

## FOCUS 2016, ISSUE 3

CMLTO newsletter for members

### Message from the President, Jan Maxwell, MLT



The 2016 year end is fast approaching and one must wonder where the time goes!

The 2017 Annual Registration Renewal period began on November 1st and ends on December 31st. During the first three weeks of the renewal period, approximately 15% of members renewed their registrations. As this time of year is busy for many of us, we wish to remind you to complete your registration well before the deadline date.

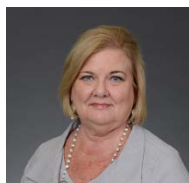
The College has two classes of registration: Practising and Non-Practising. If you are retiring and not planning to work as an MLT again, you must resign your membership. Members who neither renew their Practising or Non-Practising registrations, nor resign, will be notified that they will be suspended. The list of suspensions is published in the first issue of FOCUS in the new year.

Renewing your registration in a timely manner is part of your professional obligations, as is ensuring that you have provided up-to-date personal and employment information. If you have any questions, I encourage you to review the article about renewal on page 2 of this issue, or contact CMLTO staff.

I'd like to remind you that the Council amended the Consolidated Bylaws this year to require members to supply the CMLTO with a valid email address for an account that gets checked regularly. While the College still uses postal mail to contact members, more communications are being conducted via email and we don't want anyone to miss receiving news. Of course, members' email addresses will never be included on their Public Register profiles, nor will they be sold to third parties. The information made public in the Public Register is done in accordance with the *Regulated Health Professions Act, 1991* (RHPA) and the CMLTO Consolidated Bylaws.

Maintaining an accurate and transparent Public Register is an important factor in ensuring the public is protected, which is at the heart of all we do as regulated health professionals.

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



I am pleased to present a new CMLTO professional practice resource, the [CMLTO Professional practice bulletin](#) (PDF). Further information about this new resource and links to other CMLTO resources are located at the top of page 2 of this issue.

College staff regularly hear from members who are reflecting on situations and issues they encounter in their professional practice, to gain further perspective. As a result, CMLTO developed this resource based on collaborative discussions with members and it highlights important aspects of professional practice.

CMLTO's regulatory mandate is clearly defined through the legislation and regulations that establish its role in protecting the public interest through self-regulation and leadership of the medical laboratory technology profession.

The application of an MLT's knowledge, skill, and judgment in accordance with the CMLTO Standards of Practice, Code of Ethics and the MLT's individual competence contributes to providing the public with safe and effective professional services.

Self-regulation is a privilege. The public trusts that MLTs are competent and ethical upon entering the profession, and continue to be throughout their careers. The CMLTO has programs and processes in place to ensure the continued competence of its members.

Please feel free to contact the CMLTO if you have any professional practice inquiries by [clicking here](#).

### Council highlights

#### CMLTO Council took the following actions at its meeting on September 22, 2016:

- Received and approved the monitoring reports from the Registration and Quality Assurance Statutory Committees.
- Accepted the Academic Member Incidental Briefing Report.
- Approved the Registrar and Executive Director's High Level Ends Policy 3—Health System Transformation Monitoring Report.
- Accepted the Registrar and Executive Director's Incidental Briefing Report.
- Approved the Registrar and Executive Director's Executive Limitations Monitoring Reports re:

- Investment Policy
- Financial Condition Policy
- Staff Conduct and Transparency Policy
- Emergency Executive Succession Plan Policy

- Approved the proposed bylaw amendment to staff title.
- Approved the proposed amendments to section 30 (The Register) of the CMLTO Consolidated Bylaws to add a member's:
  - Full registration history
  - All places of practice
  - ICRC cautions
  - ICRC specified continuing education remediation programs (SCERPs) and ICRC undertakings



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- Reviewed and approved one Executive Limitations Policy:
  - Communication Support to the Council Policy
- Reviewed and approved two Council-Staff Relationship Policies:
  - Council Support of the Registrar & CEO
  - Vote Majority for Termination of a Registrar & CEO
- Reviewed and approved the Governance Philosophy Governance Process Policy.
- Reviewed and approved revisions to two Governance Process Policies resulting in a new consolidated Council Code of Conduct, Confidentiality, and Conflict of Interest Policy.
- Reviewed Council's Governance Scorecard.

### CMLTO Council took the following actions at its meeting on September 23, 2016:

- Approved the Registrar and Executive Director's Executive Limitations Monitoring Report - Financial Planning & Budgeting Policy, including the 2017 Budget.
- Endorsed the Canadian Alliance of Medical Laboratory Professionals Regulators' Draft National Code of Ethics for MLTs.
- Participated in an education/development session on Concepts re Linkage with the Public.
- Received an environmental scanning presentation re Current & Evolving MLT Competencies.

### Proposed Bylaw amendments approved by Council

At its May 2016 meeting, Council proposed amendments to section 30 (The Register) of the CMLTO Consolidated Bylaws be circulated to members and stakeholders for their input and feedback in accordance with section 94 of the Health Professions Procedural Code being Schedule 2 to the *Regulated Health Professions Act*.

CMLTO held an open consultation period from May 24th to August 15th and solicited comments from CMLTO members, medical laboratory sector stakeholders and employers, and the public. The Council considered the consultation feedback at its September 2016 meeting and approved the Bylaw amendments which will add the following information CMLTO member information to the Public Register, effective January 1, 2017:

- Full registration history
- All places of practice
- Inquiries, Complaints & Reports Committee (ICRC) Cautions
- ICRC Specified Continuing Education or Remediation Programs (SCERPs)
- ICRC Undertakings
- ICRC Cautions will be removed from the Public Register after two (2) years.
- SCERPs and Undertakings will be removed from the Public Register when the ICRC orders have been completed/complied with.

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 the public, applicants, and medical laboratory technologists (MLTs).

### Legislative updates



#### PHIPA changes affect MLTs and employers

All regulated health professionals in Ontario must comply with the *Personal Health Information Protection Act, 2004* (PHIPA). As of June 1, 2016, new reporting obligations under PHIPA took effect for MLTs and for employers.

Learn more about how the PHIPA changes affect [MLTs here](#), and [employers here](#).

#### Ontario taking action to prevent sexual abuse of patients

Ontario is taking concrete action to uphold and reinforce a zero tolerance policy on sexual abuse of patients by any regulated health professional. The government's actions are based on recommendations from the [Minister's Task Force on the Prevention of Sexual Abuse of Patients](#) and the *Regulated Health Professions Act, 1991*. For more information, [click here](#).

### An update on CMA accreditation of medical laboratory technology education programs

In January 2016, the Canadian Medical Association (CMA) announced it is divesting itself of responsibility for allied health sciences program accreditation services. The CMA plans to continue operation of its accreditation services until January 31, 2018, at which point CMA accreditation services will no longer exist.

In May, the Canadian Society for Medical Laboratory Science (CSMLS), and the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR), issued a letter outlining their shared goal to collaborate and establish a new accreditation framework that meets the needs of regulators, educational institutes and the larger medical laboratory community.

CMLTO has played an integral role in leading and facilitating the work of CAMLPR in responding to issues related to identifying an alternative accreditation model for accrediting MLT education and training programs in Canada.

This fall, CMLTO Registrar & CEO Kathy Wilkie joined the Allied Health Program Accreditation Working Group (AHPAWG) on behalf of CAMLPR. CSMLS also returned to the AHPAWG table.

The AHPAWG issued a Request for Proposals and subsequently the submissions were reviewed and evaluated, and a short list with

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two potential vendors were identified for further consideration. In October, the AHPAWG met to receive presentations from the two potential third-party providers of accreditation services for the education programs of the respective health professions represented on the AHPAWG.

On November 17, 2016, Kathy Wilkie was invited by the AHPAWG to participate on the 'Negotiating Team'. A meeting of the full AHPAWG is being convened in December to consider next steps in the process.

CAMLPR is confident that a suitable provider of health profession accreditation services, including an effective transition plan, will be in place prior to February 2018 when the CMA accreditation services cease to exist. Further updates will be provided as information becomes available.

### New professional practice resource from CMLTO

The College's core regulatory functions include registration, quality assurance, and professional conduct processes. It can set standards and provide educational resources to members, however, it is ultimately up to each MLT to accept the standards, be open to self-reflection and commit to continuous professional development. These are some of the keys to being a self-regulated health professional.

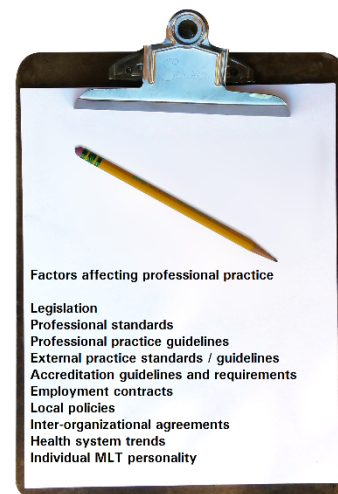
The CMLTO endeavours to ensure patients receive safe, competent services from MLTs by regulating their practice, monitoring their competence, and investigating professional conduct matters.

When CMLTO staff members receive professional practice inquiries, they coach and support MLTs to resolve their practice issues themselves by providing resources and engaging them to talk through their questions.

When reviewing the CMLTO Professional practice bulletin, consider

- How does (or how can) this information apply to my professional practice?
- How can I ensure that I am contributing to the provision of safe, high-quality laboratory services to the public?

[Click here](#) to read or download the PDF. Review other CMLTO resources by [clicking here](#).



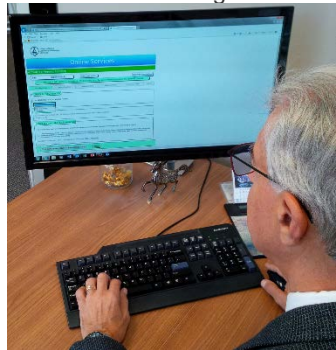
### Did you find the Professional practice bulletin informative?

Yes

No

### 2017 Annual Registration Renewal

CMLTO's Annual Registration Renewal for 2017 began online on November 1, 2016. All medical laboratory technologists in Ontario must renew their registrations by December 31, 2016, using the online process.



#### To renew Practising or Non-Practising registration:

1. Go to: [www.cmlto-onlineservices.com](http://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, you may reset your password by typing "forgot" and then following the process as indicated.
4. Select the "Renew your membership" option.
5. Complete all sections.
6. Select a payment option, remit the annual fee and submit your renewal.
7. Print your tax receipt/proof of registration.

#### To resign effective January 1, 2017

If you wish to resign your registration for 2017, log in to [www.cmlto-onlineservices.com](http://www.cmlto-onlineservices.com) as described above, and under the Class of Registration tab, select the "Resign" option. You will be asked to confirm your decision and reason for resigning.

#### Late renewals

Late renewals (after December 31) are subject to late penalties.

#### Failure to renew or resign

Failing to renew or resign will result in the suspension of your certificate of registration.

#### Questions regarding renewal?

Call 416 861 9605, or 1 800 323 9672 (toll-free in Canada) and press 1 for Registration and Renewal, or email [registration@cmlto.com](mailto:registration@cmlto.com).

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### FOCUS feedback from the last issue

The following poll question responses resulted from questions asked in the last issue of FOCUS.

In Issue 1, a member suggested that CMLTO send out an email reminder and link to FOCUS a few weeks after an issue is published. To determine whether many members want such a reminder, we asked the following question in Issue 2.

#### Would you find it useful to receive a reminder a week after FOCUS is published?

Response	Percentage
<b>No</b>	<b>63.4%</b>
<b>Yes</b>	<b>36.6%</b>

Did you find this issue of FOCUS informative?

Response	Percentage
<b>Yes</b>	<b>93.7%</b>
<b>No</b>	<b>6.3%</b>

A member asked:

*Can you provide data on the number/frequency of incidents of patient sexual abuse by MLTs?*

#### CMLTO response:

**In the last 10 years, there have been no cases involving the sexual abuse of patients by MLTs.**

**The Patient Relations Committee administers a program, to provide funding for therapy and counselling for persons who, while patients, were sexually abused by members. The CMLTO has never received an application for funding for therapy and counselling in its history.**

**The College is committed to zero tolerance of sexual abuse and it strives to provide appropriate resources to members to ensure their understanding of, and adherence to, the principles of sexual abuse prevention.**

#### Resources:

[Guidelines for the Prevention of Sexual Abuse \(2014\)](#)

[Prevention of Sexual Abuse of Patients - Instructor's Guide \(2014\)](#)

[Fact sheet for funding for therapy or counselling \(For a patient who has been sexually abused by an MLT.\) \(2016\)](#)

### Welcome new affiliates of the Voluntary Roster!

The following people have been included on the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians since June 2016. As Voluntary Roster affiliates they may use the title, Registered Medical Laboratory Technician.

Patrick Bate Ayuk	Maria Rhodora DeLeon Magale
Janet Barclay	Theresa Jacinta Mamauag
Luzviminda Bautista	Leanarda Niles
Karen Beale	Veronica Obra
Joseph Marcel Bergeron	Fatemeh Okhovat
Brandon Boudreau	Falguni Patel
Macaria Cabrera	Meng Qi
Marie Casimir	Vicente Rosita
Terrie Davenport	Dinesh Sheta
Senaida Fazlic	Dubravka Traparic
Rodylyn Rose Ferry	Cheri Tully
Lisa Gibbs	Hong Wang
Kathryn Greenfield	Shuren Zhang

### 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](http://www.cmlto.com/voluntary_roster)

[Search the Voluntary Roster by clicking here](#)

[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](mailto:memberrelations@cmlto.com).

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### CMLTO 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 the [Event calendar page](#).

### Public Health Ontario news

#### New PHOL lababstracts

##### **Clostridium difficile diagnostic testing: update**

Public Health Ontario Laboratories (PHOL) has released the revised PHOL lababstract (LAB-SD-002-005) regarding *Clostridium difficile* diagnostic testing - update. [Click here](#) (PDF) to read the lababstract.

##### **Respiratory Viral Testing Algorithm and Enhanced Surveillance: update**

PHOL has revised PHOL lababstract (LAB-SD-121-000) regarding Respiratory Viral Testing Algorithm and Enhanced Surveillance - Update. [Click here](#) (PDF) to read the lababstract.



##### **HIV Confirmatory Test: Geenius™ HIV-1/HIV-2 Differential Assay**

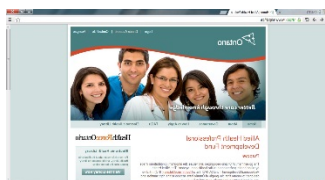
PHOL is replacing its current confirmatory HIV- 1 Western Blot Assay with the Geenius™ HIV-1/HIV-2 Differential Assay, approved by Health Canada. [Click here](#) (PDF) to read the lababstract.

### IPAC lapse investigation process

Ontario's Chief Medical Officer of Health (CMOH) has issued the following Infection Prevention and Control (IPAC) lapse investigation process updates:

- [CMOH memo](#) (PDF)
- Public Health Ontario, [Community IPAC Lapses Algorithm](#) (PDF)
- [Roles and responsibilities in community health settings during potential IPAC lapse investigations](#) (PDF).

### 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 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](mailto: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.



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### CMLTO holiday office hours

Please note the following CMLTO office hours for the period: Thursday, December 22, 2016 to Monday, January 2, 2017:

Thursday, December 22 <sup>th</sup>	8:30 am – 4:30 p.m.
<b>Friday December 23<sup>rd</sup></b>	<b>8:30 a.m. – 1:00 p.m.</b>
<b>Saturday, December 24<sup>th</sup></b>	<b>CLOSED</b>
<b>Sunday, December 25<sup>th</sup></b>	<b>CLOSED (Christmas Day)</b>
<b>Monday, December 26<sup>th</sup></b>	<b>CLOSED (Boxing Day)</b>
<b>Tuesday, December 27<sup>th</sup></b>	<b>CLOSED</b>
Wednesday, December 28 <sup>th</sup>	8:30 am – 4:30 pm
Thursday, December 29 <sup>th</sup>	8:30 am – 4:30 pm
<b>Friday, December 30<sup>th</sup></b>	<b>8:30 a.m. – 1:00 p.m.</b>
<b>Saturday December 31<sup>st</sup></b>	<b>CLOSED</b>
<b>Sunday January 1, 2017</b>	<b>CLOSED</b>
<b>Monday January 2, 2017</b>	<b>CLOSED</b>

Regular office hours resume at 8:30 am on January 3, 2017.

### Did you find this issue of FOCUS informative?

Yes

No

### CMLTO FOCUS

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