



FOCUS 2017, ISSUE 2

CMLTO newsletter for members

Message from the President, Karen Persad, MLT



In this issue of FOCUS, we report on a new resource (Understanding registration classes and employment status, on page 3 of this issue), and update you on the status of the *Protecting Patients Act, 2017*, and provide other important information about the College and issues affecting the profession.

Professionalism is at the heart of our work as MLTs. Understanding our obligations to the public, to the CMLTO, and to the profession as stated in the [Code of Ethics](#) and in the [Standards of Practice](#), provides a moral framework for MLTs' professional and personal conduct. But what does this all mean?

Simply stated, being regulated health professionals means holding ourselves to high-quality standards to ensure high-quality outcomes. It doesn't end when we put down our pipettes or turn off the laminar flow hood at the end of the workday. Did you know that we are required to maintain our commitment to professionalism 24 hours a day, every day of the year? How do we accomplish this? By being our best selves every day and doing our part to provide quality healthcare to the public. By being accountable, ethical, and respectful to our patients, the public, and our colleagues. By maintaining our competencies through continuing education and sharing knowledge. By offering a helping hand, giving advice, mentoring, and educating. By simply caring... within all the roles we live every day as MLTs.

Starting in this issue, FOCUS will include a section containing articles and resources devoted to helping members understand their professional obligations.

A recent audit of member profiles determined that a number of members have not provided to the College a valid email address "that is distinct from any other member and that the member checks personally on a regular basis," per the CMLTO Consolidated Bylaws. Did you know that not only are

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we obligated to comply, but failing to comply is a ground of professional misconduct? This series of articles in FOCUS will help bring awareness to the different aspects of our professionalism.

Complying with the Bylaws, Code of Ethics, and Standards of Practice are professional obligations that we must adhere to, and 'live by' all day, every day. The public counts on us to make their safety our highest priority and maintaining our professionalism is how we do that.

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



In 2017, the Federation of Health Regulatory Colleges of Ontario (FHRCO) created www.ontariohealthregulators.ca. FHRCO members are the 26 regulatory Colleges that regulate 28 distinct professions—more than 300,000 healthcare professionals in the province. The Ontario Health Regulators website is the one-stop gateway to the websites of all the health regulators in Ontario. The public can find the most trustworthy, relevant, and up-to-date information about the Colleges and the health professionals they

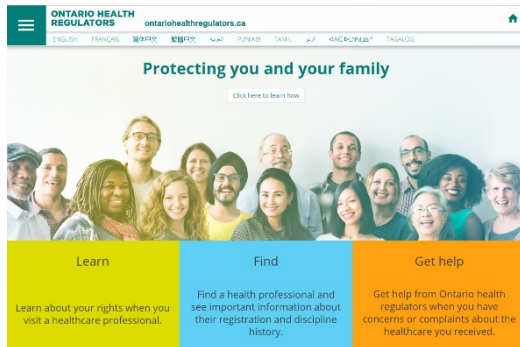
regulate from the site.

OHR website features:

- It acknowledges the public's need for easy-to-access information and resources on regulated health professionals in a single place.
- Visitors will be able to access the registers of all 26 Colleges, find a health professional, and see important information about a health professional's registration and discipline history.
- It contains a variety of articles to help users of the healthcare system make the most of their care and time with regulated health professionals.
- The information on the site is available in 10 languages.

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Later this year the website will be marketed on social media to Ontario caregivers using video and sponsored posts. A targeted online article campaign will also be launched across the province to promote the value of using the services of regulated health professionals and the new website. I will provide updates and links as the campaign rollout occurs.

Please click on the link (www.ontariohealthregulators.ca) to see how Ontario health regulators are collaborating to inform the public about the importance of health regulation. I encourage you to share the site with your families, colleagues, and employers.

Council highlights

CMLTO Council took the following actions at its meeting on May 15, 2017:

- Received and approved the monitoring reports from 5 statutory committees
- Approved the President's Incidental Briefing Report
- Accepted the Academic Member Incidental Briefing Report and New Council Member's Mentoring Report
- Launched the Council Meeting Monitoring & Evaluation of Effectiveness Process
- Received an update on the selection of a New Provider of Accreditation Services for MLT Education Programs
- Received an update re Transparency – Protecting Patients Act, 2016 (Bill 87)
- Approved the CMLTO 2016 Annual Report
- Approved the proposed Increase to CMLTO Contingency and Fee Stabilization Reserve Funds
- Appointed the auditor for the 2017 fiscal year
- Reviewed two Council Staff Relationship Policies:



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- Approved the revised Registrar & CEO Job Products Policy
 - Approved the revised Unity of Control Policy
- Reviewed three Executive Limitations Policies:
 - Approved the revised Vendor Relations Policy
 - Approved the revised Human Resources Parameters Policy
 - Tabled the proposed revisions to Corporate Identity & Use of the Corporate Seal Policy
- Accepted the Registrar and CEO's Monitoring Reports re:
 - Financial Planning/Budgeting/Budget Cycle Policy
 - Financial Condition Policy
 - Asset Protection Policy
 - Member Relations Policy
 - Intellectual Property Policy
- Approved the Registrar and CEO's Incidental Briefing Report
- Reviewed eleven Governance Process Policies:
 - Approved the Executive Committee Terms of Reference Policy
 - Approved the Inquiries, Complaints, Reports Committee Terms of Reference Policy
 - Approved the Discipline Committee Terms of Reference Policy
 - Approved the Fitness to Practice Committee Terms of Reference Policy
 - Approved the Patient Relations Committee Terms of Reference Policy
 - Approved the Quality Assurance Committee Terms of Reference Policy
 - Approved the Registration Committee Terms of Reference Policy
 - Approved the Council Decision Making Policy
 - Tabled the proposed revisions to the Council Information System Policy
 - Approved the Council Monitoring System Policy
 - Approved the Government Relations Policy

CMLTO Council participated in a strategic development session on May 16, 2017, which included:

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- Receiving an Ends Policy Development/Environmental Scanning presentation re Quality Assurance Strategic Outcomes. Council then worked on developing Principles to Guide the QA Program in the future.
- Reviewing Council's Governance Scorecard Report
- Drafting a policy for Council Self-Monitoring of GP & CSR Policies
- Further development of the 2017/2018 Council Linkage Plan.



Council and committee orientation day

On March 21st, CMLTO held an orientation session for both Council and committee members to inform and engage them in preparation for their work this year. It was an opportunity for the participants to become acquainted with each other and various CMLTO staff members and to learn about the expectations for their roles.



The agenda included the following topics:

- Council and committee members' roles and responsibilities
- CMLTO's mandate, strategic direction, and future focus
- the Policy Governance framework: working relationships and accountability within CMLTO.

The day also included separate meetings for the Quality Assurance Committee, Registration Committee, and Inquiries, Complaints and Reports Committee.

Learn more about the Council and committee members' roles and mandates by clicking [here](#).

Registrar & CEO Kathy Wilkie (*right*) presented a plaque to Council member Jan Maxwell (*left*) in honour of her term of service as Council President which ended on December 31, 2016.



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CMLTO director retires



After a long career in the medical laboratory technology sector, Pat Mercuri has retired from his position as CMLTO Director, Registration & Human Resources.

Pat got his start in the medical laboratory at the Hamilton and District School of Medical Technology. In 1978, he was granted ART, CSMLS. While working at Credit Valley Hospital, he completed his BA and MBA and went on to serve in many different roles at the hospital for more than 20 years.

In 1997, Pat got involved with CMLTO and served as a Non-Council Committee Member on several statutory committees through 2002. The following year, he joined the Council. Pat was elected Council President in 2004 and served in that position until the end of 2008.

Pat joined the CMLTO staff in 2011 and worked hard to help develop the College's online registration renewal process, launch the Voluntary Roster for Registered Medical Laboratory Technicians, and contribute to many other CMLTO initiatives.

On behalf of the CMLTO Council, staff, and members, we extend our thanks to Pat for his commitment to regulatory excellence and professionalism in medical laboratory technology, and our best wishes for a happy retirement!

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CMLTO Annual Report 2016



The CMLTO is pleased to announce the publication of the 2016 Annual Report in [English](#) (PDF) and in [French](#) (PDF).

The report illustrates the College's key accomplishments in fulfilling its mission/mandate to protect the public's right to safe, high-quality health care through self-regulation and leadership of the medical laboratory technology profession.

CMLTO annual reports are located online [here](#).

MLT Health Human Resource report released

CMLTO is pleased to announce the release of its eighth annual Medical Laboratory Technologist Health Human Resource Exploration report. This analysis of the 2016 CMLTO membership data examines MLT practice, employment facility, status, and the provision of MLT education.

Health human resource planning is informed and supported by health professional demographic and practice-specific data. Read or download the [report](#) (PDF) by clicking here.



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Election to be held in District 4

This year there will be an election in District 4 to select the next member to serve on Council from January 1, 2018 to December 31, 2020. For the first time, CMLTO will be conducting the election electronically to facilitate member voting and reduce mailing costs and spoiled ballots. Members who are eligible to vote will be sent a link and voting instructions by email in late August.



It has come to our attention that a number of members have not provided the CMLTO with their email address, or have an invalid email address on file in their member profile.

The CMLTO Consolidated Bylaws, which were amended in September 2016, require every member to provide the CMLTO with a valid email address “that is distinct from any other member and that the member checks personally on a regular basis.” Failure to comply with the CMLTO Consolidated Bylaws is a ground of professional misconduct.

All District 4 members have been notified of the voting requirements by postal mail and have been asked to ensure they have submitted valid email addresses to CMLTO in order to participate in the election.

You will have until July 21, 2017, to verify/provide your email address, as required, in order to vote in the District 4 election.

Members who have not provided a valid email address by July 21, 2017, will not be able to vote in the election and will be contacted by the College regarding their non-compliance with the Consolidated Bylaws.

Please contact the Registration department at 416.861.9605 (toll-free in Canada: 1.800.323.9672), ext. 1, or by email at registration@cmlto.com, if you have any questions or require assistance.



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Accreditation of medical laboratory technology programs update

The CMLTO Council has approved Health Standards Organization/Accreditation Canada (HSO/AC) as the new provider of accreditation services of medical laboratory technology education programs in Ontario to replace the Canadian Medical Association Conjoint Accreditation, which is divesting of this service on February 1, 2018. CMLTO is in the process of signing a Program Client Agreement with HSO/AC.

As CMLTO has previously reported, in January 2016 the Canadian Medical Association (CMA) announced it would be divesting itself of accreditation services for allied health educational programs as of February 1, 2018.

Following CMA's announcement, the Allied Health Program Accreditation Working Group was formed to select a replacement accreditation provider for those allied health programs accredited by CMA.

The members of the AHPAWG are:

1. Alliance of Medical Radiation Technologists Regulators of Canada
2. Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR)
3. Canadian Organization of Paramedic Regulators
4. Canadian Association of Medical Radiation Technologists
5. Canadian Orthoptic Society
6. Canadian Society for Medical Laboratory Science (CSMLS)
7. Canadian Society of Cardiology Technologists
8. Canadian Society of Clinical Perfusion
9. Paramedic Association of Canada
10. Sonography Canada
11. Canadian Association of Allied Health Professions

CMLTO's Registrar & CEO Kathy Wilkie, who also is the CAMLPR Chair, has been participating on



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the AHPAWG and the Negotiations Sub-committee.

The College is responsible for setting the entry-to-practice requirements for medical laboratory technologists (MLTs) in Ontario. CMLTO registration regulation (O. Reg. 207/94: General under the *Medical Laboratory Act, 1991*) states that:

“The applicant must have satisfied one of the following educational and training requirements:

- i. **successful completion of a course of study in medical laboratory technology in a Canadian institution which has been approved by a body or bodies designated by the Council or by the Council itself,**
- ii. possession of a baccalaureate degree from a Canadian university, whose major course content, both lecture and practical, is relevant to medical laboratory technology, and which is approved by the Registration Committee, or
- iii. possession of education or a mixture of education and experience which is considered by the Registration Committee to be equivalent to that which is described in subparagraph i or ii, and demonstrated by the successful completion of a Prior Learning Assessment which, in the opinion of the Registration Committee, is comprehensive and objective.”

In the summer of 2016, the AHPAWG issued a Request for Proposals nationally. Several submissions were received and after careful review two organizations were short-listed. After meeting with both organizations, the AHPAWG identified HSO/AC as the preferred provider of accreditation services for Canadian allied health educational programs, effective February 1, 2018, and initiated contract negotiations. Now that contract details have been finalized, Canadian allied health education programs, regulators, national professional associations and provincial government stakeholders have been notified.

CMLTO has informed the deans of the MLT education programs in Ontario of the College's approval of HSO/AC as the new accreditation provider as of February 1, 2018. HSO/AC will be providing further information to them as HSO/AC and CMA work to implement a transition plan.



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HSO/AC will recognize the current accreditation status of CMA-accredited education programs.

The successful outcome of this very complex, detailed, multi-profession initiative was enabled by the collaboration, cooperation, and commitment of AHPAWG participants and the Negotiations Subcommittee.

The CMLTO recognizes and thanks the Canadian Association of Medical Radiation Technologists for their leadership and administrative support of this important initiative over the last eighteen months.

FOCUS feedback from the last issue

The last issue of FOCUS included an article about the Strategic Framework 2016-2016, and members were asked to give their opinions about it. The majority of respondents found the Strategic Framework thorough and effective.

Overall, the majority (98.9%) of respondents found that issue informative.

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After reviewing the Strategic Framework 2016-2019, please indicate if you think it is:

	Yes	No	Unsure
Thorough	89.7%	1.7%	8.6%
Effective	75.9%	0%	24.1%

Did you find this issue of FOCUS informative?

Response	Chart	Percentage
Yes		98.9%
No		1.1%



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

A member asked:

I miss reading the Focus newsletter on paper. Would CMLTO consider mailing a paper copy to those members that request it?

CMLTO response:

FOCUS will continue to be a strictly electronic publication. Later this year the format and software used to deliver will change to make reading it on any device much easier.

A member asked:

I'm looking for information on the bill to change the way labs handle outpatient / community work - will remote labs be able to bill OHIP directly for completing community testing?

CMLTO response:

For information regarding legislative changes affecting community laboratories please [click here](#) to review the amendments to Bill 87, *Protecting Patients Act, 2017*, Schedule 3, the *Laboratory and Specimen Collection Centre Licensing Act*.

A member commented:

Content well laid out. All of the links to documents worked. A good read and keeping members informed.

CMLTO response:

Thank you for the feedback. CMLTO appreciates receiving comments and suggestions from members.



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



Protecting Patients Act, 2017: update

In April, Shenda Tanchak, Board President of the Federation of Health Regulatory Colleges of Ontario (FHRCO) made a presentation to the Standing Committee on the Legislative Assembly on Bill 87, the *Protecting Patients Act, 2017*. The FHRCO submission was on behalf of all 26 regulatory Colleges.

On May 30th, Bill 87 received Royal Assent. The passage means that Ontario has reinforced its zero tolerance policy on the sexual abuse of patients by any regulated health professional, and implemented new programs and policies to keep people healthy.

The province passed the *Protecting Patients Act* which includes legislative amendments to:

- Expand the list of acts of sexual abuse that will result in the mandatory revocation of a regulated health professional's certificate of registration
- Remove the ability of a health regulatory college to impose restrictions that would allow a regulated health professional to continue practising on patients of a specific gender
- Ensure more timely access to therapy and counselling for patients who make a complaint of sexual abuse by a regulated health professional to a health regulatory college
- Require that more information regarding the current and past conduct of regulated health professionals is available to the public in an easy-to-access and transparent way
- Incorporate feedback from stakeholders, including establishing a higher threshold for when third-party records may be ordered to be produced in discipline hearings involving sexual abuse.

As various amendments come into force CMLTO will advise members how the legislative changes will affect them and the College.



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Important Ministry of Health and Long-Term Care links:

- [*The Protecting Patients Act, 2017*](#)
- [Patients First: Action Plan for Health Care](#)
- [Patients First: Action Plan for Health Care Year Two Results](#)
- [To Zero: Independent Report of the Minister's Task Force on the Prevention of Sexual Abuse of Patients and the Regulated Health Professions Act](#)

Ministry of Labour releases report

To create safe workplaces for all workers in the sector, the Ministry of Labour and the Ministry of Health and Long-Term Care established the Workplace Violence Prevention in Health Care Leadership Table. The goal of this joint initiative, which engaged over 100 workers, employers, government representatives, associations, unions, patient advocates and researchers, is to improve workplace safety culture towards violence, reduce violent incidents, and make healthcare settings safer for both staff and patients.

Over a period of about 16 months, the Leadership Table and its Working Groups identified concrete ways to strengthen policy, legislations, standards, physical environments, measures and procedures, programs and training. Members focused on enhancing four critical components of a safe workplace culture: leadership and accountability, hazard prevention and control, indicators, evaluation and reporting, and communication and knowledge translation.

This first Leadership Table report focuses specifically on reducing the risk of violence for nurses working in hospitals who, because of their close contact with patients and families, are the most common victims of workplace violence in the healthcare sector.

Learn more by [clicking here](#).



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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?



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of Ontario

For more information, and to apply go to
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.

Understanding MLT professional obligations

CMLTO registration class and employment status

There are two classes of CMLTO member registration:

- Practising – Members have met all the registration requirements (education, examination, active engagement in the profession) and are able to practise without restriction (except those members who are subject to terms, conditions, and limitations on their certificate of registration).





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- Non-practising – Members have met the CMLTO registration requirements, but are not permitted to practise.

All CMLTO members who hold a Practising certificate of registration must fulfill their professional obligations regardless of their employment status, including meeting the CMLTO Quality Assurance Program (QAP) requirements. Practising members are obligated to complete 30 hours of professional development annually, maintain a complete Professional Portfolio, and participate in audits if selected.

Practising members who are unemployed or who take parental, sick, or compassionate leave from their jobs must fulfill their professional obligations, including completing the QAP requirements even though they are not working.

Examples:

A member taking parental leave who maintains Practising registration is required to complete 30 hours of professional development despite not working.

A member taking a sick leave who maintains Practising registration may be randomly selected to take part in a QAP audit.

Practising members who anticipate a change in employment status may choose to change their registration class to Non-practising with a view to returning to Practising in the future. *Note that certain criteria must be met in order to change classes from Non-practising to Practising. You can find more information by clicking [here](#).

Examples:

A Practising member taking a parental leave chooses to change to Non-practising because she or he will not be working during the leave period.

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A Practising member is moving out of Ontario for two years so chooses to change to Non-practising class.

In both of these cases, the member will not be required to meet QAP requirements, until they change their registration class back to Practising.

Members who resign or retire from their employment, remain as Practising members until they notify the College of their intention to resign as a CMLTO member. As long as they maintain their Practising registration class, they must fulfill their professional obligations. Failure to complete the annual registration renewal process does not constitute resigning from the College.

Example:

Members who cease working as MLTs and do not renew their registration or resign their membership will be suspended due to non-payment of fees. The CMLTO annually publishes a list of those suspended for non-payment, and suspensions are noted in the Public Register.

Contact CMLTO Registration for more information about registration classes by calling 416.861.9605 or 1.800.323.9672 (toll-free in Canada), extension 1; or emailing registration@cmlto.com.

[Click here](#) to read or download a PDF which outlines the registration classes' requirements and restrictions.

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UOIT joins MLTs and IPC initiative

CMLTO and its partners in the MLTs and IPC initiative welcomed the University of Ontario Institute of Technology (UOIT) to the partnership this spring.

In 2015, CMLTO proposed collaborating with CSMLS, OSMT, St. Clair College, and St. Lawrence College to create a central access point of information for medical laboratory technologists involved in interprofessional collaborative care (IPC). CMLTO has hosted a web page with links to all of the partners' IPC resources since that time and has now added links to UOIT's website to the page.

The group shares the goal of achieving excellence in patient care through interprofessional collaboration. [Click here](#) to learn more.



Click, learn and grow



more, [click here](#).

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

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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.



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](#).

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



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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.

CMLTO Canada Day office hours



The CMLTO office will be closed on July 3, 2017, in observance of the Canada Day statutory holiday. Regular office hours resume on July 4th, at 8:30 am.

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