

FOCUS 2014, ISSUE 3

Message from the President, Jan Maxwell, MLT



I am pleased to announce that the Council has appointed Robin Thompson-McAvoy for a 3-year term as Academic Member on Council, beginning January 1, 2015.

Participating on Council is only one way members can get involved with CMLTO. Members are invited every year to get involved with statutory committees as Non-Council Committee Members. This year we asked for member feedback through the consultation process surrounding proposed additions to the Consolidated Bylaws, read more about it in this issue. The Quality Assurance program called for volunteers to participate in an item-writing workshop, read about it on page 3.

If you have visited the www.cmlto.com you will have noticed a request to complete a visitor survey to help CMLTO understand your needs and improve the site. As well, there are brief polls throughout the site asking if you've found the information provided useful.

In each issue of FOCUS there are several ways to provide comment directly to the CMLTO. In this issue, we introduce a number of new or updated resources. Take a look at them and let us know what you think.

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



The CMLTO has taken another step forward in its initiative to create a Voluntary Roster for Medical Laboratory Assistants and Technicians. Council proposed additions to the CMLTO Consolidated Bylaws to establish non-statutory (voluntary roster) committees at its September meeting.

The CMLTO believes that increased access to a broader range of regulated health professionals in the clinical laboratory is in the public's best interest. To that end, the CMLTO has engaged all medical laboratory practitioners with transparent communications regarding its work and progress in this area. During the consultation process, we heard from members and stakeholders. Their views were presented to Council for its consideration.

At the same meeting, Council approved a Draft Code of Ethics for Medical Laboratory Assistants and Technicians. I encourage you to stay current with our progress in this initiative and provide your feedback on each new development. All practitioners have a significant and increasing impact on quality patient care due to our expanding roles and broadened responsibilities in the clinical laboratory. Working together, we can protect the public's right to safe, competent, ethical health care.

Council Meeting highlights

The Council took the following actions at its meeting on September 18, 2014:

- Approved the monitoring reports from 5 statutory committees
- Approved the Academic Member Incidental Briefing Report
- Approved the Registrar and Executive Director Incidental Briefing Report
- Approved the Council Mentor Report
- Passed motions proposing amendments to the CMLTO Consolidated Bylaws regarding (1) Voluntary Roster Committees for Medical Laboratory Assistants and Technicians, (2) Committee Composition, (3) Electronic Elections, (4) Filling Council Vacancies, (5) Rules of Order
- Approved the Draft Code of Ethics for Medical Laboratory Assistants and Technicians
- Approved the Registrar and Executive Director's High Level Policy 1– Public Interest Monitoring Reports
- Approved the Registrar and Executive Director's Executive Limitations Monitoring Reports re: (1) Financial Condition, (2) Employee Relations, (3) Staff Compensation & Benefits, (4) Staff Conduct & Transparency, (5) Emergency Executive Succession Plan, and (6) Financial Planning & Budgeting Policy, including the 2015 Budget
- Reviewed and approved revisions to an Executive Limitations Policy
 - Human Resources Parameters
- Reviewed and approved revisions to 10 Governance Process Policies
 - Council Linkage with Ownership
 - Maintaining the Council Policy Manual
 - Council Statutory & Standing Committee/Task Force/Working Group Principles
 - (7) Statutory Committee Terms of Reference and Mandate
- Approved the Appointment of the Academic Member for 2015-2017
- Reviewed Council's Governance Scorecard
- Received an environmental scanning presentation re Relevant Health System & Laboratory Trends as They Relate to Professional Practice, Public Protection & CMLTO Mandate

Council participated in an orientation and development session on governance of risk & the concepts of quality on September 19, 2014.

FOCUS 2014, ISSUE 3

Update: Voluntary Roster for Medical Laboratory Assistants and Technicians

As noted in Registrar & Executive Director Kathy Wilkie's message, at its September meeting the Council approved proposed additions to the CMLTO Consolidated Bylaws to establish non-statutory (voluntary roster) committees in support of a [Voluntary Roster for Medical Laboratory Assistants and Technicians](#).

The CMLTO posted the proposed amendments online and sent the information to all members and over seventy stakeholders by letter mail in June. Members and stakeholders were invited to respond during a 60-day consultation period. Thank you to everyone who took the time to respond.

The Council also approved the Draft Code of Ethics for Medical Laboratory Assistants and Technicians in September. [Click here](#) to read or download the PDF.

CMLTO's John Tzountzouris facilitated a lively discussion about the Voluntary Roster initiative in his presentation at the OSMT conference in September. Attendees' support for, and desire to learn about CMLTO's progress is important feedback.

To sign up to receive updates on the rostering initiative, [click here](#).

CMLTO visitor survey

Visitors to [cmlto.com](#) since the summer will have noticed a request on the homepage to complete a brief survey about their reasons for coming to the website.

In order to align our content to meet visitors' needs, we're asking you to take a few minutes to complete the survey so that we may serve you better. Thank you for your help.



Click, learn, and grow with AHPDF



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

PPLPs: revised and updated

The CMLTO's Professional Practice Learning Program (PPLP) consists of six modules that may be used by all MLTs as part of their professional development activities or in preparation for a Practice Review.

In 2014, the Patient Relations Committee undertook a review of the modules and updated them as necessary. The revised modules are available online by [clicking here](#). Let us know what you think about them by [clicking here](#).

New learning resources for medical directives and delegations

Two new resource documents for MLTs are now available online.

[MLTs and delegation \(PDF\)](#)
[MLTs and medical directives \(PDF\)](#)

After reviewing these resources, please take a few moments to answer brief questions about your practice experience with delegations and medical directives by [clicking here](#).

FOCUS 2014, ISSUE 3

New: IPC case studies

The provincial government has mandated the regulatory health Colleges via the *Regulated Health Professions Act, 1991* (RHPA), to promote interprofessional collaboration (IPC) among members and with other health profession regulatory Colleges.

A series of four case studies were developed to illustrate issues or opportunities for IPC in professional practice scenarios.

Case study #1: Responding to clinical needs with laboratory procedural changes

Case study #2: Simplification of laboratory processes for clinicians

Case study #3: In-sourcing diagnostic testing

Case study #4: Reducing specimen integrity issues

Please [click here](#) to learn more about how to use case studies and to read or download the series.

Of the new or revised CMLTO educational resources mentioned above, which will you use first?

- PPLP modules
- Medical directives and delegations
- IPC case studies

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.



Item-writing workshop

In a two-day session in July, several members participated in an item-writing workshop to validate existing Practice Review (PR) questions and create new questions for the item bank.



MLT volunteers who have management, education program and frontline lab experience along with several CMLTO staff members were facilitated in the exercise by an expert in item-writing.

The group worked together to develop approximately 60 new questions for use in future PR audits.

CMLTO thanks the following members for their participation:

Victor Leung, Manager, St. Michaels Hospital

Rosanne Janicki, Staff MLT, Halton Health Care Services Corp.

Michael Amato, Staff MLT, Ottawa Hospital

Christine McRoberts, Quality Management Coordinator, Childrens Hospital of Eastern Ontario

Diaram Deokharan, Staff MLT, Credit Valley Hospital

Patricia Hamilton, Professor MLT Program, Northern College

Petra Sheldrake, Director of Lab Services, Scarborough Hospital

Susan O'Dwyer, Staff MLT, Mount Sinai

Kimberly Thurston, Project Manager, Orillia Soldiers Memorial Hospital



FOCUS 2014, ISSUE 3

Annual Registration Renewal for 2015

CMLTO's Annual Registration Renewal for 2015 begins online on November 1, 2014. All medical laboratory technologists in Ontario must renew their memberships online by December 31, 2014.

To renew:

1. Go to: www.cmlto-onlineservices.com.
2. Log in using your User Name (your registration number) and your current User Password.
3. If you have forgotten your password or do not have one, CMLTO online services will allow you to reset it or provide you with a password.
4. Select the "Renew your membership" option.
5. Complete all sections.
6. Select a payment option (some exceptions may apply), remit the annual fee and submit your renewal.
7. Print your tax receipt/proof of registration.

Further information regarding online registration renewal is available at www.cmlto.com. Questions regarding renewal should be directed to 416-861-9605, press 1 for registration and renewal, or email memberservices@cmlto.com.

2014 CMLTO holiday hours

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

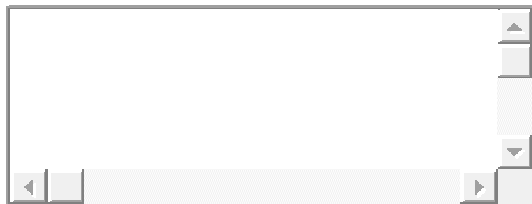
Monday, December 22nd, 8:30 am – 4:30 pm
Tuesday, December 23rd, 8:30 am – 4:30 pm
Wednesday, December 24th, 8:30 am – 2:00 pm
Thursday, December 25th, CLOSED (Christmas Day)
Friday, December 26th, CLOSED (Boxing Day)
Monday, December 29th, 8:30 am – 4:30 pm
Tuesday, December 30th, 8:30 am – 4:30 pm
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.

Send your feedback by typing your comments in this box and hitting the "Submit" button below.



CMLTO FOCUS

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