

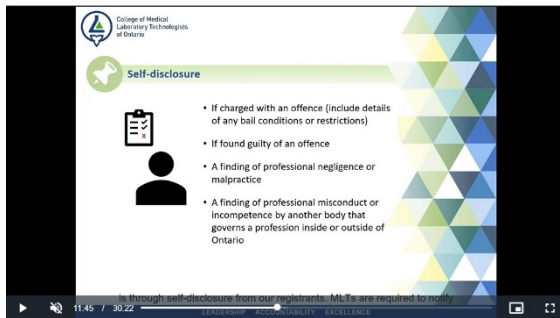


## College Updates for MLT Employers

### Thank you for your feedback

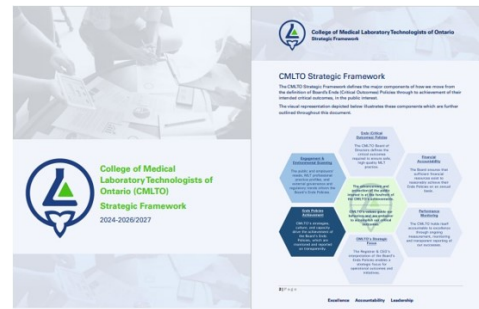
Thank you to those of you who participated in the survey that we issued earlier this winter regarding the CMLTO Employer Newsletter. We have **analyzed survey results and tailored this publication accordingly.**

If you have any further feedback that you wish to share regarding the CMLTO Employer Newsletter, please reach out to us via email at [communications@cmlto.com](mailto:communications@cmlto.com).



### CMLTO Mandatory Reporting Webinar

The CMLTO hosted an engaging and informative webinar about registrants' and employers' responsibilities for the mandatory reporting process. This webinar was created as a tool for both registrants of the College and MLT employers.



### CMLTO's New Strategic Direction

The CMLTO Board just established a new Ends (Critical Outcomes) Policy, which is the overall strategic direction of the College for the next 3-4 years. The Ends (Critical Outcomes) Policy set the CMLTO's strategic direction and outcomes that will lead self-regulation of Medical Laboratory Technologists (MLTs) forward in the

We invite you to view the webinar for your own purposes and to include it as a training resource for yourself as well as any MLTs who work for you. The webinar includes valuable information about how professional conduct matters are brought to the attention of the College, how mandatory reports are filed with the College, and contains several case studies containing practical examples of when a mandatory report would be filed.

To access the webinar, please follow [this link](#) and fill in all required informational fields. A transcript of the webinar is also available [here](#). If you have any further questions or require clarification about the CMLTO mandatory reporting process, please contact [professionalconduct@cmlto.com](mailto:professionalconduct@cmlto.com).

interest of public safety in accordance with the legislation.

We are very pleased to share this news with you, as **MLT employers are one of the CMLTO's key stakeholder groups who we collaborate closely with in order to achieve our overall strategic direction.**

The new Ends (Critical Outcomes) Policy is related to effective medical laboratory professions regulation, accountable professionals, and effective regulation with the healthcare system. We strongly encourage MLT employers to carefully consult the new strategic direction of the College, as the Ends (Critical Outcomes) Policy

We encourage you to consult our comprehensive strategic direction document [here](#). We also encourage you to **share this document with any MLTs who you employ** in order to deepen their understanding of what drives and motivates the work of the College.

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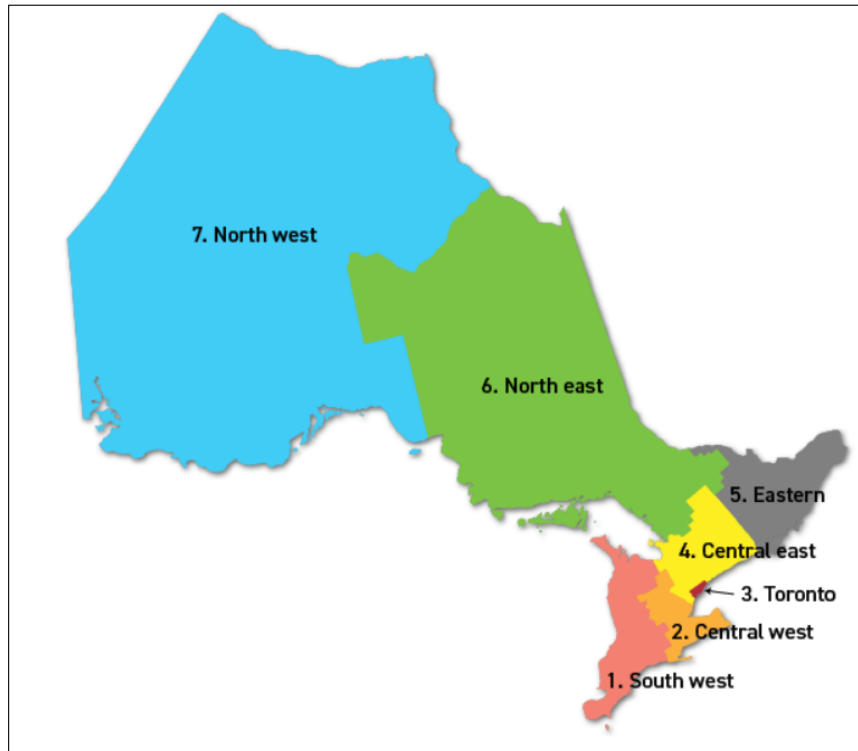
## Call for Nominations to the 2025 CMLTO Board of Directors

The CMLTO has recently shared news of our Call for Nominations to the 2025 Board of Directors through letters issued to College registrants in **Districts 1, 3, 5, 6, and 7**, an article via FOCUS newsletter, our website blog, and social media channels.

If you are a practising MLT within CMLTO Districts 1, 3, 5, 6, and 7, we encourage consideration for applying to volunteer on the CMLTO Board of Directors.

If anyone who you employ is a practising MLT within the districts in question and would like to run, we encourage your support for these individuals. Volunteering to serve on the CMLTO Board of Directors is an extremely **valuable way of providing input into how the medical laboratory profession is regulated with the safety of Ontarians at top-of-mind**. This work is therefore an opportunity to give back to the profession while providing direct input for the College. We have developed the following information for you to consult or distribute to anyone you employ who is considering volunteering:

The map below outlines the geographic designations of all electoral districts:



Specific terms are as follows:

**Regular Election**

- District 1** – South-West Region **Term:** January 1, 2025 – December 31, 2027
- District 3** – Metropolitan Toronto Region **Term:** January 1, 2025 – December 31, 2027
- District 5** – East Region **Term:** January 1, 2025 – December 31, 2027
- District 6** – North-East Region **Term:** January 1, 2025 – December 31, 2027
- District 7** – North-West Region **Term:** January 1, 2025 – December 31, 2027

The CMLTO Board Elections Information Guide is intended to encourage all MLTs in Ontario, who are interested in offering their wealth of knowledge, experience, and enthusiasm in pursuit of public protection, to consider putting their names forward to become a CMLTO Board Member. We encourage you to read this unique resource [here](#) and share it with any MLTs who work for you and are interested in running as supplementary information.

The deadline for the election nomination forms to be received by the CMLTO is **Friday, May 31, 2024, 4:30 p.m.**

If you would like a member of CMLTO staff to put together some additional information on this topic for you or your team, or if you have any questions about how to best support your employees who are interested in participating, please do not hesitate to reach out to us directly via email at [executiveoffice@cmlto.com](mailto:executiveoffice@cmlto.com).



## Important Updates about the CMLTO Quality Assurance Program

As you are probably aware, the CMLTO Quality Assurance Program (QAP) Professional Portfolio component launched on January 1<sup>st</sup> of this year. Due to a significant IT implementation, CMLTO registrants will not be required or able to submit their Stage 1 Professional Portfolios for review in late March as they typically would.

Regardless of these updates, CMLTO registrants must continue to have access to and maintain their Professional Portfolios throughout the year. **The Stage 2 Professional Portfolio audit will still occur and selected registrants will be notified in or around June 2024 to submit their portfolio by December 31, 2024.**

Please note that in 2025, it is anticipated that all Practising registrants will be required to submit their Stage 1 Professional Portfolios for review as usual.

We encourage you to convey this information to any MLTs who you employ so that they are aware and can effectively participate in the CMLTO Quality Assurance Program. The Professional Portfolio component of the QAP involves MLTs setting their own measurable goals towards continuous quality improvement and enhanced professional practice. This dedication to continuous improvement will therefore support the work that they contribute to your team and overall operations.

Additionally, you are encouraged to be involved in supporting your employees in developing their learning goals and selecting their professional development activities. Not only will this improve their individual practice, but it provides an opportunity for your employees to support the unique needs and goals of your lab.

If you have any questions or require further information about the CMLTO Quality Assurance Program, please contact us via email at [communications@cmlto.com](mailto:communications@cmlto.com).

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## CMLTO's Annual PRISM Module: A Tool for Understanding Important Practice Information about the MLT Profession

The Practice Improvement Self-Assessment Module (PRISM) is an innovative component of the annual Professional Portfolio's self-assessment section that is carefully developed by CMLTO Quality Assurance staff. It consists of a short video, followed by five multiple choice and true and false questions designed to test MLTs' knowledge of the content and to identify potential opportunities for future learning.

The topic for this year's module is Continued Competence and Professional Development. At the CMLTO we believe continued competence is defined as anything that advances MLT knowledge, skill, or judgment and it is an essential component for delivering high quality patient care. Continued competence

is achieved through Professional Development activities. A wide range of activities can be acceptable from lectures to complex case discussions to YouTube videos – learning is unique to the MLT.

MLTs are required to test their own knowledge and identify areas of improvement within their own learning. Supporting your employees in this process not only enables you to understand areas where they can improve their own practice and therefore contribute to improved laboratory operations, but it provides a unique and valuable opportunity for MLT employers to understand important practice information about the medical laboratory profession.

Access to the module is available through registrants' online Professional Portfolios, but are also available on our [website](#) in both English and French. If you have any questions about the module or specifics around particular MLT practice information, please notify us via email at [communications@cmlto.com](mailto:communications@cmlto.com).



## Request a CMLTO Speaker

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

**Did you know that the CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, inter professional 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](mailto:registrantrelations@cmlto.com).

Your feedback is important: Did you find the content of this newsletter useful?

Yes

No



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CMLTO | 25 Adelaide Street East Suite 2100 | Toronto, ON M5C3A1 CA

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