

2021 - Issue 5

Message from the Chair of the Board of Directors, Tammy Earle, MLT



The CMLTO Board continues to explore governance modernization and governance best practices in the regulatory sector. In the last issue of FOCUS I asked registrants to complete a short survey about reducing the size of the Board and the composition of electoral districts.



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

At its December meeting, the Board received and reviewed a survey report which included the following data.

Question 1 - Would you support reducing the number of elected Directors on the CMLTO Board?

Total number of responses: 185

Yes: 165 (89.2%)

No: 20 (10.8%)

Question 2 - Would you support moving to one electoral district that includes the whole province?

Total number of responses: 183

Yes: 120 (65.6%)

No: 63 (34.4%)

Thank you to all registrants who responded to the survey. The Board discussed the data and your comments and will use that information to advance the governance modernization initiative in the new year.

The Board also appointed its Officers for 2022 and their terms take effect on January 1, 2022.

Chair – Tammy Earle

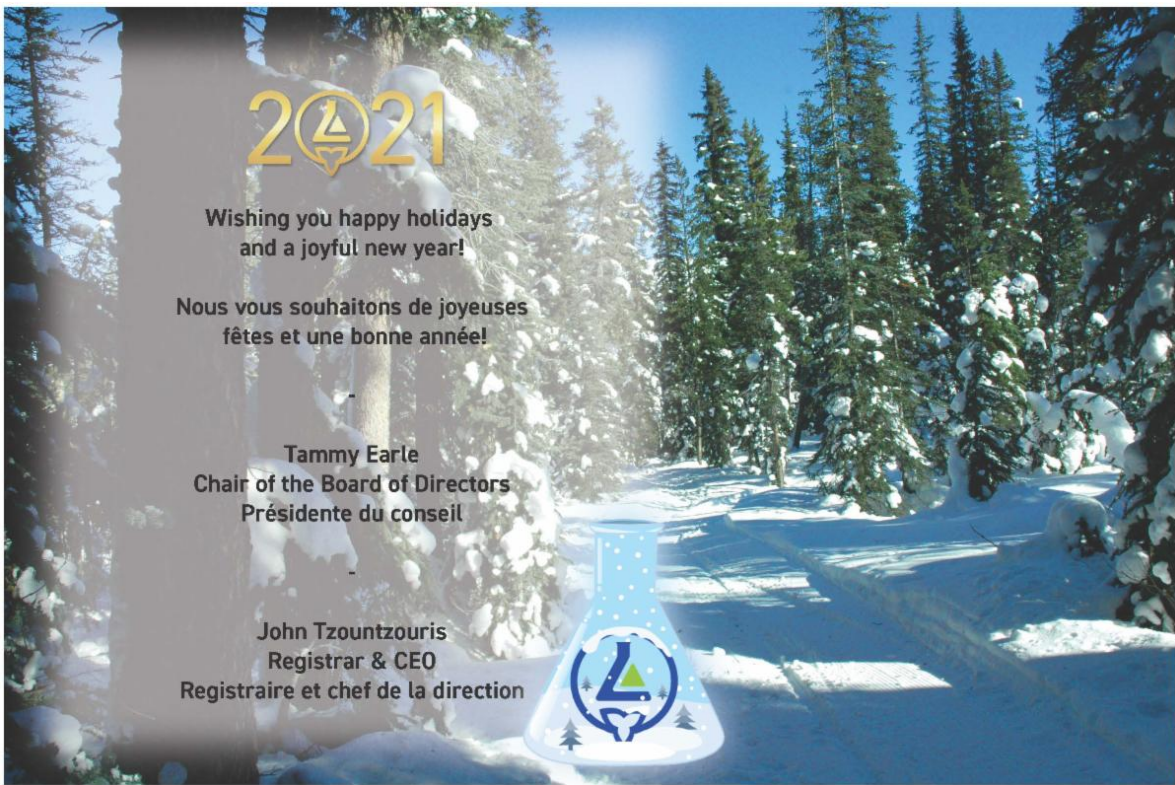
Vice-Chair, Professional – Karen Persad

Vice-Chair, Public – Walter Hewus

Congratulations to Karen and Walter on their appointments. I wish to thank the Board and CMLTO staff for their support during the past year as we continued to operate virtually. The entire Board looks forward to meeting the challenges of the coming year in order to govern the medical laboratory profession.

On behalf of the Board, we acknowledge registrants' hard work during another extraordinarily difficult year. Thank you for your service and best wishes for a happy and healthy holiday season!

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



2021

Wishing you happy holidays
and a joyful new year!

Nous vous souhaitons de joyeuses
fêtes et une bonne année!

Tammy Earle
Chair of the Board of Directors
Présidente du conseil

John Tzountzouris
Registrar & CEO
Registraire et chef de la direction

Message from Registrar & CEO John Tzountzouris, MA, BSc, BHA, MLT, GSP



As we come to the end of another exceptional year, I wish to acknowledge MLTs' efforts and commitment to delivering high-quality care to protect Ontarians during the COVID-19 pandemic. Together we have weathered the various waves and variants of the virus and the medical laboratory profession has played an integral part in the fight.

In accordance with public health measures and guidance and advice provided by the [Ontario COVID-19 Science Advisory Table](#), the College staff and Board will continue to operate virtually until further notice.

In its December 16, 2021 [Update on COVID-19 Projections](#), the Science Advisory Table stated that, "The Omicron variant will shortly become the dominant variant. Omicron transmits very quickly. Early evidence suggests it can produce severe disease. Without prompt intervention, ICU occupancy could reach unsustainable levels in early January."

Deputy Premier and Minister of Health Christine Elliott said in a December 15th [release](#), "A third dose of the COVID-19 vaccine offers additional protection against the Omicron variant, and I urge everyone to get their booster dose as soon as you can. If you haven't received your first or second dose of the vaccine, now is the time."

The Ministry of Health launched a [holiday testing blitz](#) to offer rapid antigen tests for asymptomatic people to use to mitigate the increased risk of transmission over the holiday season.

The CMLTO continues to support these public health measures and advice and urges registrants to follow them to protect their own health, the public's health and system capacity.

On behalf the CMLTO staff, I wish you good health for the holidays and the new year!

Have you experienced work-related burnout or stress in 2021?

Yes

Select

No

Select

Board highlights

The CMLTO Board took the following actions at its meeting on December 3, 2021:



- Approved the Minutes of the September 13 & 14, 2021 CMLTO Board Meetings
- Approved the monitoring reports from 4 statutory committees:
 - Executive Committee Monitoring Report
 - Quality Assurance Committee Monitoring Report
 - Registration Committee Monitoring Report
 - Inquiries, Complaints & Reports Committee Monitoring Report
- Accepted the Board Chair's Incidental Briefing Report
- Accepted the Academic Member's Incidental Briefing Report
- Accepted an Incidental Report from a Board Member who attended the HPRO Governance Training for RHPA Colleges in October 2021
- Reviewed the Board Governance Scorecard – (Q3) 2021
- Discussed the results of the Registrant Survey re the Size of the Board & Electoral Districts within the Framework of Governance Modernization
- Accepted the Registrar & CEO's Report on Nominations for 2022 Board Officer Positions
- Elected the 2022 Board Officers:
 - Tammy Earle, Board Chair
 - Karen Persad, Board Vice Chair, Professional
 - Walter Hewus, Board Vice Chair, Public
- Participated in an Orientation Session on Building Competence re Monitoring of the Registrar & CEO (and the organization)
- Approved the Registrar & CEO's Monitoring Reports re:
 - High Level Ends Policy 1 – Public Trust in Health Professions Regulation
 - High Level Ends Policy 2 – Accountable Professionals
 - High Level Ends Policy 3 – Effective Regulation with the Health System: Updated from the September Board Meeting
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re: (EL II-09) Investment Policy
- Accepted the Registrar & CEO's Incidental Briefing/Environmental Scan Report
- Approved the Board Monitoring Report re the Board's compliance with:
 - (GP IV-80) Board Code of Conduct, Confidentiality and Conflict of Interest Policy
- Participated in an Orientation Session on Fundamentals of Ownership Linkage
- Received an Update on the Advancement of Oversight of Medical Laboratory Assistants & Technicians
- Approved the Minutes of the Special Board Meeting – August 17, 2021
- Approved the Minutes of the Special Board Meeting – September 8, 2021

The CMLTO Board took the following actions at its meeting on December 4, 2021:

- Approved the Proposed Updated Voluntary Roster Affiliate Standards of Practice and Code of Ethics
- Launched the 2021 Board Effectiveness Self-Evaluation
- Conducted Part 1 Planning for 2022 Integrated Board Strategic Agenda (IBSA)
- Reviewed and approved amendments to two Governance Process Policies:
 - (GP IV-01) Governance Philosophy Approach Policy
 - (GP IV-70) Board Effectiveness Self-Evaluation Policy: Revised Schedule of Monitoring - Appendix 1
- Reviewed and approved amendments to one Board-Staff Relationship Policy:
 - (CSR III-27) Vote Process for Termination of a Registrar & CEO Policy
- Approved the Board Monitoring Report re the Board's compliance with:
 - (GP IV-120) Board Member Attendance at External Events, Courses and Conferences Policy

- (GP IV-130) Board Mentor Program Policy
- Received the Board Meeting Evaluation Report from two Board Meeting Monitors

New Professional Practice Guideline available – Guidelines for evaluating professional practice activities!

Professional Practice staff launched a new practice resource for registrants and other laboratory stakeholders to assist them in answering the question: “Can I or am I allowed to do this activity?”



The guideline uses a four-step framework to break down complex concepts into actionable processes to plan for and make confident decisions. It prompts stakeholders to ask important questions when considering if they or someone for whom they are responsible, should perform certain activities or duties.

The guideline contains an appendix that provides specific examples when reflecting on Medical laboratory technologist and Medical laboratory assistant/technician roles and responsibilities.

Interested in learning more? Join our webinar on January 27, 2022, from 12:00 – 12:45 pm. CMLTO Professional Practice staff will provide an overview of the guideline and provide examples of applying it within MLT practice. For those who cannot attend the live session, the webinar will be recorded and posted on the CMLTO website. **Click [here](#) to register for the live event.**

Reminder: registration renewal

CMLTO’s Annual Registration Renewal for 2022 began on **November 1, 2021**. This is a reminder that all medical laboratory technologists registered with the College of Medical Laboratory Technologists of Ontario (CMLTO) must renew their CMLTO registration online by **December 31, 2021, at 11:59 pm EST**.



1. Go to: www.cmlto-onlineservices.com.
2. Log in using your **User Name** (your CMLTO registration number) and your current **User Password**.
 - If you do not remember your CMLTO registration number, please search for your name in the CMLTO Public Register which you can access [here](#).
 - If you have forgotten your password, you may reset it by typing “forgot” and then clicking the “Login” button. On the following page, select “Click Here to Reset your Password.” This will reset your password to your date of birth, which must be entered in the following format: yyyy/MMM/dd. For example: 1972/SEP/08.
3. Click on “Renew or Resign your Registration.”
4. Please ensure to complete and fill out information in all renewal tabs. This information will be used if you choose to reapply for CMLTO registration or change your class of registration back to Practising in the future.

To renew your CMLTO registration:

5. Complete all sections of the renewal process.
 - **Please note that you will be required to provide a valid email address to complete the renewal process.** The CMLTO Consolidated Bylaws require registrants to provide the College with “an e-mail address that is distinct from the e-mail address of any other registrants and that the registrant checks personally on a regular basis.”
 - All Practising registrants will be required to verify their employment information and update as required, in order to complete the renewal process.

6. Select a payment option, remit the annual fee, and submit your renewal. **Payment must be confirmed to complete your renewal.**

- Registrants may pay with Visa, MasterCard, or Interac. If you are using a Visa-Debit card, you must select the "pay by credit card" option in order for your payment to be processed.
- Registrants may not pay by cheque. CMLTO cannot accept payments made through your bank, i.e., in-person banking, online banking, e-transfers.

7. Print your tax receipt/proof of registration.

To resign effective January 1, 2022:

Beginning November 1, 2021, you may resign your CMLTO registration for **2022**. Your resignation will become effective on January 1, 2022. Log in to www.cmlto-onlineservices.com as described above. Under the Class of Registration tab, select the "Resign" option. You will be asked to confirm your decision and your reason for resigning. You will also be required to complete the Practice Timelines section to record the number of hours worked in 2021. This information will be used if you choose to reapply for CMLTO registration or change your class of registration back to Practising in the future.

Please note that:

- Retirement from employment does not disqualify a registrant from maintaining registration with CMLTO. All CMLTO registrants 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.
- Once a registrant resigns from CMLTO, the registrant may not legally use the protected title "medical laboratory technologist" in Ontario.
- Incompletion of the resignation process through the 2022 renewal platform will lead to suspension of registration.

Questions regarding renewal should be directed to 416-861-9605, press 1 for Registration and Renewal, or email registration@cmlto.com.



Approved refresher courses lists updated

The CMLTO publishes lists of approved refresher courses for MLTs. Refresher course hours may be required for a person applying for a Practising class of registration certificate who cannot demonstrate active engagement, or for a Non-practising member who wishes to change class to Practising.

[Click here](#) for more information.

Request a CMLTO speaker

The CMLTO is committed to building relationships with registrants, other health profession colleges, key stakeholders, and the public.

The CMLTO can provide presenters on a wide variety of topics, including its regulatory role, ethics and professionalism, interprofessional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians.



To request a CMLTO speaker to deliver a virtual presentation, please email registrantrelations@cmlto.com.

Feedback from the last issue of FOCUS



Did your employer institute a mandatory COVID-19 vaccination policy for staff?

Yes - 92.4%

No - 7.6%

Did you find this issue of FOCUS informative?

Yes - 94.1%

No - 5.9%

COVID-19 resource links

For healthcare professionals: Ontario Ministry of Health [page](#) and Public Health Ontario [page](#) and PHO COVID-19 testing guidelines.

For the public: Ontario Ministry of Health [page](#).

CMLTO December 2021 holiday hours

Dec 24, 2021: 8:30 am - noon

Dec 27, 2021: Closed

Dec 28, 2021: Closed

Dec 29, 2021: 8:30 am – 4:30 pm

Dec 30, 2021: 8:30 am – 4:30 pm

Dec 31, 2021: 8:30 am – noon

Jan 3, 2022: Closed



Please tell us what you think!

Did you find this issue of FOCUS informative?

Yes

Select

No

Select

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