



## FOCUS 2017, ISSUE 1

CMLTO newsletter for members

### Message from the President, Karen Persad, MLT



Welcome to the first issue of FOCUS in 2017.

With spring comes new beginnings! A warm hello to everyone as I introduce myself. I am Karen Persad and I became the CMLTO Council President on January 1, 2017, after serving on Council for 7 years, representing District 5, East Region.

During my time on Council, I have served and chaired the Patient Relations Committee and Quality Assurance Committee. Over the past two years I also served on the Executive Committee as Vice-President Professional. I've worked as an MLT in Cytogenetics and Molecular Genetics at Kingston General Hospital since 2002, and became a Senior Technologist in 2013. I have witnessed exponential growth in Genetics, and the integration of molecular techniques in other laboratory areas, such as Molecular Microbiology and Immunology. I have had the privilege of sharing molecular advice and expertise with both of those areas. I believe that in sharing knowledge, we build bridges of collaboration both within and beyond the laboratories.

My involvement with the CMLTO Council, and my other volunteer positions, stems from my dedication to professionalism in medical laboratory technology. Being self-regulated healthcare practitioners requires a commitment to professionalism to ensure the public is protected. Our knowledge, skills, and judgment, enable us to deliver safe, competent and ethical care based on the framework established by the College's Bylaws, Code of Ethics, Standards of Practice, and Practice Guidelines. Together, we ensure the public's right to high-quality care.

Serving on the CMLTO Council has been rewarding and enlightening for me. The opportunity to safeguard the public's trust through helping to govern the profession offers a holistic view of our purpose in healthcare. As a technologist, I care about offering high-quality results to our patients. Serving on Council, has given me another avenue in which to accomplish that. Being a part of the big picture, and serving on this dynamic team energizes me and offers me a way to give back to both the profession and the public.

I encourage you to get involved with the College by answering the current Call for Nominations for Election to Council. Whether you are just starting your career or a seasoned MLT, all viewpoints are welcome. Your contribution to shaping the future of our regulated profession is needed. Please consider sharing your skills and perspective to guide the governance of medical laboratory technology in Ontario.

You can learn more about what's involved by clicking on these links: [Call for nominations for election to Council](#) and the [Election process](#).

If you have any comments or questions, please type them in the text box below. If you'd like a private response, please include your email address in the comment. Remember to press the 'Submit' button on page 3 to send your comments.

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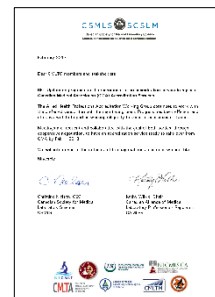
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### Message from the Registrar & CEO, Kathy Wilkie, BHA, MLT



As you know, in addition to my role as CMLTO Registrar & CEO, I also represent the CMLTO on the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR). As CAMLPR Chair, I participate in the Allied Health Program Accreditation Working Group (AHPAWG), which along with the Canadian Society for Medical Laboratory Science (CSMLS), has been working to find a suitable provider of health profession accreditation services to replace the Canadian Medical Association (CMA).

Since the CMA announced in 2016 that it is divesting itself of responsibility for allied health sciences program accreditation services, CAMLPR and CSMLS have been committed to ensuring that a new accreditation framework which meets the needs of regulators, educational institutes and the larger medical laboratory community is established.



CAMLPR and CSMLS issued a joint update letter to stakeholders in February. [Click here](#) to read the letter (PDF).

Meetings are frequent and collaborative with the goal of both parties, through cooperative negotiation, to have an accreditation service ready to take over from CMA by February 1, 2018.

### Strategic Framework 2016-2019



The CMLTO Strategic Framework includes the key components of the planning process at CMLTO. Planning for specific outcomes/public benefit is a critical job of the Council and determining the strategic and tactical means to achieve these outcomes is a key focus for CMLTO staff and operational volunteers (Statutory Committees). Read or download the [CMLTO Strategic Framework 2016-2019](#) (PDF).

### Council highlights

#### CMLTO Council took the following actions at its meeting on February 6, 2017:

- Received and approved the monitoring reports from 1 statutory committee:
  - o Executive Committee.
- Accepted the President's Incidental Briefing Report.
- Accepted the Academic Member's Incidental Briefing Report.
- Approved the composition of the 2017 CMLTO Statutory Committees.
- Reviewed 4 Council-Staff Relationship Policies:
  - o CSR III-02 Delegation to the Registrar & CEO Policy,
  - o CSR III-03 Accountability of the Registrar & CEO Policy,
  - o CSR III-04 Registrar & CEO Position Description Policy, and
  - o CSR III-25 Registrar & CEO Compensation Program Policy.
- Participated in an orientation session on CMLTO Governance Approach.

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### CMLTO Council took the following actions at its meeting on February 7, 2017:

- Acknowledged that the Registrar and CEO's 2017 Ends Interpretation is reasonable.
- Approved the Registrar and CEO's Executive Limitations Monitoring Report:
  - o EL II-11 Financial Condition.
- Accepted the Registrar and CEO's Incidental Briefing Report.
- Reviewed 2 Executive Limitations Policies:
  - o Approved the revised EL II-11 Financial Condition Policy, and
  - o Tabled the proposed revisions to the EL II-50 Corporate Identity & Use of the Corporate Seal Policy.
- Reviewed 1 Governance Process Policy:
  - o Approved the revised GP IV-20 Statutory and Council Committees (Standing/Ad Hoc Working Groups) Principles Policy.
- Approved the 2017 CMLTO Integrated Council Strategic Agenda/Work Plan.
- Reviewed Council's Governance Scorecard (Q4-2016).
- Received an environmental scanning/Ends Policy Briefing presentation re CMLTO's Quality Approach and Quality Assurance Program.

## MLTs: Help govern your profession!

### Call for nominations for election to CMLTO Council

The CMLTO exists to protect the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technologist (MLT) profession. MLT participation on Council makes self-regulation possible.

Elected Council members make decisions about standards of practice, policies and programs, CMLTO initiatives, regulations, and Bylaws.

CMLTO's values—leadership, integrity, accountability, collaboration, excellence—create the foundation for the MLT profession in Ontario.

Have the courage and confidence to embrace new opportunities and seek out rewarding challenges in order to shape a better future by getting involved in a leadership role with a position on CMLTO Council. Help ensure the public is protected.

The Council is calling for nominations for election in:

District 2 – Central West Region (Term: Jan 1, 2018 – Dec 31, 2020)

District 4 – Central East Region (Term: Jan 1, 2018 – Dec 31, 2020)

Elections for existing Council vacancies will also be held for the following districts:

District 6 – North East Region (Term: Date Elected – Dec 31, 2018)

District 7 – North West Region (Term: Date Elected – Dec 31, 2018)

District 8 – Member-at-Large (Term: Date Elected – Dec 31, 2019)

Learn more about the nomination process [here](#) and about the election process [here](#).

**The deadline for nominations is Friday, May 26, 2017, 5:00 pm**



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### PLI audit begins in April

Since 2014, it has been mandatory that Practising members carry professional liability insurance (PLI) in all employment settings, and are able to provide proof that their PLI complies with CMLTO Bylaw requirements. Each year, CMLTO conducts a PLI audit. Practising members are randomly selected and contacted by email with a request to complete the online PLI audit form.

This year's audit period is from April 10 – May 10, 2017. Members who are selected for audit have 30 days to complete the online audit form and may update it as they acquire information.



Please be reminded that failure to provide proof of PLI coverage will result in a restriction of your ability to practice medical laboratory technology in Ontario. Failure to respond to the audit is considered professional misconduct.

### FOCUS feedback from the last issue



The last issue of FOCUS included an article about the changes to the Public Register which took effect on January 1, 2017. A sample Public Register page for a fictitious MLT named John Doe was included to illustrate how the expanded information will be displayed. Almost all of the people who responded to poll question about the Public Register indicated they understand the changes.

## FOCUS 2016, Issue 4

### Do you understand the changes to Public Register?

Response	Chart	Percentage
Yes		96.8%
No		3.2%

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

Response	Chart	Percentage
Yes		91.0%
No		9.0%

CMLTO received the following comments and questions via the last issue.

#### A member asked:

*Ethical decision making seems to be the hot topic with accreditation. I think it may be helpful to publish scenarios with accompanying questions/answers/discussion on this topic.*

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### CMLTO response:

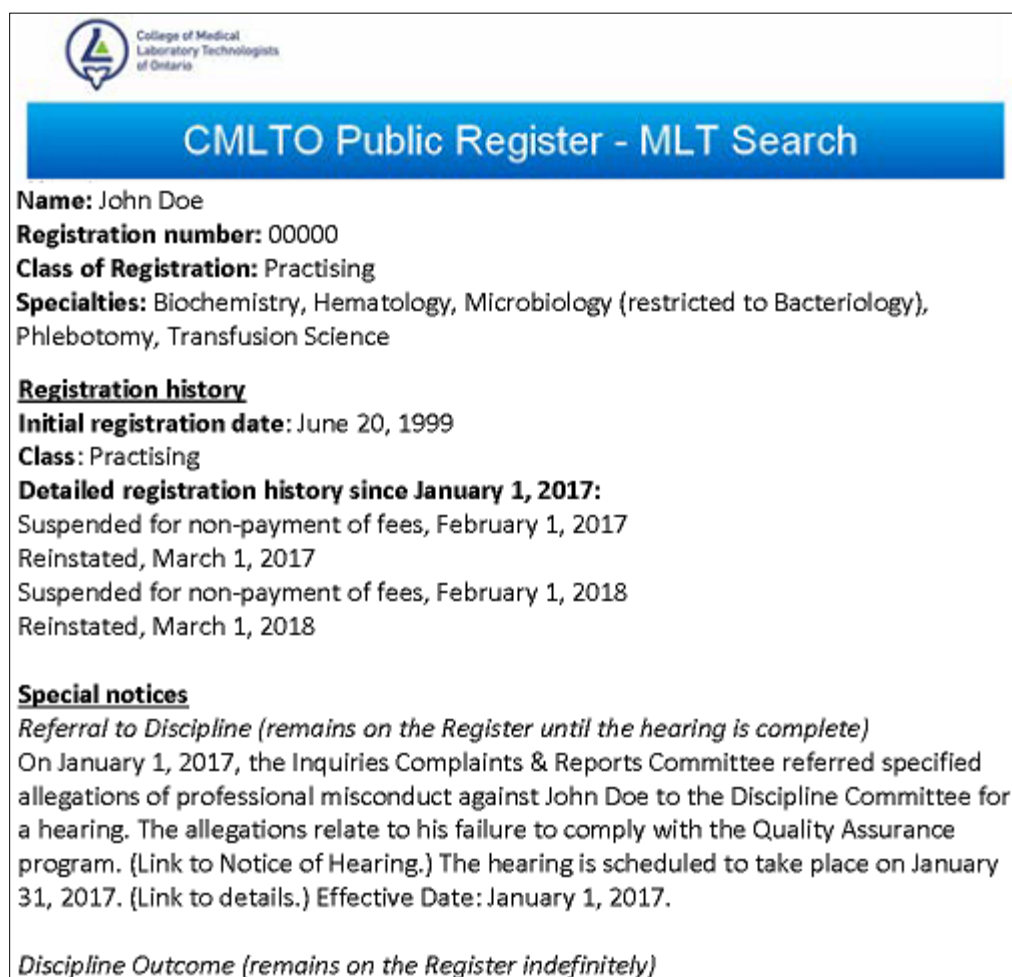
The CMLTO resource, [Guidelines for ethical decision making](#) (click on the title to read or download the PDF), includes a framework for ethical decision making, as well as case studies and detailed analyses of each case.

### A member commented:

*For those of us who are maintaining 'practising' status yet, however, are currently not working in our field (as MLT) what will show up on the public registry? (note, many of us are maintaining practicing status in hopes of one day being able to land a position in the MLT field...no luck to date, however)*

### CMLTO response:

The Public Register page of a Practising but unemployed member would list a name, registration number, registration class, specialties, registration history, special notes, and relevant discipline outcomes, as illustrated in the example below.



The screenshot shows the CMLTO Public Register - MLT Search page for a member named John Doe. The page includes the following information:

- Name:** John Doe
- Registration number:** 00000
- Class of Registration:** Practising
- Specialties:** Biochemistry, Hematology, Microbiology (restricted to Bacteriology), Phlebotomy, Transfusion Science
- Registration history:**
  - Initial registration date:** June 20, 1999
  - Class:** Practising
  - Detailed registration history since January 1, 2017:**
    - Suspended for non-payment of fees, February 1, 2017
    - Reinstated, March 1, 2017
    - Suspended for non-payment of fees, February 1, 2018
    - Reinstated, March 1, 2018
- Special notices:**
  - Referral to Discipline (remains on the Register until the hearing is complete)*
  - On January 1, 2017, the Inquiries Complaints & Reports Committee referred specified allegations of professional misconduct against John Doe to the Discipline Committee for a hearing. The allegations relate to his failure to comply with the Quality Assurance program. (Link to Notice of Hearing.) The hearing is scheduled to take place on January 31, 2017. (Link to details.) Effective Date: January 1, 2017.
- Discipline Outcome (remains on the Register indefinitely)*

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### Professional Portfolio process updated

The CMLTO Quality Assurance Program (QAP) has launched the online version of the Professional Portfolio. The online tool allows members to complete and submit their portfolios using a faster and simpler digital platform. In October 2016, the QAP held a focus group of seven MLT volunteers to help identify potential improvements for the portfolio. The online solution was developed as a result of the focus group's recommendations.

In early 2017, the updated portfolio underwent a stringent pilot test to identify any technical or functional improvements. When members are randomly selected, they will be sent a direct link to complete and submit the online portfolio.

The updated version of the portfolio pilot determined that:

- volunteers completed the online portfolio 1.77 hours faster than the PDF version, on average
- 83% of volunteers stated they "liked" the online version, and/or found it "easier" and more "user friendly"
- 92% found the Learning Goals development guidelines and Self-directed study guidelines resources were useful when completing their portfolios.

"This process was a much easier experience than previously. The overall layout, instructions were clear and concise."

**Patricia Roque, MLT  
CMLTO Pilot Group  
Volunteer**

Various Professional Portfolio resources were updated and developed to help members complete their audits.

- *New!* – [Learning Goals development guidelines](#) (PDF)
- *Updated!* – [Self-directed study guidelines](#) (PDF)

For more information, contact CMLTO at 416-861-9605 [toll-free in Canada: 1-800-323-9672], or email [qualityassurance@cmlto.com](mailto:qualityassurance@cmlto.com).

### Approved refresher courses for 2017

The lists of CMLTO-approved refresher courses for MLTs have been updated for 2017. [Click here](#) for further information.

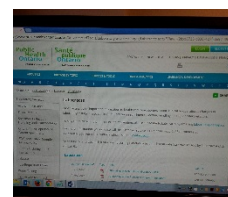
### Recent Public Health Ontario Lababstracts

#### New PHOL lababstracts

For: healthcare providers, laboratory, and health unit staff

[Mycobacterium chimaera – Clinical Testing Guidelines for Symptomatic Persons with Potential Exposure to Contaminated Heater-Cooler Units During Open-Chest Heart Surgery](#) (PDF)

[Hepatitis C Antibody - Supplementary Testing, Interpretation, and Recommended Follow-up Testing](#) (PDF)



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### Legislative updates – Ontario Ministry of Health and Long-Term Care (MOHLTC)

#### **Bill 87, *The Protecting Patients Act, 2016*: Proposed amendments to the sexual abuse provisions in the RHPA**

As reported in FOCUS 2016, Issue 4, the Ministry introduced [Bill 87, the \*Protecting Patients Act, 2016\*](#), in December 2016. If passed, it will amend or repeal five different statutes, including the *Regulated Health Professions Act, 1991* (RHPA). The RHPA is the framework legislation for all of Ontario's self-regulated health professions.

The proposed amendments to the RHPA are a result of recommendations made in the MOHLTC's Sexual Abuse Task Force Report released last summer.

The *Protecting Patients Act, 2016*, includes legislative amendments that would, if passed:

- expand the list of acts of sexual abuse that will result in the mandatory revocation of a regulated health professional's license
- remove the ability of regulators and their Discipline panels from allowing a professional to continue to practice only on patients of a specific gender
- increase access to patient therapy and counselling as soon as a complaint of sexual abuse by a regulated health professional is filed
- ensure that all relevant information about regulated health professionals' current and past conduct is available to the public in an easy-to-access and transparent way.

For Bill 87 to become a law, it will require a 2<sup>nd</sup> Reading, a 3<sup>rd</sup> Reading, and Royal Assent. CMLTO will continue to report on Bill 87's progress and how it will affect MLTs and the required transparency that will be reflected in the Public Register.

#### **PHIPA: proposed amendments**

The MOHLTC is proposing amendments to the General Regulation (Ontario Regulation 329/04) under the [Personal Health Information Protection Act, 2004](#) (PHIPA) to clarify requirements for health information custodian reporting of thefts, losses and unauthorized uses or disclosures of personal health information to the Information and Privacy Commissioner.

Please [click here](#) for CMLTO's report last year on the new reporting obligations under PHIPA for MLTs and employers, effective June 1, 2016.

Moving forward with the proposed amendments allows the ministry to continue to demonstrate progress on the implementation of changes proposed in the *Health Information Protection Act* (Bill 78), that were passed in May 2016.

If approved, Ontario Regulation 329/04 would be amended to require that health information custodians:

- Report annually to the Information and Privacy Commissioner on the number of times the custodian had to notify affected individuals, of thefts, losses and unauthorized uses or disclosures of personal health information in a calendar year in accordance with subsection 12(2) of PHIPA, and
- Notify the Information and Privacy Commissioner of privacy breaches that meet the prescribed requirements set out in the proposed regulation, in accordance with subsection 12(3) of PHIPA.

The proposed amendments have been posted to the Regulatory Registry website starting March 10, 2017, and will be available for 60 days for public consultation, until May 8, 2017. The posting can be accessed at: <http://www.ontariocanada.com/registry/view.do?postingId=23883&language=en>  
CMLTO will report on the passage of these proposed amendments as they develop.



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### 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).

### 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](#).



### 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](#). As noted on the Event calendar, CMLTO's Tina Langlois, Director, Professional Conduct will be making a presentation about Bill 87, *Protecting Patients Act, 2016*; Schedule 2: *Laboratory and Specimen Collection Centre Licensing Act* at the 2017 OSMT Education Symposium Day on April 1, 2017.



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### Suspended and reinstated members

The following MLTs were suspended from practising as of March 7, 2017, 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. Please consult the online [Public Register](#) to determine an MLT's current membership status.

Salvadora C Achacoso Ross A Adams Jennifer A Adams Beverly Ann Affleck Adebayo Agboola Bilal Ahmed Lucie Alain Rolland R Amyotte John Joseph A Antonio Laila S Baalawy Heather A Beveridge Gretel Botello Greenup Sandra M Boyce Ladan Bozorgzad Ermelinda Bronilla Shane C Buchanan M C V Martine Campagna Wilda Chang Anne L Chapman Hong Cheng Ernest Chick Tangwan Teresa Collevocchio Paul M Collins Maria J J Cornell Anna Maria Coro Michael Cox Chunming Dai Corazon Damitan Hassan Dayfallah Olivia Depante Ranjit K Dhariwal Lona Duchek	Elysha M Fernandes Linda Forrester Lise Foucault Robin Fowler-Durham Galina V Gavrilina Margaret M Grabowski Sherri A Grieder Angela Head Timothy J Higham Katarina Hofman Syed S Hossain Khadar I Hussein Paul Hutchinson Lisa Jenings Lynne Johnson Taslim Kaba Nisha Kanwar Angela Knight Leela Kurien Danick Lacroix Patrick M Legault Rodolfo Mardoquio Christopher Mayoros Tessie Meneses Maureen R Meredith Michael Michael Lily Morikawa Muriel Murray Alaif Naima Ann Marie Nathan Maksym Ostapowych Ana Izabela Palasanu	Jhoanna P Paraiso Shakuntala Patel Kanchanben R Patel Moises Raiz Erin Reynolds Dorrel Richards Mariana Shafer Sabina Sharmin Savitri S Subramanian Ning Tan Penelope L Taylor Jamie L Tereposky Jody L Thomson Jennifer L Tremblay Ngok-Yuen Tse Charmaine O Uhuad George Vakkas Lan B Vo Taylor L Walsh Sharon Ward Erika Welter Lena Wen Judy Whiting Robert M Wilson Guisheng Yang Monica Zeiter Xudong Zhu
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Those whose certificates of registration have been suspended may apply to the Registrar & CEO 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 is revoked.

Those suspended who wish to reinstate their membership must complete the Application for Reinstatement form available at [www.cmlto-onlineservices.com](http://www.cmlto-onlineservices.com).

The following members were reinstated between February 19, 2016 and March 7, 2017. Please consult the online [Public Register](#) to determine an MLT's current membership status.

Sheri Bevandic Karamchandre Bhundhoo Christine Bruce Julie Carruthers Anne Chapman Shamleed Choudhury Christian Dzaka	Nida Farooq Paul Hutchinson D Lesley Johnston Sadaf Khan Xiaoquan Li Hilary E Lundy Virgilio Macalalad Christopher Mayoros	Raksha Patel Divya Patel Vanessa Porter Deborah Pullen Patricia Roque Zahir Shaikh Dieynaba Soumaré Bin Xiao
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### 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.

### 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).

### CMLTO Easter office hours

Please note that the CMLTO office will be closed on Good Friday, April 14, 2017. Regular office hours resume at 8:30 am on April 17, 2017.

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