



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO newsletter for registrants

2022 - Issue # 2

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



Welcome to our second issue of Focus for 2022,

2022 continues to be a year of dynamic change and growth within the healthcare system in Ontario. I will begin by highlighting the College of Medical Laboratory Technologists of Ontario's continued commitment to the public in providing safe, high quality medical laboratory professional practice. We will continue to ensure public trust in health professions regulation, accountable medical laboratory professionals, and effective regulation within the healthcare system.

I want to thank those of you who submitted nominations for our upcoming Board Elections this past May. I continue to encourage all of you to participate in the Board as much as possible, as it is your unique chance to provide insight and influence into our strategic direction and outcomes that will contribute to keystone public safety initiatives.

Board participation is also your opportunity to ensure quality medical laboratory services throughout the province and participate in a variety of professional development initiatives, such as our recent Diversity, Equity, Inclusion and Decolonization session. Such initiatives are key in shaping a positive path forward in our provincial healthcare system and ensuring that the best possible quality of all healthcare services is delivered to all Ontarians. We look forward to welcoming our new Board members during such an invigorating time of change throughout the organization. The remaining Board highlights are included for your review in this issue of Focus.

As COVID-19 restrictions continuously lift throughout Ontario and we begin to anticipate the summer season, I want to encourage you all to spend quality time with family and friends and practice self-care, whatever that may look like for you. I thank you for your outstanding service to all Ontarians.

Sincerely,

Tammy Earle, Bsc, MLT
Chair of the Board of Directors

Message from the Registrar & CEO, John Tzountzouris

I hope that each of you is enjoying the start of your summer and continuing to enjoy the outdoors during these warmer months, whether it be a walk in the middle of the day, or a weekend spent away by the lake. We have several exciting updates to showcase in this spring/summer issue of Focus.



This past May, I had the privilege of attending the annual LABCON conference, hosted by the CSMLS. This year, we were able to highlight the recent reevaluation of the CMLTO Quality Assurance Program and showcase the benefits of the new and improved program.

Additionally, we have been working on our annual Health Human Resource Report and have included a new section on the demographics of our most recent registrants. More information on the HHR report is included in this issue of Focus, and I encourage you to read the report.

Thank you to those of you who were nominated to serve on the CMLTO Board. More information regarding elections and the appointment of new Board members will be shared in the coming months. I will echo Tammy's sentiments about the importance of your participation in the Board during a time of vast change and modernization within the Ontario healthcare system.

Please enjoy our summer issue of Focus, and once again, on behalf the CMLTO staff, I thank you for your service to Ontarians.

Sincerely,

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

CMLTO Board Highlights

The CMLTO Board took the following actions at its meeting on May 12, 2022:

- Approved the Minutes of the February 10 & 11, 2022 CMLTO Board Meetings
- Approved the monitoring reports from 3 Statutory Committees:
 - Executive Committee Monitoring Report
 - Inquiries, Complaints & Reports Committee Monitoring Report
 - Registration Committee Monitoring Report
- Accepted the Board Chair's Incidental Briefing Report
- Accepted the Academic Member's Incidental Briefing Report
- Accepted the CMLTO 2021 CPMF Submission Report
- Accepted Incidental Reports from a Board Member attending:
 - Govern for Impact 2022 F2F Advanced Practice Virtual Forum
 - HPRO Discipline Orientation Workshop Basic Session
- Reviewed the Board Governance Scorecard – (Q1) 2021
- Approved the CMLTO 2021 Annual Report
- Appointed the Auditors for Fiscal Year 2022
- Received an update on Governance Structure Modernization
- Approved the CMLTO 2022 Board Goals
- Approved the Board Monitoring Report re the Board's compliance with:
 - GP IV-10 Board Member Job Description Policy
- Reviewed and approved amendments to two Governance Process Policies:
 - GP IV-10 Board Member Job Description Policy
 - GP IV-25 Board Policy Decision Process
- Reviewed and approved amendments to one Executive Limitations Policy: EL II-50 Corporate Identity and Public Image Policy
- Reviewed and had a discussion on proposed changes to one Executive Limitations Policy: EL II-80 Emergency Succession Plan Policy (Special Review)
- Participated in the following Orientation Sessions:
 - Diversity, Equity, Inclusion and Decolonization
 - CMLTO Governance Approach PG Framework/System: Module 1, Part 1 – Serving as Owner / Careholder Representative to Determine and Ensure Achievement of Critical CMLTO Outcomes



The CMLTO Board took the following actions at its meeting on May 13, 2022:

- Received an update on Rationale and Current Strategies to Achieve Regulation of Medical Laboratory Assistants & Technicians
- Participated in the following Orientation Sessions:
 - CMLTO Governance Approach PG Framework/System: Module 1, Part 2 – Serving as Owner / Careholder Representative to Determine and Ensure Achievement of Critical CMLTO Outcomes – Plan Development
 - Diversity, Equity, Inclusion and Decolonization – Building Board Direction
 - CMLTO Governance Approach PG Framework/System: Module 3 – Monitoring / Metrics

for Ends/Outcomes Achievement

- Approved Ends Policy 1 – Public Trust in Health Professions Regulation (Update to year-end report provided to the Board in December 2021 and February 2022 RE: Quality Assurance Program Outcomes)
- Approved Ends Policy 2 – Accountable Professionals (Update to year-end report provided to the Board in December 2021 and February 2022 RE: Quality Assurance Program Outcomes)
- Received an update on CMLTO 2021 CPMF Submission – Outcomes
- Approved the Registrar & CEO's Executive Limitations Monitoring Report re:
 - EL II-10 Financial Planning and Budget Cycle Policy
 - EL II-11 Financial Condition Policy
 - EL II-16 Vendor Relations Policy
- Accepted the Registrar & CEO's Incidental/Environmental Scan Report
- Accepted the Registrar & CEO Onboarding Report
- Accepted the Report on Completion of Past Registrar & CEO Performance Evaluation Process and Compensation (Jan 1 – Sep 30, 2021) – completed December 2021
- Received an update on Board Meeting Evaluation – Initial Debrief from Observations from Board Members

CMLTO staff presentations at LABCON 2022

The Canadian Society for Medical Laboratory Science (CSMLS) hosted LABCON 2022 in Winnipeg, Manitoba from June 3 – 5. CMLTO representatives were selected as presenters and participated in two sessions: a Bench to Business 4.0 discussion panel and A provincial Quality Assurance Program evaluation and implementation presentation.



John Tzountzouris, Registrar & CEO participated in a discussion panel that highlighted the various career paths Medical Laboratory Technologists could consider when looking for positions outside of bench work.

(Pictured from left to right) **John Tzountzouris, Registrar & CEO (CMLTO)**, **Denise Neutel, Director, Certification & Prior Learning Assessment (CSMLS)**, **Joël Rivero, Past President (CSMLS)**

Megan MacQuarrie, Senior Director, Regulatory Programs presented the overall approach taken for evaluating the Quality Assurance Program and highlighted examples of key success factors and lessons learned throughout the past year.



CMLTO staff want to thank all those who attended the two sessions.

Megan MacQuarrie, Senior Director, Regulatory Programs (CMLTO)

Updated Quality Assurance Program and 2022 Audits!

The updated Quality Assurance Program (QAP) went live on January 1, 2021. It was a very successful first year and registrants actively engaged in the program throughout 2021. CMLTO had 6128 Practising MLTs participate in the Stage 1 Professional Portfolio! Additionally, 692 MLTs successfully completed the Practice Review audit and 1059 MLTs submitted an approved Stage 2 Professional Portfolio audit.

Registrants clearly demonstrated their ongoing commitment and dedication to self-reflection and

continuous practice improvement. Thank you to all registrants who successfully demonstrated their continued competence throughout 2021.

In June 2022, registrants will be randomly selected in alignment with the approved [QAP audit criteria](#). Notices will be sent by letter and email to applicable registrants in July. Please review and ensure that your contact information is up-to-date in your [CMLTO Online Services](#) account to guarantee that you receive your notice.

For more details regarding these audits, please review our [QAP webpages!](#)

Voluntary Roster renewal period completed



On February 16, 2022, the CMLTO sent out notifications of 2022 Annual Voluntary Roster (VR) renewal to its Affiliates. The 2022 Annual Voluntary Roster renewal began on March 1, 2022, and closed on May 31, 2022. The Affiliates who completed the 2022 VR renewal can continue using the designation “Registered Medical Laboratory Technician.”

The CMLTO continues to believe that increased access to a broader range of regulated health professionals in the clinical laboratory is in the public’s best interest. Historically, the CMLTO Board passed a motion in September 2012, identifying the importance of the initiative as a public interest activity under the *Regulated Health Professions Act, 1991*. On October 2015, the CMLTO launched the Voluntary Roster of Registered Medical Laboratory Technicians to inform the

public and employers that Voluntary Roster Affiliates have voluntarily met a certain level of education and professional practice criteria.

Information about the Voluntary Roster can be found [here](#).

The CMLTO’s regulation of medical laboratory assistants and technicians’ initiative was also addressed during a webinar for employers in November 2017. The recorded presentation video can be seen [here](#).

For questions about the CMLTO Voluntary Roster of Registered Medical Laboratory Technicians, please contact the [CMLTO Registration Department](#).

Recording available for CMLTO Webinar – Guideline for evaluating professional practice activities

In January 2022, CMLTO Professional Practice staff hosted a webinar to share information about the new CMLTO ***Guideline for evaluating professional practice activities***

The webinar, which was attended by over 100 individuals, provided an overview of the steps taken by staff to evaluate CMLTO guidelines, details of the four-step framework, and finally, shared two case studies to provide real-life examples of how to use the framework for evaluating specific professional practice activities.

The webinar may be useful for medical laboratory technologists, medical laboratory assistants & technicians, and MLT employers.

You can access to the webinar’s recording [here](#) !

Health Human Resource Exploration Report: 2021 Edition

The CMLTO is thrilled to announce the 13th release of our Health Human Resource Statistical Report for 2021 .

This report is an annual showcase of our registrant data and provides key information related to MLT

demographics, professional practice, employment status, MLT specialties, and the provision of clinical education.

Our 13th edition of this unique report is perhaps the most fascinating, as it includes a thorough snapshot of demographics relating to our newest registrants. The data includes metrics on the educational backgrounds of our new registrants, as well as data pertaining to how many new registrations we receive per year.



This information is valuable for our community to consider as it supports more informed health human resource planning initiatives for medical laboratory technology as well as further human resource planning throughout Ontario.

To access a copy of this year's report, please consult the following link [here](#).

COVID-19 resource links

COVID-19 resource links for healthcare professionals:

[Ontario Ministry of Health](#)

[Public Health Ontario](#)

[Ministry of Health & Ministry of Long-Term / COVID-19 Orders, Directives, Memorandums and Other Resources](#)

[Ontario Ministry of Health / COVID-19 Integrated Testing & Case, Contact and Outbreak Management Interim Guidance: Omicron Surge](#)

[Ministry of Health & Ministry of Long-Term / COVID-19 Care Guidance for the Health Sector](#)

COVID-19 resource links for the public:

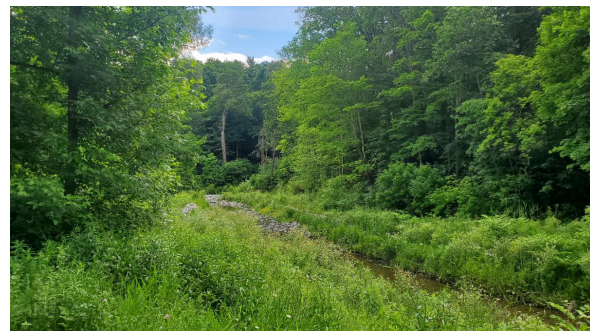
[Ontario Ministry of Health](#)

[Ontario Ministry of Health COVID-19 self-assessment](#)

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 speakers 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.

2021 Annual Report Available

The 2021 version of our Annual Report is now available on our website for your consultation. To access the report, click [here](#).

CMLTO 2022 Summer Office Hours



The CMLTO office will be closed on the following public holidays this summer:

Canada Day: July 1, 2022
Civic Holiday: August 1, 2022
Labour Day: September 5, 2022

Regular office hours are between 8:30 am to 4:30 pm.

Please Tell us what you think

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