



FOCUS

volume 11, issue 1

2013

President's message

Registrar & Executive Director's message

Council highlights

Call for Nominations

CMLTO – 1993-2013

Membership update

4th Annual HHR Report

President's message

Denise Evanovitch, MLT

President



Gratitude makes sense
of our past, brings
peace for today, and
creates a vision for
tomorrow.

Melody Beattie

When celebrating anniversaries and milestones, it is human nature to look back on one's objectives, challenges and accomplishments. As regulated health professionals, MLTs are trained to engage in reflective practice, so this is a familiar process for us and a valuable one.

As Council President and an MLT, I'm compelled to review CMLTO's history as we celebrate its 20th anniversary this year.

In daily practice, MLTs combine their knowledge, skills, judgement and training to adjust to changing circumstances and evolving environments. Evaluating and analyzing results and then making improvements based on experiences sounds a lot like a regular day in the lab. It is also the foundation of reflective practice.

President's message (cont.)

I have been involved with the CMLTO Council for 5 years and have been a member for 20 years. I've watched the College and the profession grow and evolve along with my own career as an MLT. And I'm proud of how far we've come.

We, the MLTs of Ontario, have worked hard to uphold our practice standards, keep pace with changes in the health care sector, and continually expand our skills and knowledge, so too has CMLTO.

The organization has grown and changed over the years to always ensure the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technology profession. The CMLTO is a recognized leader in the field of regulated health professions and we should all feel pleased to be a part of this achievement.

It's important to reflect on our past in order to build our vision for the future. We will build on our strengths, search for new opportunities and continue to actively seek improvement. I encourage you to engage in reflective practice to sharpen your skills and professionalism and continue on your mission to provide competent and ethical care to the people of Ontario.

Here's to the next 20 years of self-regulation for MLTs! Congratulations and let's celebrate.

Request a speaker

The CMLTO is committed to promoting and enhancing relations with members, other health profession colleges, key stakeholders, and the public. The CMLTO is pleased to respond to requests for presentations on a wide variety of topics, including the role of the College, the CMLTO quality assurance program, enhanced professionalism, and the regulation of medical laboratory assistants and technicians.

To request a presentation by CMLTO at your organization, please email memberrelations@cmlto.com

Registrar & Executive Director's message

Kathy Wilkie, BHA, MLT

Registrar & Executive Director



We are made wise not by the recollection of our past, but by the responsibility for our future.

George Bernard Shaw

It's not uncommon to find yourself in a contemplative mood at the start of a new year. This year, the beginning of CMLTO's 20th year, I'm as excited to look forward as I am to reflect back on our history.

As you know, last year we charted a new course for CMLTO with the development of our Strategic Framework 2012-2015.

I'm thrilled to begin CMLTO's 20th year with a plan to:

- Empower professionalism
- Promote quality care

- Shape the future
- Advance regulatory best practice.

The foundation laid by CMLTO Council, Committee members and staff in the first two decades of self-regulation of MLTs has brought us to an exciting place.

The medical laboratory technology profession is uniquely positioned to be leaders in interprofessional collaboration. Our specialized training and knowledge make us invaluable members of the care team.

By enforcing and advancing regulatory accountability amongst its members, CMLTO will continue to ensure the public has access to transparent, objective, impartial and fair regulatory practices and processes. And MLTs will be competent ethical, accountable and professional in their practice.

On page 7, read about what CMLTO is doing this year to achieve our strategic goals and objectives.

To my fellow MLTs who have been members since the inception of CMLTO, I wish you a happy anniversary and look forward to your continued success as self-regulated health care professionals.

Highlights from the CMLTO Council meeting on November 29, 2012:

- The 2013 Council officers were elected: Denise Evanovitch, President; Mohini Basran, Vice President, Public; Jan Maxwell, Vice President, Professional.
- Ends Policy monitoring reports were presented.
- Regular policy reviews were conducted on seven Executive Limitations policies.
- A Council Governance Process policy was reviewed.
- The Registrar & Executive Director delivered seven Executive Limitations monitoring reports.
- Council Members reviewed the annual Council self-evaluation report on governance effectiveness and provided feedback on the evaluation of their previous meeting.

Call for Nominations for Election to Council

Deadline for election nomination forms to be received by the CMLTO is May 24, 2013, 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 2, District 3, District 4, District 6, and District 8.**

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.

Don't miss CMLTO staff at LABCON 2013

CMLTO Registrar & Executive Director Kathy Wilkie and Member Relations and Policy Specialist John Tzountzouris are presenting "Discovering enablers to interprofessional collaboration: An interactive exploration" at LABCON 2013 this May in Victoria, BC.

Their session is designed to discover, document and share enablers to interprofessional collaboration from MLTs' perspective. Following a brief presentation introducing a framework for discovery, participants will engage in facilitated roundtable discussions. Through case study analysis, participants will discover enabling situations and behaviours to interprofessional collaboration between MLTs and other healthcare team members. The learning derived from this session will be shared with the session participants directly and will also be summarized and published after the conference.

For more information about LABCON 2013, go to <http://labcon.csmls.org>

The election process

STEP 1

Visit www.cmlto.com and review the bylaws, specifically Section 19 regarding the election of Council members. This will ensure that you are familiar with the basic rules concerning the election process. If you do not have access to the web, call for a copy of the election bylaws at 416-861-9605 [1-800-323-9672], ext. 225. Please leave a message with your name, address, and/or fax number.

STEP 2

While you are visiting www.cmlto.com (or when you call) either print (or request) a copy of the Election Nomination Form.

STEP 3

Complete the Election Nomination Form and send it with your biography and photograph to the CMLTO. If you have questions about what to include in the biography or what kind of photograph would be appropriate for election purposes, please contact us. Biography guidelines are available.

What happens next?

CMLTO staff will confirm your eligibility to run for election upon receiving your completed Election Nomination Form. Your nominators must be eligible to vote in the district in which you are being nominated. Ballots, biographies and photos of all candidates running in each district will be sent to MLTs eligible to vote in those districts. **Ballots will be mailed by August 23, 2013. All ballots must be returned to CMLTO by eligible voting members by September 24, 2013.**

A chartered accounting firm, not CMLTO, will tally the ballots. Successful candidates will begin their terms as new CMLTO Council members on January 1, 2014, and serve until December 31, 2016, except for the successful candidate in District 3, whose term starts immediately upon election and ends December 31, 2014. New Council member appointments will be announced in FOCUS.

Important

Candidates should be aware that all Council members and Non-Council Committee members are required to comply with the CMLTO Code of Conduct for Council and Committee members, as well as the confidentiality provisions of the *Regulated Health Professions Act, 1991*. Failure to do so could result in removal from the Council or Committee. For more information about the responsibilities of being a member of the CMLTO Council please contact Kathy Wilkie, Registrar and Executive Director, at executiveoffice@cmlto.com.

CMLTO celebrates its 20th year

Where we started



Annual Report 1997

The roots of CMLTO were formed in 1991 when the *Regulated Health Professions Act, 1991* (RHPA), and *Medical Laboratory Technology Act, 1991* (MLT Act),—along with 20 other profession-specific acts—were tabled in the Ontario legislature.

At the end of 1992, a Transitional Council was appointed establishing the CMLTO. The RHPA, the MLT Act and the accompanying regulations became law on December 31, 1993.

In that first year, CMLTO staff undertook to define specifications to register members, create bylaws and regulations and to review and register more than 8400 members. More than half of the organization’s resources went toward the registration process with the then Registrar & Executive Director Shelia Woodcock,

personally reviewing each of the 8510 applications!

FOCUS was launched as the College’s key communication vehicle to members. See page 10 for a look at the evolution of FOCUS over the years and a sneak peek at its future.

Council statutory committees were formed and began work on developing their procedures, terms of reference and policies.

Twenty years ago CMLTO’s vision was:

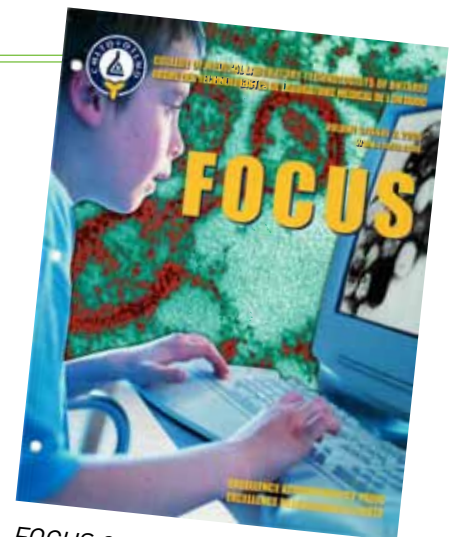
- Ensuring effective relationships with stakeholders, including patients, members, government and other health professionals.
- Fulfilling current and future legislative responsibilities.
- Providing supportive mechanisms for excellence of practice.
- Maintaining fiscal responsibility.
- Ensuring efficient and effective processes.
- Resolving emerging issues competently.
- Searching for new opportunities to grow and improve.

Where we’ve been

Since that first year, CMLTO has lived up to and exceeded its initial vision for the regulation of MLTs.

It has further developed and honed practice guidelines, a code of ethics, a quality assurance program, registration and membership processes, various communications vehicles, and public education initiatives.

CMLTO has authored numerous submissions on provincial legislation concerning MLTs, self-regulation, laboratories, labour mobility, personal health information, and privacy.



FOCUS 2005

as a Regulatory College



Members:
Look for your enclosed commemorative pin.

Over the years, CMLTO staff and Council members have contributed their expertise and devoted thousands of hours of their time to the protection of the public and the development of the profession. These contributions and collaborations have reached provincial, national and international audiences and partners in:

- Provincial and federal government ministries and agencies
- Medical research
- Associations
- Regulatory sector.

CMLTO has been recognized as a leader in governance and its staff members have consulted and presented internationally to share experience and expertise.

CMLTO is a founder of the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR). This national MLT regulatory consortia provides an infrastructure and forum through which Canadian regulators of medical laboratory professionals can anticipate and respond to regulatory challenges and opportunities on interprovincial, territorial, national and global levels.



Where we are now

As CMLTO enters its 20th year of regulation of the medical laboratory technology profession, its vision is:

CMLTO will be recognized, by our stakeholders, as a successful leader in the health regulatory community and as a trusted, valued, and fair regulatory body. Exceptional customer service, high quality programs, engaged members, and financial stability will be the hallmarks of the organization.

This year is focussing on projects which will further enhanced professionalism for MLTs, develop communities of practice, and pursue the regulation of medical laboratory assistants and medical laboratory technicians.

Membership update: suspension and reinstatement

The following list of MLTs had their memberships suspended for non-payment of fees. Suspended MLTs are no longer members of CMLTO, not entitled to use the MLT designation and not legally authorized to practice in Ontario.

The following members were suspended as of March 4, 2013:

Kim Acker	Erlinda De Vera	Ewa Latawiec
Amber Adams	Jennifer Defrane	Fook Tung Lee
Diane Al-Shaikhly	Majid Dehshiri	Sharon Lefrancois
Deborah Arsenault	Jose Dela Paz	Lorelie Liwag
Usha Asher	Neal Den Hollander	Susamma Mathews
Altun Ashukian	Kelly Drope	B Jean Moore
Eduardo Avila	Jennifer Farber	Genoveva Morales
Gursarn Bajwa	Cassandra Farias	David More
Clarisa Balatbat	Tina Gazzola	Florah Mudiwa
Angelita Bansil	Michael Halsall	Jonathan Ng
Zamiruddin Bashiruddin	Lori C Hewkin	Angelo Nonog
Lorraine Bellamy	Mei Hu	Suchitra Paulvannan
Carole Bevan	Carmen Humbel	Sonia Perrin
Elisa M. Bigg	Muhammad Iqbal	Ernest Persaud
Joseph Frank Bottos	Linda Irwin	Sandy Poissant
Eva-Maria Brinac	Ali Kalout	Sherry Pormento
Rosemary Cairns	Benjamin Kayanan	Editha Quijano
Kuzhuvomannil Chacko	Laura Keat	Huma Rashid
Karina Chan	Marie Kennedy	Annette Reed
Wilson Chiang	Mushtari Khan	Lois Reesor-Bain
Winston Chiu	Teresita Khan	Fadumo Rirash
Maria J Cornell	Bushra Khawar Khawaja	Asantha Saka
Rene Cruz	Donna King	Josephine Santiago
Kuwin Dahir	Sabina Kruger	Sukhchain Saund
Robert Davies	Heidi Lambert	Rachel Schoon

List of members suspended as of March 4, 2013, continued

Beverly Scott	Pedro Tuason	Chad Wright
Sandra Slater	Jeri-Lynn Vogon	Abobaker Yagoot
Gina Solitario	Margaret Wade	Gertrude Yakeu
Kerry Spencer	Carolyn Wheatley	Catherine Yo
Cory Steinberg	Lee-Lee Wong	Wei Zhuang

Those whose certificates of registration have been suspended may apply to the Registrar and Executive Director for reinstatement any time within three years from the date on which they were suspended. If the suspension is not lifted within three years, the certificate of registration is revoked.

Suspended members wishing to reinstate their registrations must complete the Reinstatement form available at www.cmlto-onlineservices.com.

The following members have been reinstated as of March 4, 2013:

Kathy Belletti	Sara-Jane Labelle	Melquiades Palmero Fuentes
Elisa M. Bigg	Hilary E. Lundy	Hema Patel
Karin Ehmke	Nasim Manji	Patricia St. Dennis
Lorri Johnstone	Afshan Memon	Diane Wallace
Heather Krawczyk	Irene W. Mott	Sheryll Winowich

Reminder to members

All MLTs have a professional responsibility to notify CMLTO of any changes in contact information, including name change or employer change.

Visit www.cmlto-onlineservices.com to update your profile. Please provide an e-mail address to facilitate efficient ongoing communication with CMLTO.

51-60

Did you know that the largest group (34%) of practising MLTs in Ontario are 51-60 years of age? Learn more about MLT demographics by downloading the complete report from www.cmlto.com.

Counting on MLTs

CMLTO recently released its fourth annual *Medical Laboratory Technologist Health Human Resource Exploration report*.

As part of its mandate, and as required by legislation, the CMLTO collects demographic and practice-specific data through the membership registration and annual renewal processes.

This demographic information supports much of the planning for future health human resource (HHR) needs.

To create the report, the CMLTO analyzed the 2012 membership data collected in the areas of MLT practice, employment facility and status, and the provision of MLT education.

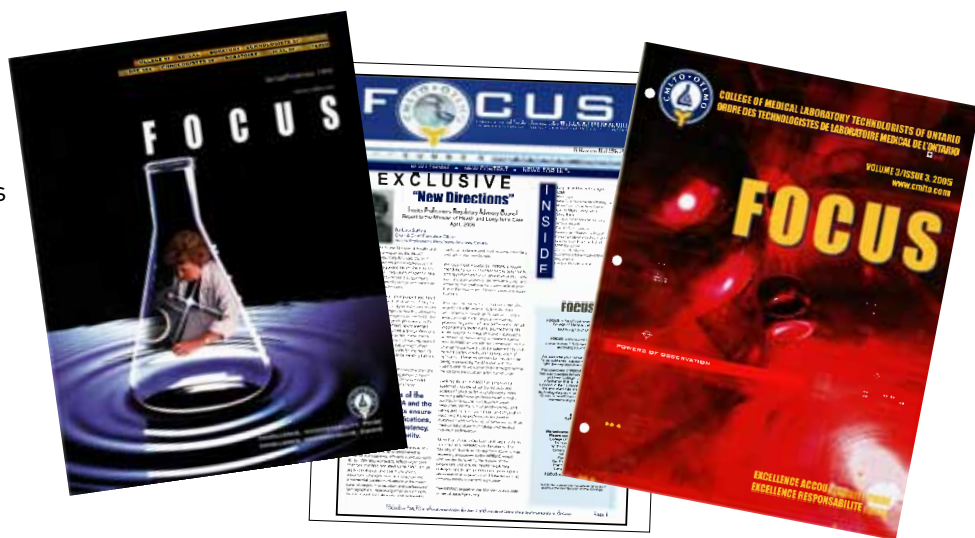
The CMLTO is committed to supporting health human resource planning for medical laboratory technologists in Ontario. Email your comments or questions to memberrelations@cmlto.com.

FOCUS goes electronic

Over the years, FOCUS has evolved as a print publication. It is changing again. In an effort to make better use of resources, CMLTO is piloting a project to deliver FOCUS via email. We will send the newsletter to all members who have provided an email address through the CMLTO online services. If you have not provided an email address, log in and update your profile now.

This new version will be more timely, environmentally friendly, and will mirror the increased use of e-tools across the health sector.

As always, FOCUS will be posted online at cmlto.com as well.



CMLTO Council Members

Denise Evanovitch, President

Jan Maxwell, Vice-President, Professional • Mohini Basran, Vice-President, Public

Susie Davies, Professional

Karen Persad, Professional

Joseph Merhi, Public

Bill Kocmarek, Professional

Anna Robinson, Professional

Mansura Begum, Public

Paula Curti, Professional

Tammy Earle, Professional

Keshubhai Chaudhari, Public

Robin Thompson-McAvoy, Academic

Ayo Adediji, Public

Meerna Nsouli, Professional

Eva Lloyd, Public

Non-Council Committee Members

Masi Basiri

Darlene Collett

Viola Freeman

Kelly McPherson

John Tarbush

Rhonda Borchardt

Sandra Dimou

David Hancock

Helen Meaney

Tony Wong

George Broukhanski

Shauna Dowsley

Rosanne Janicki

Elizabeth Mercuri

Maimin Xu

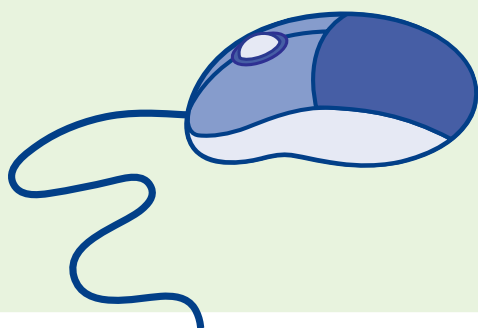
Debra Browning

Shaker Farhat

Christine MacKay

Geeta Seocharan

**Looking for information?
Find it at cmlto.com!**



Learn about medical laboratory technology:

- Professional Obligations
- Registration and Renewal
- Quality Assurance
- Professional Conduct
- Standards of Practice & Practice Guidelines

Visit www.cmlto.com today!

**College of Medical Laboratory
Technologists of Ontario**

36 TORONTO STREET SUITE 950
TORONTO ONTARIO M5C 2C5
T: 416 861 9605 1 800 323 9672 F: 416 861 0934

www.cmlto.com
mail@cmlto.com