



College Updates for MLT Employers

Address from CMLTO Board Chair, Karen Persad



Dear Laboratory Employers of Ontario,

As Board Chair of the College of Medical Laboratory Technologists of Ontario (CMLTO), I want to take this opportunity to thank you for your continued collaboration in ensuring the highest standards of care and professionalism within Ontario's medical laboratories. I am happy to be addressing you in our final issue of the CMLTO

Employer Newsletter this year. 2024 has been a busy and exciting year for the College, with many key updates and achievements that directly impact your role as a laboratory professional employer in Ontario.

With the registration renewal period open until December 31, 2024, I encourage you to check in with the Medical Laboratory Technologists (MLTs) you employ to ensure their registration with CMLTO has been renewed. This important step is vital in upholding public protection and ensuring compliance with Ontario's regulatory requirements.

In this issue of the CMLTO Employer Newsletter, you will find valuable insights into the College's role in Health Human Resource planning. We are pleased to share highlights from our 2023 Fair Registration Practices Report, which provides key demographic information and insights about CMLTO registrants. These details can support your organization's human resource planning strategies and ensure that you are well-equipped to meet the needs of your laboratory teams.

Additionally, we have included an article discussing the regulation of medical laboratory assistants and technicians, individuals who are critical to the operations of many of your laboratories. We believe this content will address questions you may have about the future of regulation for these roles and how it might impact your workforce.

Finally, at the conclusion of this newsletter, you'll find a link to a survey as part of the CMLTO Board's linkage plan. This is an opportunity for you to share your perspectives and contribute to shaping the College's ongoing initiatives and strategic planning. Your input is invaluable to our shared mission of advancing quality laboratory services in Ontario.

Thank you for giving time for these updates and for your continued partnership in fostering excellence within the profession.

Sincerely,

Karen Persad, BSc, MLT

CMLTO Board Chair



Address from Registrar and CEO, John Tzountzouris

Dear MLT Employers of Ontario,

As we approach the end of the year, I want to take this opportunity to reflect on 2024: a year of remarkable productivity and responsiveness at the College of Medical Laboratory Technologists of Ontario (CMLTO). Together, we have navigated challenges and celebrated achievements that have strengthened the regulation and practice of Medical Laboratory Technologists (MLTs) in Ontario.



In this newsletter, I encourage you to read our article on the **College's key achievements for 2024**, highlighting our commitment to ensuring safe, competent, and ethical medical laboratory services for all Ontarians.

As the new year approaches, I remind you to ensure that all your MLT employees renew their registration with the CMLTO. Registration renewal is not only a legal requirement but also a cornerstone of maintaining professional accountability and public trust in healthcare services. More details about the renewal process can be found in this newsletter.

I also want to draw your attention to the **CMLTO Public Register**, a vital resource for employers. The Public Register provides the most up-to-date information about an MLT's registration and practice status. It also allows you to verify whether a potential employee is a registered MLT. For more information, please explore the details included within this newsletter.

One of our most exciting advancements this year was the broadcast of the CMLTO's first live-streamed Board meeting earlier this December. This initiative represents our commitment to transparency and engagement with each of our key partner groups. I encourage you to tune in to future broadcasts to stay informed about decisions shaping the regulation of the profession. Keep an eye on the **Board Meeting Dates** page of our website, [here](#), where you can find tentative dates for our 2025 Board meetings.

On behalf of the CMLTO, thank you for your continued partnership in safeguarding the health and safety of Ontarians. Your dedication to supporting competent and ethical MLT practice makes a lasting difference.

Wishing you a safe and joyful holiday season and a prosperous new year.

Sincerely,

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

Registrar & CEO

2025 Registration Renewal Reminder: Ensure that your Employees are Renewing their Registration well in advance of the December 31st Deadline

The CMLTO's Annual Renewal for 2025 began on November 1, 2024. Renewal notices were sent by email and mail to all CMLTO Registrants in October. Please ensure that any Medical Laboratory Technologists who you employ renew their CMLTO registration online by **December 31, 2023, at 11:59 p.m. EST**.

The CMLTO has developed the following instructional materials which you are free to share with your employees to support them as they renew their registration with the College:

- An [instructional video](#) on how to renew using the new Online Services platform.
- [Step-by-step instructions](#) on how to renew, including important details on each step and an FAQ resource section.

Please note that it is the professional responsibility of all MLTs to ensure that their registration is renewed with the College to remain in good standing.

The CMLTO Online Services platform was updated, and instructions were issued to all College Registrants & VR Affiliates about how to set up their accounts in the modernized platform on September 27th, 2024. You are strongly encouraged to check in with your employees and ensure that they have already logged into their

Online Services profiles, acclimated themselves with the layout, and ensure that they are able to complete their renewals.

If you have technical difficulties, please email the Registration Department at registration@cmlto.com.



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

Survey Opportunity for Laboratory Employers: Your chance to provide input on CMLTO's strategic initiatives

As part of an ongoing effort to continuously connect with each of its key partner groups, the CMLTO Board of Directors is seeking input from MLT employers as a means of informing the College's broader strategic initiatives. Please read each of the questions carefully. If you have any questions, please reach out to us via email at communications@cmlto.com.

CMLTO Board Meetings now available live

The College of Medical Laboratory Technologists of Ontario (CMLTO) is now broadcasting all Board Meetings live on our [YouTube channel](#). This initiative promotes transparency and strengthens connections with Medical Laboratory Technologists (MLTs), employers, the public and other key partner groups.

As an MLT employer, tuning in helps you:

- Stay updated on policies and trends affecting MLTs and labs.
- Understand CMLTO's strategic priorities.

- Support your MLT team by aligning with professional standards.

Visit the [Board Meeting Dates page](#) for upcoming schedules, including 2025 dates.

How can you check an MLT's up-to-date registration status?

In previous years, MLTs could access proof of payment for their annual renewal, and this information would include a confirmation of registration (which in some cases, would have been provided to their employer as proof of registration). This year, and going forward, registration information will not appear on an MLT's proof of payment. The reason for this change is that this proof of payment demonstrated their registration status at the time it was printed.

MLT employers can access the most accurate and up-to-date information about College Registrants, including an individual's registration status or practice information, by visiting the [CMLTO Public Register](#). The CMLTO Public Register is the only source of information that employers should use when verifying an MLT's registration status.



WARNING: Allan Muzonzini

Why the CMLTO Public Register is a Key Tool for MLT Employers

The College of Medical Laboratory Technologists of Ontario (CMLTO) is committed to protecting the public by ensuring that only qualified and authorized individuals practice as Medical Laboratory Technologists (MLTs) in Ontario. MLT employers play a key role in helping the CMLTO fulfill this mandate by ensuring that any MLT who they employ is a legitimate registrant of the College.

An individual by the name of Allan Muzonzini has been illegally holding himself out as a CMLTO Registrant. The CMLTO confirms that Allan Muzonzini has never been a CMLTO Registrant.

Their claim was identified through a potential employer's proactive consultation of the CMLTO Public Register, a reliable and up-to-date resource for verifying the registration status of all MLTs. Visit the Public Register here: [CMLTO Public Register-MLT Search](#).

Employers are strongly encouraged to use the Public Register to verify the credentials of any of their MLT employees. This tool helps ensure compliance with Ontario's laws and protects the integrity of the profession. It is available to the public and offers real-time information about all CMLTO registrants.

Under the *Medical Laboratory Technology Act, 1991*, the title “Medical Laboratory Technologist” (MLT) is a restricted title. This means that only individuals registered with the CMLTO can use this title or present themselves as qualified MLTs.

Unauthorized use of this title is a violation of the law and undermines the trust placed in regulated health professionals. You can learn more about the laws and legislation governing the practice of MLTs on the CMLTO website: [Laws & Legislation Governing MLT Practice](#).

Employers play a critical role in maintaining the integrity of the MLT profession. **Always verify the credentials of MLTs through the CMLTO Public Register before hiring or engaging their services.** This simple step helps ensure that patients receive care from qualified and authorized professionals.

The CMLTO will continue to take appropriate legal measures to uphold professional standards and protect the public. If you have concerns about someone falsely claiming to be an MLT, please contact the College at professionalconduct@cmlto.com.

Ensuring Fair and Transparent Registration Practices for MLTs

The Office of the Fairness Commissioner (OFC) requires regulatory Colleges to submit annual **Fair Registration Practices (FRP) Reports**. These reports allow the OFC to collect data on the CMLTO’s registration practices, evaluate how the College implements fairness in its processes, and ensure compliance with provincial standards.

For MLT employers, this work directly impacts workforce planning by supporting timely registration processes for new MLTs and ensuring a consistent standard for entry to practice. By maintaining transparent and fair registration practices, the CMLTO helps ensure that qualified MLTs can join the workforce quickly and seamlessly, benefiting both employers and the healthcare system at large.

The **2023 CMLTO Fair Registration Practices Report** is publicly available and provides insights into how the College has supported fair and accessible registration processes over the past year. Employers are encouraged to review the report to better understand the CMLTO's commitment to fairness in regulating the profession. You can view and download the report [here](#).

CMLTO's Values: Checking in on Equity, Diversity, Inclusion and Justice Progress

As part of an ongoing strategic initiative to continuously connect the CMLTO with our employer Careholder group, it is important that the College keep you up-to-date with progress made on our Equity, Diversity, Inclusion and Justice (EDIJ) initiatives.

The CMLTO Values drive this important work and are engrained in everything the College accomplishes, from governance to operational levels. CMLTO's Values include **competence & trust, leadership, integrity, accountability, collaboration, excellence, and caring.**

Recognizing the significant impact of equity, diversity, inclusion and justice matters in our society and the potential for impacts and implications for all Boards of Directors, including those in the health regulatory sector, the CMLTO Board of Directors has set the following goal:

“To begin, together as a Board, the learning process around Equity, Diversity, Inclusion and Justice matters including the issues/concerns, the impact and action needed by the Board, and the related influence/direction the Board wishes to have on CMLTO as an organization.”

The CMLTO Board of Directors continues to embed this in its work and planning to further understand these important concepts and the resulting values.

The College is proud to report that its Board of Directors has participated in several orientation sessions on Equity, Diversity, Inclusion and Justice (EDIJ), approved a new governance process policy on EDIJ, and has reviewed and amended one of the Executive Limitations Policies to align with the principles of EDIJ. The CMLTO Board of Directors will continue to work diligently to incorporate the concepts of EDIJ in all work that the College accomplishes. For access to CMLTO’s Board policies, visit our website [here](#).

To read more about the CMLTO EDIJ plan, [visit the section of our website dedicated to EDIJ](#) and stay up-to-date with our blog, newsletters, and social media channels for continuous updates about this work.



2024 Results of the CMLTO's Strategic Direction and Key Achievements of the College

The CMLTO Board of Directors Ends (Critical Outcomes) Policies set the overall strategic direction of the College for the upcoming three to four years. It is important that MLT employers understand the strategic direction of the College as you play a key role in ensuring that your employees deliver safe, high quality medical laboratory services.

Specifically, the CMLTO exists for the following Ends (Critical Outcomes):

- Public Trust in Health Professions Regulation
- Accountable Professionals
- Effective Regulation within the Healthcare System

The CMLTO works collaboratively with MLT employers in order to deliver our Ends (Critical Outcomes) Policies. The College cannot effectively delivery its public protection mandate without actively engaging MLT employers. Past engagement activities with MLT employers have significantly helped inform College strategic planning and operational initiatives that ultimately achieve these Ends.

We invite you to learn more about the CMLTO's current strategic direction, including further detail about each of these policies in our current [Strategic Framework](#). We also invite you to share these resources with your employees so that they have a comprehensive understanding of the work that the College accomplishes and how their practice contributes to our strategic outcomes.

The CMLTO is pleased to report out the following key results and achievements under each applicable Ends (Critical Outcomes):

Public Trust in Health Professions Regulation

Data collected from each of the College's programs proves that the CMLTO is delivering effective regulatory processes, programs, and services. At the same time, CMLTO staff have ensued that ongoing process improvement initiatives are happening in all areas to ensure that the College is not only operating effectively, but areas of improvement are continuously being identified and addressed.

Recent governance modernization initiatives along with the CMLTO's Public Interest Assessment Framework ensure that the public interest is clearly

represented in all regulatory processes. [You can access the CMLTO Governance Modernization Principles on our website.](#)

Data collected from CMLTO Corporate Communications shows that public access to information has increased substantially throughout 2024. This has been made possible through the launch of the new CMLTO website, the overall effectiveness of CMLTO's social media presence, and the majority of CMLTO's information is accessible in French. The broader public of Ontario has confirmed accessibility and understandability of CMLTO's information through surveys provided to the Citizens Advisory Group.

Accountable Professionals

With regards to the second Ends (Critical Outcome), the CMLTO is pleased to report that applications for authorization to practice in a single specialty within the profession have been effectively managed, ensuring that the public interest is represented throughout these decisions. For more information on the Emergency and As-of-Right Registration pathways, [please visit our website.](#)

Effective Regulation within the Healthcare System

Data collected throughout 2024 shows that CMLTO has supported and positively influenced the health regulatory sector and related policy decisions, with the most significant impact being the College's involvement and support of the CAMLPR initiatives, which will transform the future of the medical laboratory technology sector. [We encourage you to stay up-to-date with CAMLPR's initiatives by regularly consulting their website.](#)

There has been progress made in the oversight of medical laboratory assistants and technicians. This was due to a boost in understanding the importance of pursuing the regulation of these professionals through discussion with the Ministry of Health, MLT employers, and professional associations.



The Voluntary Roster Program: A Keystone Public Protection Initiative

Medical laboratory assistants and technicians play a crucial role in the healthcare system. From collecting blood and other samples, processing specimens, to preparing reagents for use in testing, the role of these practitioners is broadening in both scope and significance. Previous engagement with laboratory employers has proven that these professionals are being relied upon more in order to alleviate staffing shortages.

With public protection at top of mind, pursuing the regulation of medical laboratory assistants and technicians continued to be a strategic priority of the CMLTO Board of Directors. To bridge this gap in the meantime, the CMLTO has developed the Voluntary Roster Program. [Visit our website for more information about this initiative.](#) Members of the CMLTO Voluntary Roster can include this title throughout their practice as well as when applying for jobs. Affiliation with a regulatory College is also a benefit for those who employ these individuals, knowing that they have met a certain level of specialized credentials that will support their well-informed and safe practice within laboratory settings.

There are risks associated with these professionals lacking regulatory oversight given their role directly interacting with members of the public, as they are the primary source of contact between the laboratory, patients, and other healthcare professionals. In early 2023, the CMLTO consulted the Ontario public through the Citizens Advisory Group on how they feel about medical laboratory assistants and technicians not being regulated by the Province. **85% of respondents believed that medical laboratory technicians/assistants should be regulated while 15% remained undecided. 0 respondents answered “no”.**

In 2024 alone, the CMLTO received **21 complaints about the conduct of non-MLTs, compared with 2 complaints received about MLTs.** The complaints about medical laboratory assistants and technicians related primarily to unprofessional communication and conduct, patient consent, and not needed/errors in specimen collections.

There are additional risks associated with the expanding nature of these professionals within laboratory operations, while lacking a clearly defined scope of practice and lack of standardized training.

In a survey issued to CMLTO registrants in late 2023, MLT's cited concerns about the expanding role of medical laboratory assistants and technicians within labs. They believed the following:

1. Medical laboratory assistants and technicians competency levels vary, and the quality of their work is inconsistent. There should be standardized education and training for these individuals.
2. Medical laboratory assistants and technicians should be regulated to ensure they are accountable for their practice and are responsible for maintaining their competence.
3. There should be clear boundaries between the roles of MLTs and medical laboratory assistants and technicians.

Remaining engaged with the College's regulatory oversight initiatives and rostering of these professionals is therefore a meaningful way that laboratory employers can support their MLT staff.

Similar to registering with the CMLTO as a Medical Laboratory Technologist (MLT), applicants to the Voluntary Roster must meet specialized registration criteria and language fluency requirements. Additionally, the College has developed professional resources for these individuals including a specialized Scope of Practice, Standards of Practice, and Code of Ethics.

We encourage you to keep up-to-date about this innovative and progressive initiative within the College.

If you employ medical laboratory assistants and technicians that you feel would be interested in enrolling in the CMLTO Voluntary Roster initiative, please have them contact our Registration Department at registration@cmlto.com.

If you would like to learn more about how you can support the advancement of pursuing the regulation of medical laboratory assistants and technicians, please contact executiveoffice@cmlto.com.



Mandatory Reporting: A Guide for MLT Employers

Mandatory reporting is a critical responsibility for employers of Medical Laboratory Technologists (MLTs) in Ontario, ensuring public safety and upholding professional standards. The College of Medical Laboratory Technologists of Ontario (CMLTO) relies on these reports to address concerns about MLT conduct, competence, and capacity.

Key Reporting Obligations

Employers must report to the CMLTO in cases where:

- An MLT's practice is restricted, suspended, or terminated due to incompetence, incapacity, or professional misconduct.
- Allegations of sexual abuse by an MLT are made.
- Concerns about an MLT's behavior or actions arise that impact their ability to practice safely.

These reports, mandated under the *Regulated Health Professions Act (RHPA), 1991*, must be submitted within 30 days of identifying the concern.

Reporting Process

Employers can complete and submit the **Mandatory Reporting Form**, available on the CMLTO website. The form requires detailed information about the incident, including the MLT's registration number, a description of the concern, and any supporting documentation. Confidentiality is maintained throughout the process.

Resources and Support

For more details about mandatory reporting, including access to the form and guidance on submission, visit the CMLTO's [Mandatory Reporting Process and Form webpage](#).

If you need assistance, contact the CMLTO's Professional Conduct department at professionalconduct@cmlto.com.

By adhering to these obligations, employers play a pivotal role in maintaining the integrity of the MLT profession and protecting the public of Ontario.

CMLTO's role in Health Human Resource Planning

Addressing Human Resource Challenges in Medical Laboratory Technology

The CMLTO recognizes current human resource challenges within the Canadian healthcare landscape, particularly affecting Medical Laboratory Technologists (MLTs). In response, the College actively supports initiatives aimed at addressing these pressures, including the **Flexible Pathways to Registration for Medical Laboratory Technologists project** led by the Canadian Alliance for Medical Laboratory Professionals Regulators (CAMLPR).

This innovative project, supported by the Government of Canada, focuses on streamlining and enhancing the regulation of MLTs through multiple pathways for entry to practice. These pathways are designed to better support both internationally and domestically trained applicants, ultimately strengthening the healthcare system by ensuring patients have timely access to critical diagnostic services. Laboratory employers interested in learning more about this initiative can visit the CAMLPR website: **Flexible Pathways to Registration for Medical Laboratory Technologists – CAMLPR**.

Resources for Employers: Health Human Resource (HHR) Reports

To support workforce planning and decision-making, the CMLTO publishes the **Health Human Resource (HHR) Report** annually. This comprehensive analysis provides insights into MLT practice trends, employment settings, registration status, and clinical education activities. These reports serve as a valuable tool for employers, helping to identify jurisdictional trends and inform strategic human resource planning.

We encourage MLT employers to reference these reports as part of their workforce planning efforts. Previous HHR reports are [available on our website](#).

The CMLTO remains dedicated to addressing critical systems issues and advancing the regulation of the medical laboratory profession. Stay connected with us through our website and social media channels for updates on initiatives and emerging topics that impact the profession.



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.