

Message from the President, Karen Persad, MLT



A snapshot of our valued public connection

As you know, the Council's mandate is to protect the public. Engaging with the public to determine whether we are fulfilling our mandate is an important part of the Council's work.

Public Council members are the College's most direct link to Ontarians. Their voices provide a valuable perspective to Professional Council

members when we discuss the impact our work has on public protection.

The Public Appointments Secretariat (PAS) oversees all Ontario government appointments to provincial agencies and other community boards and organizations, including the CMLTO.

Two of the Council's Public members have completed their terms and are leaving the Council. Mohini Basran began serving on August 12, 2009, and her term ends on August 11, 2018. Mohini is a retired teacher from the Dufferin-Peel Catholic District School Board. Along with her service with CMLTO, Mohini also volunteered to help needy families in the Dominican Republic, Haiti, and Africa.

John Kurvink began serving on Council on August 12, 2015 and finished his term on June 12, 2018, at the most recent Council meeting. John has held senior positions in various public healthcare organizations in both Ontario and British Columbia and volunteered with health and community organizations. During his time on Council he held executive positions at Georgian Bay General Hospital and Brant Community Healthcare System. John and his family have returned to BC where he is now Manager of Finance/Chief Financial Officer at Regional District of Okanagan Similkameen.

On behalf of the Council and CMLTO staff I would like to thank Mohini and John for their years of service. I greatly appreciate them bringing their time and talents to the Council to help govern and guide the medical laboratory profession in Ontario. Mohini and John, please accept our thanks and best wishes for your future endeavours.

Reminder: help us invite Ontarians to complete the survey by sharing this link https://ca.research.net/r/CMLTO_Council_survey_F or by directing them to the CMLTO website (www.cmlto.com) which has a link to the survey on the homepage.

Thank you for helping us keep in touch with those who depend on our quality care.



[Download a PDF of this issue of FOCUS](#)

For past issues, click [here](#).



L-R: Council President Karen Persad, Mohini Basran, John Kurvink, CMLTO Registrar & CEO Kathy Wilkie.

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



Following the recent Call for nominations for election to Council, elections will be held in District 1, South West Region and District 3, Toronto Area Region in September, pursuant to the CMLTO Consolidated Bylaws.

As there are Council position vacancies in Districts 5 and 7, pursuant to CMLTO

Consolidated Bylaws, Council may leave these positions vacant, consider appointing a member from each of these Districts to fill the vacancies, or direct the Registrar & CEO to hold another election.

CMLTO will provide further updates about the Council vacancies online and in FOCUS. Members eligible to vote in Districts 1 and 3 elections will be notified by email with voting instructions and further details about the candidates.

Your vote is anonymous, however, the electronic voting system only allows you to vote for one candidate only once.

The candidates are:

District 1 – South West Region

Josh Lewis

Chirag R. Vyas

District 3 – Toronto Area

Chee-Yuen (Helen) Meaney

Raya Assan



Members eligible to vote in these elections will receive an email with further information and instructions in August.

I encourage you to exercise your professional responsibility and vote for the candidate whom you think will actively and effectively govern in the public interest on Council.

Council Highlights

CMLTO Council took the following actions at its meeting on June 11, 2018:

Launched the Council Meeting Monitoring & Evaluation of Effectiveness Process

Approved the monitoring reports from five statutory committees:

- Executive Committee Monitoring Report
- Inquiries, Complaints, Reports Committee Monitoring Report
- Quality Assurance Committee Monitoring Report
- Registration Committee Monitoring Report
- Patient Relations Committee Monitoring Report

Accepted the President's Briefing Report

Accepted the Academic Member's Briefing Report

Accepted the New Council Members' Council Mentor Program Monitoring Reports

Received the Registrar & CEO's Report re Nominations for Election to 2019 Council

Approved the CMLTO 2017 Annual Report

Received an update on the 2018/2019 Linkage Plan

Appointed the auditor for the 2018 fiscal year

Approved the proposed bylaw amendments

Reviewed and approved Council's 2018/2019 Risk Register

Reviewed Council's Governance Scorecard

Approved the Registrar & CEO's Executive Limitations Monitoring Reports re:



- EL II-10 Financial Planning/Budgeting/Budget Cycle Policy
- EL II-11 Financial Condition Policy
- EL II-16 Vendor Relations Policy

Accepted the Registrar & CEO's Incidental Briefing Report

Approved the Council Monitoring Reports re Council's compliance with the following Council policies:

- GP IV-05 Council Terms of Reference Policy
- GP IV-35.02 Issues Identification Process/Reporting Policy
- GP IV-35.05 Council Minutes Policy

Reviewed and approved 3 Executive Limitations Policies:

- EL 11-15 Asset Protection Policy
- EL 11-20 Signing Authority /Authorization of Expenditures Policy
- EL 11-35 Staff Conduct and Transparency Policy

CMLTO Council took the following actions at its meeting on June 12, 2018:

Received an update on Discovery Phase of the Quality Assurance Program Refresh

Participated in an education session on Boundaries & Patient Relations Prevention of Sexual Abuse of Patients

Developed a new Council policy on Council Member Use of Social Media.

Long-serving CMLTO staff member retires

Silvia Wannam, Coordinator, Registration, retired from the College at the end of May after more than 24 years of service. Silvia was on staff from the earliest days of CMLTO's existence and helped it evolve through location changes and process improvements and advances.

Silvia became well-known to applicants and members through the years as the calm voice on the phone who patiently helped them apply for membership or renew their registrations. Before the online application and renewal processes were instituted, Silvia literally 'handled' all the paperwork. She opened many envelopes and filed millions of papers always with a smile on her face. Her deep knowledge of the membership and history of the College endeared her to members and staff alike.

On behalf of the Council, staff, and membership we thank Silvia for her many years of service and wish her well in her retirement!

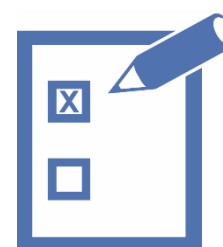


MLT volunteer opportunity: Competence Evaluation Assessors needed

Under the *Medical Laboratory Technology Act, 1991*, the CMLTO Quality Assurance Program (QAP) is composed of three components, one of which is the Competence Evaluation (CE). The CE assessment determines if a member possesses the knowledge, skill, and judgment necessary to meet the standards of practice of the profession. The CE consists of 15 questions verbally administered and answered, using a combination of behavioural-based and situational-based questions.

CE Assessors are appointed by the CMLTO Quality Assurance Committee (QAC) as described by Section 81 of the Health Professions Procedural Code under the *Regulated Health Professions Act, 1991*.

To learn more about the requirements and how to apply, [click here](#).



Mandatory reporting clarifications



Employers, facilities and MLTs have a number of mandatory reporting obligations set out in the *Regulated Health Professions Act* (RHPA). The Long-Term Care Homes Public Inquiry established on August 1, 2017, following Elizabeth Wettlaufer's conviction for offences she committed while working as a registered nurse in Long-Term Care Homes, has put employer and facility reporting obligations in the news. The CMLTO has received many questions as a result of this media coverage. Employers, facilities, and MLTs are seeking clarification about what must be reported when and whether these obligations are affected in any way by union processes.

[Read more about your obligations by clicking here.](#)

REMINDER: CMLTO registration class, employment status and professional obligations

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).
- 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.

[Click here to read further information about your professional obligations.](#)

Continue your professional development, and track your progress using the CMLTO online Professional Portfolio



The Professional Portfolio helps members maintain excellence in the profession by promoting ongoing self-reflection and development. It is mandatory for every CMLTO Practising member to maintain a Professional Portfolio. Completion of the Professional Portfolio is self-declared during the annual registration renewal. Random audits of portfolios are conducted throughout the year, with the spring 2018 audit cycle now complete, and the fall 2018 audit cycle launching in mid-August.

Every member must maintain a Professional Portfolio in order to set measurable goals toward continuous quality improvement and enhanced professional practice. To begin your CMLTO Professional Portfolio using our online tool, please contact a Quality Assurance Program staff member via email at qualityassurance@cmlto.com. An email will be sent to provide you with direct access to the portfolio.

Resources to help MLTs complete their Professional Portfolios can be accessed by [clicking here](#).

Regulation changes: *Protecting Patients Act, 2017*, and the RHPA

As of May 1, 2018, new sections of the *Protecting Patients Act, 2017* (Bill 87), which amend the *Regulated Health Professions Act, 1991* (RHPA), and three new regulations under the RHPA came into effect.

[By clicking here](#), learn more important information about changes to:

Definition of a patient

Mandatory reporting

Requirements to post on the Public Register

Expansion of mandatory revocation provisions.

Free evidence-based practice resources for allied health professionals!

MLTs registered to practice in Ontario can apply to the [Allied Health Professional Development Fund](#) for education grants for professional development activities that enhance the quality of care and services they provide to Ontarians.

Allied health professionals who are eligible for AHPDF education grants are also able to create an account at www.ahpdf.ca to access its extensive, practice-focused Electronic Health Library powered by EBSCO Health. These evidence-based resources can help allied health professionals grow their professional knowledge and expertise in the care of Ontarians:

[DynaMed Plus®](#) (PDF), [MEDLINE®](#) (PDF), and [CINAHL® Complete](#) (PDF).



Updated Collaboration Guidelines for MLTs released



The *Regulated Health Professions Act, 1991* (RHPA) defines CMLTO's mandate to protect the public's right to safe, competent, and ethical healthcare. The RHPA also directs all health regulatory Colleges to promote and enhance interprofessional collaboration (IPC) among MLTs, and with other healthcare team members.

At its April 8, 2018 meeting, the CMLTO Quality Assurance Committee passed a motion to approve the updated Collaboration Guidelines for Medical Laboratory Technologists.

The Collaboration Guidelines outline some enablers and barriers to IPC that are contextual to an MLT's professional culture. These guidelines focus on helping MLTs learn and apply decision-making tools to practise collaboratively. These guidelines, along with other CMLTO IPC resources, are meant to support MLTs currently involved in collaborative practice, or those entering into collaboration with others in the healthcare system.

[Click here](#) to access the Collaboration Guidelines, along with other professional practice resources.

Updated Standards of Practice and Code of Ethics to take effect in 2019

As part of Council's regular review of its policies and foundational documents, the CMLTO Standards of Practice and Code of Ethics were scheduled for review at the September 2017 Council meeting.

Leading up to Council review, CMLTO worked with the members of the Canadian Alliance of Medical Laboratory Professional Regulators (CAMLPR) from 2013 to 2016 to draft a national Standards of Practice and Code of Ethics for medical laboratory technologists.

Learn more by [clicking here](#).

The Patients Relations Committee wants your opinion

The Patient Relations Committee wants to hear from members about the usefulness of two existing resources: [Practice Guidelines for Members Regarding the Health Care Consent Act \(HCCA\)](#) and [MLT Boundaries of Practice Guidebook](#).

The Committee is considering revising or updating these resources and would like to hear from you.



I believe the Practice Guidelines for Members Regarding the Health Care Consent Act is useful.

Yes

No

I believe the MLT Boundaries of Practice Guidebook is useful.

Yes

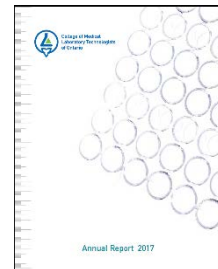
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CMLTO releases 2017 Annual Report

The CMLTO is pleased to announce the publication of the 2017 Annual Report in [English](#) (PDF) and in [French](#) (PDF).

The report illustrates the CMLTO'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](#).



CAMLPR announces its incorporation



CAMLPR 
ACORPLM

Canadian Alliance of Medical Laboratory
Professionals Regulators

Alliance canadienne des organismes de réglementation
des professionnels de laboratoire médical

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) is pleased to announce that Corporations Canada has granted CAMLPR's Certificate of Incorporation under the *Canada Not-for-profit Corporations Act*.

Additionally, CAMLPR held its first meeting Board of Directors and Members and would like to share the following news about appointments:

CAMLPR members:

- College of Medical Laboratory Technologists of Alberta (CMLTA)
- College of Medical Laboratory Technologists of Manitoba (CMLTM)
- College of Medical Laboratory Technologists of Ontario (CMLTO)
- New Brunswick Society of Medical Laboratory Technologists (NBSMLT)
- Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)
- Nova Scotia College of Medical Laboratory Technologists (NSCMLT)
- Ordre professionnel des technologistes médicaux du Québec (OPTMQ)
- Saskatchewan Society of Medical Laboratory Technologists (SSMLT)

CAMLPR Board of Directors:

- Adam Chrobak, CMLTM
- Caroline Scherer, OPTMQ (replacing Alain Collette, recently retired from OPTMQ)

- Kim Deydey, SSMLT
- Janice Jones, NSCMLT
- Lori Kmet, CMLTA
- Lisa Napier, NLCMLS
- Stephanie Taylor, NBSMLT
- Kathy Wilkie, CMLTO

CAMLPR Officers:

President: Kathy Wilkie, CMLTO

Vice-President: Larissa Fadish, CMLTA

CAMLPR's members are the regulators of medical laboratory technologists (MLTs) across Canada. These regulators are responsible for ensuring safe, quality, professional, ethical, and competent care in the jurisdictions that regulate MLTs: Alberta, Manitoba, New Brunswick, Nova Scotia, Newfoundland and Labrador, Ontario, Quebec, and Saskatchewan. To find out more about CAMLPR or its members, please visit the CAMLPR website at www.camlpr.org to learn more.

CMLTO office closed on August 6, 2018

The CMLTO office will be closed on August 6, 2018, for the Simcoe Day statutory holiday. Regular office hours resume at 8:30 am on August 7th.

In the last issue of FOCUS we asked readers to answer the following questions. Here are the questions and your responses.

Do you better understand how CMLTO manages feedback and questions from members now?

Yes: 92.7%

No: 7.3%

Do you think this latest batch of flowcharts is informative?

Yes: 94.3%

No: 5.7%

Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

No

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