



College Updates for MLT Employers



Address from CMLTO Board Chair, Karen Persad



Dear Laboratory Employers of Ontario,

As we step into spring, I am pleased to address you in another issue of the CMLTO Employer Newsletter. This issue contains many exciting updates as well as several engagement opportunities with the College. Your engagement is vital in helping CMLTO fulfill its public protection mandate, and I encourage you to take advantage of the opportunities available to contribute to the profession.

CMLTO's Board of Directors continues its commitment to meaningful engagement with our Careholdership through its Careholder Linkage Plan. As part of this initiative, we are seeking participants for an upcoming focus group to provide valuable perspectives on key regulatory matters. Your input will help shape the Board's strategic decisions and ensure they reflect the evolving needs of the profession and the public. Please read further into this issue for more information.

I am very pleased to share that the 2024 College Performance Management Framework (CPMF) report has been released, highlighting CMLTO's continued commitment to transparency, accountability, and regulatory excellence. This annual reporting tool ensures that health regulatory Colleges remain responsive and effective in serving the public interest. I invite you to review the report and learn more about the College's achievements and areas for growth.

The nomination period for the 2026 CMLTO Board of Directors remains open, and I encourage all eligible Registrants—particularly newer MLTs—to consider applying. Serving on the Board is a rewarding opportunity to shape the future of the profession while gaining valuable leadership experience. If you know an MLT who would make a great candidate, please encourage them to submit an application.

Your support and participation in these initiatives strengthens the medical laboratory technology profession and ensures continued excellence in patient care. Thank you for your ongoing dedication and commitment.

Sincerely,

Karen Persad, BSc, MLT, C.Dir

CMLTO Board Chair



Address from Registrar and CEO, John Tzountzouris

Dear MLT Employers of Ontario,

As we continue working together to strengthen the medical laboratory profession in Ontario, I want to extend an invitation for you to become even more involved in shaping the future of medical laboratory regulation.



In her message, Board Chair Karen highlighted the opportunity for employers to participate in this summer’s CMLTO Focus Group Session for Employers. These sessions have proven to be invaluable in the past—providing thoughtful, strategic insights that help guide Board discussions and influence College priorities. Your input brings a unique and essential perspective, and I encourage you to consider volunteering or nominating a colleague from your organization.

In addition to the focus group, we are also seeking volunteers to serve as Competence Evaluation (CE) Assessors and Mentors. This is a fantastic opportunity for MLTs to engage directly with the College’s programs while also contributing to the profession’s ongoing commitment to competent, ethical, and safe practice. We encourage you to share this opportunity with your staff. Volunteering with the College not only supports the regulatory community—it also serves as a valuable professional development and networking experience.

Finally, I encourage you to read the article below about a new national initiative from the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR). CAMLPR has partnered with Harvard Western Insurance (HWI) to offer an affordable and flexible Professional Liability Insurance option for MLTs across Canada. The policy is also available to medical laboratory assistants and technicians, making it a comprehensive option for your team.

Sincerely,

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

Registrar & CEO





Calling All MLT Employers: Join Our Summer Focus Group!

The CMLTO Board of Directors values the **perspectives of Medical Laboratory Technologist (MLT) employers and is seeking your input as part of an ongoing effort to strengthen connections with key partner groups.** Your insights will help shape the College's broader strategic initiatives and ensure that employer perspectives are considered in future decision-making.

We invite you to **participate in a summer focus group session to share your thoughts on issues affecting the profession and the healthcare system.** This is a great opportunity to contribute to meaningful discussions that impact both MLTs and the public.

If you're interested in participating, please email communications@cmlto.com to express your interest. We look forward to hearing from you!

Volunteer opportunity: Call for CMLTO Competence Evaluation (CE) Assessors and Mentors

Are you or any of your staff interested in volunteering with the College? You may consider becoming a **CMLTO Competence Evaluation (CE) Assessor and mentor**.

The College is currently looking for **5 individuals to assist us in supporting our Registrants' professional practice**. As a CE Assessor you would learn how to conduct a CE and participate in annual training, and as a mentor you would act as a subject matter expert to lead sessions with Registrants who require support in their practice.

For more information about this initiative and to let the College know you are interested, [please complete this brief survey!](#)

Input Opportunity: Letter of Standing Request and Public Register Check Services for MLT Employers

CMLTO staff want your opinion on the following two items:

- If the College were to offer a service to complete a check of the Public Register for your employees after the renewal cycle is finished, would you use it?

This is a service I would want/use!



- Would you consider making it a requirement that **potential new hires at your organization complete a Letter of Standing request?** A Letter of Standing includes information such as a **Registrant's name and license number, Registration history, class, and specialties**, and any **ongoing**

investigation, allegation, conviction, suspension, and discipline hearings.

As an employer, I would be open to requiring new hires to submit a Letter of Standing



Support Emerging Leaders in the MLT Profession

The College of Medical Laboratory Technologists of Ontario (CMLTO) is now accepting **nominations for the 2026 Board of Directors election**, and we encourage laboratory employers to support their staff in taking on leadership roles that shape the future of the profession.

As an employer, you play a vital role in fostering the professional growth of your medical laboratory technologists (MLTs). Encouraging younger or early-career MLTs to apply for the CMLTO Board is a powerful way to invest in the future of medical laboratory regulation while supporting their leadership development.

Why Support Your MLTs in Running for the CMLTO Board?

- **Professional Growth:** Serving on the Board enhances critical leadership, governance, and decision-making skills that will benefit your team members and your workplace.
- **Representation & Influence:** MLTs on the Board have a direct voice in shaping the strategic direction of the profession, ensuring that regulatory decisions reflect the realities of laboratory work.
- **Stronger Public Confidence:** A well-rounded Board with diverse perspectives—including early-career professionals—helps strengthen public trust in the profession’s commitment to safe, ethical, and competent healthcare.
- **Workplace Benefits:** Board experience can empower MLTs to bring new ideas, insights, and best practices back to your laboratory, improving team collaboration and operational effectiveness.

2026 Board Elections – Open Positions

The CMLTO is accepting nominations from eligible registrants in the following electoral districts:

Regular Election:

- District 2 – Central West Region (Term: January 1, 2026 – December 31, 2028)
- District 3 – Metropolitan Toronto Region (Term: January 1, 2026 – December 31, 2028)

- District 4 – Central East Region (Term: January 1, 2026 – December 31, 2028)
- District 8 – Registrant-at-Large (Term: January 1, 2026 – December 31, 2028)

The deadline for election nomination forms to be received by CMLTO is **Friday, May 30, 2025, at 4:30 p.m. (EST)**.

How Employers Can Support MLTs in Applying

- Encourage discussions about leadership and regulatory involvement in team meetings.
- Recognize potential in early-career MLTs who demonstrate enthusiasm for public service and professional advocacy.
- Provide flexibility in scheduling if needed to accommodate Board responsibilities.
- Share this opportunity with your staff to increase awareness and participation.

CMLTO is committed to equity, diversity, inclusion, and justice, and encourages nominations from all equity-deserving groups to ensure diverse representation. We also welcome early-career professionals, recognizing that their perspectives are invaluable in shaping an inclusive and forward-thinking profession.

For more details, reference the [CMLTO Board Elections Information Guide](#) or contact us at executiveoffice@cmlto.com.

Encourage your MLTs to step forward—their leadership can make a meaningful impact!





CMLTO Releases 2024 College Performance Measurement Framework (CPMF) Report

The College of Medical Laboratory Technologists of Ontario (CMLTO) is committed to ensuring the highest standards in the regulation of Medical Laboratory Technologists (MLTs) across Ontario. As an employer of MLTs, you play a crucial role in the healthcare system, and we want to keep you informed about how the College is continuously improving its regulatory oversight.

Each year, Ontario's health regulatory Colleges submit a College Performance Measurement Framework (CPMF) Report, which **evaluates key areas such as accountability, transparency, and public protection. This process strengthens oversight and helps regulatory bodies like CMLTO identify opportunities for improvement.**

The 2024 CPMF Report outlines our **ongoing efforts to enhance regulatory effectiveness and support the MLT profession while maintaining our mandate to protect the public.** We encourage you to review the report, now available on our website, to learn more about how CMLTO's work impacts you and your organization.

[Visit our website](#) to read the full 2024 CPMF Report and stay informed about regulatory developments in the MLT profession.

New CMLTO Infographic: Understanding Public Complaints About Non-MLT Laboratory Professionals

The **College of Medical Laboratory Technologists of Ontario (CMLTO)** has released a new infographic highlighting an important issue affecting laboratory operations: public complaints regarding non-MLT laboratory professionals.

Since 2020, the CMLTO has received nearly **200 complaints** from the public about **unregulated laboratory workers**, with **80% concerning medical laboratory assistants and technicians**. The most common concerns include **technical competence gaps, unprofessional conduct, and improper specimen collection techniques**—issues that can impact patient care and laboratory efficiency.

Because medical laboratory assistants and technicians are **not regulated** under the CMLTO, the College **cannot investigate these complaints** or ensure these professionals meet consistent Standards of Practice and ethical guidelines.

This infographic provides **valuable insight for employers** into the challenges posed by an unregulated laboratory workforce and the potential impact on public trust in laboratory services.

[Download the infographic today](#) to stay informed and support safe, high-quality patient care in your organization!

CAMLPR Partners with Harvard Western Insurance to Offer Affordable, Compliant Liability Insurance for MLTs

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) is excited to announce a **new partnership with Harvard Western Insurance (HWI), offering an affordable and flexible Professional Liability Insurance option for Medical Laboratory Technologists (MLTs) across Canada**. This policy is also available to medical laboratory assistants and technicians, ensuring comprehensive coverage for your entire team.

As an MLT employer, ensuring your staff is properly covered by professional liability insurance is essential for meeting regulatory standards and protecting your organization. HWI, one of Canada's leading insurance providers,

has designed this policy with both affordability and flexibility in mind—making it a great option for organizations of all sizes.

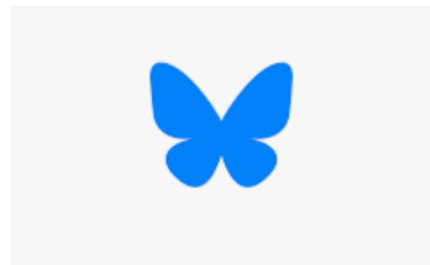
This insurance offering meets the registration requirements set by regulatory bodies across Canada and complies with provincial regulations that mandate liability insurance for those providing clinical services. By choosing this policy, you can be confident that your team is meeting these critical compliance standards.

CAMLPR's partnership with HWI is just one of the many ways the organization is working to support the medical laboratory profession, promote accountability, and ensure the highest standards of safety in the industry.

For more information about this Professional Liability Insurance option, [visit the CAMLPR website today](#).

CMLTO Joins Bluesky: Stay Connected with the Latest Regulatory Updates

The College of Medical Laboratory Technologists of Ontario (CMLTO) is expanding its digital presence! We are excited to announce that CMLTO is now on Bluesky, a decentralized social media platform that fosters real-time engagement and professional discussions.



For employers of Medical Laboratory Technologists (MLTs), this **new channel provides another way to stay informed about regulatory updates, professional guidance, and emerging trends in the medical laboratory field**. By following CMLTO on Bluesky, you can gain timely insights into changes affecting your MLT workforce, including practice standards, quality assurance, and policy developments.

Encouraging your MLTs to engage with CMLTO on social media can help them remain current with their professional responsibilities. We also remind MLTs and

employers to [review CMLTO's Social Media Guideline for MLTs](#) to ensure professional and ethical online engagement.

[Follow us on Bluesky](#) and stay connected with the latest updates in MLT regulation!

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.



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.



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