



College Updates for MLT Employers

Address from CMLTO Board Chair, Karen Persad



Dear Colleagues,

I am pleased to be addressing you in the latest edition of the CMLTO Employer Newsletter. This publication has been specially tailored to meet the informational needs of MLT employers such as yourselves. As part of our ongoing efforts to modernize and enhance the ways we share information, the College has recently revamped this newsletter to ensure it delivers relevant, timely, and valuable content directly to our

stakeholders.

This has been a busy period for the CMLTO from a governance perspective. We have been diligently working to address various initiatives and updates to better serve the public of Ontario. I encourage you to review the highlights from our May

Board meeting, which are available on our website. These updates provide important insights into the recent decisions and directions taken by the College, as well as the Board's ongoing commitment to process improvement. You can access them [here](#).

In this issue, we are also featuring several key resources that are particularly beneficial for MLT employers. The Annual Report, Health Human Resource Report, and College Performance Management Framework offer comprehensive data and analysis that can help you stay informed about the trends and performance metrics within the medical laboratory profession. Feel free to use these reports as valuable resources in your laboratory department decision making or strategic planning sessions.

Additionally, we are continuously striving to improve our communication channels and ensure that we effectively engage with our stakeholders. Your feedback plays a crucial role in this process. Therefore, we have included two surveys in this newsletter that we would like you to complete: one survey seeks your input on the employer section of our new website, while the other focuses on the regulation of medical laboratory assistants and technicians. Your responses will be instrumental in helping us refine our strategies and enhance our services.

Thank you for your continued support and dedication to the medical laboratory profession. Together, we can ensure the highest standards of practice and care for the communities we serve in Ontario.

Sincerely,

Karen Persad, BSc, MLT

CMLTO Board Chair



Address from Registrar and CEO, John Tzountzouris

Dear MLT Employers of Ontario,

I am delighted to introduce this edition of the CMLTO Employer Newsletter, a publication tailored specifically for you. We value the opportunity to share important updates and information with our stakeholders and are committed to continually modernizing our communication methods to better serve your needs.



As part of this modernization effort, we have included two important surveys in this newsletter. These surveys are designed to gather your feedback on the employer-tailored section of our new CMLTO website and on the ongoing efforts to regulate medical laboratory assistants and technicians. We strongly encourage you to take a few moments to complete these surveys, which should take between 10-15 minutes each. We understand that your time is valuable, and your insights are crucial in helping us enhance our services and communication strategies.

In addition to the surveys, I want to highlight our ongoing work to improve all the tools that the College utilizes. One of our major projects is the implementation of a new database system that will significantly impact CMLTO Online Services, the Public Register, and the Voluntary Roster portal. This initiative is part of our commitment to ensuring that our technological infrastructure meets the highest standards and provides a seamless experience for all users.

Please stay tuned for more updates on this exciting project later this summer. We are also planning a webinar in early fall to provide detailed information about the new database system and its features.

Your feedback and participation are vital as we continue to enhance the ways we share information and support our stakeholders.

Thank you for your ongoing dedication to the medical laboratory profession.

Sincerely,

John Tzountzouris, MA, BSc, BHA, MLT, GSP

Registrar & CEO



Announcement of New CMLTO Website and Feedback Opportunity

As shared on our social media channels as well as our quarterly FOCUS newsletter, the CMLTO has recently launched our new website. The new website is intended to organize information in a more succinct and accessible way for each of our key partner groups.

The new website contains a section that is organized and curated specifically to MLT employers. We are currently looking to seek feedback on whether you feel the new website contains relevant information on your role in regulatory practices, information about health human resource matters, and other CMLTO initiatives.

We strongly encourage you to participate in this feedback opportunity as it will help us further improve the MLT employer experience of accessing information from the College. The survey should take you between ten to fifteen minutes, approximately.

To access the feedback survey, [follow this link](#) and be sure to complete the survey by **August 16th, 2024**.

We thank you in advance for your participation in this survey. If you have any questions, please do not hesitate to reach out via email at communications@cmlto.com.



2023 Health Human Resource Report Released

The CMLTO Health Human Resource Report for 2023 offers a wealth of demographic and employment information crucial for MLT employers. Understanding the makeup and trends within the MLT workforce can help you with strategic planning, recruitment, and retention efforts. Here are key highlights from the report that are particularly relevant to employers in the field:

The age distribution of MLTs can significantly impact workforce planning and succession strategies. The report provides a detailed breakdown of the age demographics, helping employers anticipate retirement trends and the need for hiring new talent.

Understanding the distribution of MLTs across electoral districts can aid in identifying regional staffing needs and potential recruitment challenges.

The report includes comprehensive data on the geographic spread of MLTs, allowing employers to tailor their recruitment efforts accordingly.

Specialization within the MLT workforce is critical for meeting diverse healthcare needs. The report details the various specialties MLTs practice in, such as clinical chemistry, hematology, and microbiology. This information can guide employers in developing targeted training programs and ensuring their teams possess the necessary expertise.

The report highlights the different practice areas where MLTs are employed, such as hospitals, private laboratories, and research institutions. Understanding these practice settings can help employers benchmark their staffing levels and identify potential areas for expansion or collaboration.

The report also provides insights into the role of MLTs in providing clinical education. Employers can use this information to recognize the importance of supporting staff involved in training the next generation of MLTs, which can also enhance recruitment and retention by positioning your organization as a leader in professional development.

Tracking the number of new registrants entering the profession is essential for understanding the influx of new talent. This section of the report helps employers anticipate workforce growth and plan for onboarding and mentoring programs to integrate new MLTs smoothly into their teams.

Lastly, understanding resignation rates and the reasons behind them can help employers address retention challenges. The report offers valuable data on MLT resignations, enabling employers to develop strategies to improve job satisfaction and reduce turnover.

The 2023 CMLTO Health Human Resource Report is an indispensable tool for MLT employers, offering detailed demographic and employment insights that can drive strategic planning and workforce management. By leveraging this comprehensive data, employers can make informed decisions to enhance recruitment, training, and retention efforts.

For access to a full copy of the report, [visit our website](#).



2023 Annual Report: Key Insights for MLT Employers

As employers of Medical Laboratory Technologists, staying informed about regulatory changes, trends, and professional development opportunities is crucial for maintaining high standards of practice within your organizations. **The 2023 CMLTO Annual Report provides comprehensive insights into the year's activities, achievements, and future directions that are particularly relevant to MLT employers.** Here are the key highlights and sections that you should pay attention to:

Regulatory Program Area Updates:

The annual report details the latest regulatory changes and updates that affect MLT practice. Understanding these updates is essential for employers to ensure that their staff adheres to the current standards and regulations.

Practice Audits and Reviews:

Offers insights into areas for improvement and best practices.

Strategic Initiatives and Future Directions:

The report outlines CMLTO's strategic initiatives aimed at advancing the profession and improving public health outcomes. Understanding these initiatives

can help employers align their organizational goals with the broader objectives of the regulatory body.

Engagement and Collaboration:

Collaboration between CMLTO and employers is crucial for addressing the challenges faced by the MLT profession. The report details engagement initiatives and collaborative efforts aimed at improving practice standards.

By staying informed about these key areas, employers can better support their MLT staff, ensure compliance, and contribute to the advancement of the profession.

For more detailed information, you can access the full 2023 CMLTO Annual Report on the [CMLTO website](#).

Notice of Significant IT Implementation and Upcoming Webinar

The CMLTO is currently undergoing a significant IT implementation project that will impact the following platforms:

- Online Services
- Public Register
- Voluntary Roster Register

We will be proactively communicating with all groups affected by this update. Additionally, we will be releasing an instructional webinar for MLT Employers that is intended to share high-level information about the programs, applications, registrant services, and use of the Public Register. More details to follow come fall 2024.

CMLTO's College Performance Management Framework (CPMF): A Unique Informational Tool for MLT Employers

The CMLTO has released the 2023 edition of its College Performance Management Framework (CPMF) document, marking a significant step forward in regulatory transparency and accountability. The CPMF serves as a critical reporting tool, allowing the College to demonstrate its effectiveness in fulfilling its mandate and safeguarding the public interest. We strongly encourage MLT employers to engage with this keystone reporting tool.

The CPMF document outlines how well CMLTO is performing across various metrics, providing a comprehensive overview of the College's regulatory activities, strategic initiatives, and overall impact on the medical laboratory profession. This framework ensures that the College remains accountable to both the public and other key groups, including MLT employers, by clearly showcasing its achievements and areas for improvement.

MLT employers should take a vested interest in the CPMF for several reasons:

- The CPMF enhances **transparency** by openly sharing the College's performance data. Employers can gain insights into the regulatory environment in which their employees operate, fostering a better understanding of compliance expectations and industry standards.
- A well-performing regulatory body ensures that **MLTs maintain high standards of practice**. By supporting the College's initiatives and staying informed about its performance, employers contribute to the continuous improvement of the profession, ultimately leading to better patient care and safety.
- Demonstrating that the College is effectively executing its mandate **reinforces public trust in the medical laboratory profession**. Employers who are proactive in understanding and supporting the College's performance can enhance their own reputation as responsible and ethical entities committed to public safety.

The 2023 CMLTO College Performance Management Framework document is more than just a regulatory report; it is a testament to the College's dedication to excellence and accountability. MLT employers should seize the opportunity to

delve into this document, leveraging its insights to foster a culture of quality and transparency within their organizations. By doing so, they not only support the College in its mission but also contribute to the overall integrity and advancement of the medical laboratory profession.

To access the comprehensive report, [visit our website](#).

Survey Opportunity for MLT Employers on the Regulation of Medical Laboratory Assistants and Technicians

We are reaching out to you in your role as an employer to request and gauge your support for the CMLTO's initiative to regulate medical laboratory assistants and technicians and the CMLTO Voluntary Roster.

To that end, we are asking you to complete a short online survey, which can be accessed by clicking the photo on the right.

We will follow up with you with more information if you indicate that you would like to provide support for this regulatory initiative.

Thank you in advance for your support, and please reach out to executiveoffice@cmlto.com if you have any questions.



Click [here](#) to take the survey!



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 communications@cmlto.com.

