy	McArdle, Joan	Vespini, Rose
Eves, Lynn	McLaughlin, Diane	Vital Rao, Dwarapu Lakshmi
Farooq, Nida	Mirasol, Rosalina	Warner, Judy
Ferguson, Stuart	Mirza, Faheem	Wilson, Shelley
Fujita, Donna	Model, Gail	Winowich, Sheryll
Garnier, Miriam	Momnani, Sumaiya	Yung, Fion Sze On
Garriock, Roberta	Monar, Miriam	Zarif-Abkenar, Shahram
Gerrie, Blair	Muir, Charity	Zhou, Miao
Glofcheski, Donna	Nidera, Jocyln	
Govindasamy, Kala	Pagnani, Giuseppe	

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 28, 2015 and February 18, 2016:

Abumatar, Arwa
Amaller, Ian Lissette
Araracap, Doris
Cornell, Maria J
Govindasa, Kala
Keet, Mary
Kraemer, Paul
Norris, Heather
Perera, Marian
Rirash, Fadumo
Shackleton, Michele
Turner, Scott
Van Eyck, Jessica

FOCUS 2016, ISSUE 1

[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](#).

[Approved refresher courses for 2016](#)

The lists of CMLTO-approved refresher courses have been updated for 2016. [Click here](#) for further information.

[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 our 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 for 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 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.

[Did you find this issue of FOCUS informative?](#)

- Yes
- No

CMLTO FOCUS

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