

A Message from the Chair of the Board of Directors, Karen Persad



Dear CMLTO Registrants,

As we enter the summer season, I hope you are able to take some time to relax and enjoy the outdoors in the company of family and friends. While soaking up some sun, I encourage you to take a few moments to review the important updates and opportunities featured in this edition of the *FOCUS* newsletter.

We are excited to offer a new opportunity to get involved with the College: the CMLTO is seeking Medical Laboratory Technologists (MLTs) and Voluntary Roster (VR) Affiliates to participate in an upcoming focus group. This engagement is part of our ongoing work to support equitable, consistent, and fair practices across the profession. Ever had the intention or were curious about participating, but didn't take the next step? Here's a way to contribute in a focused way, that won't take much of your time, and will have impact, Your voice is essential in shaping the future direction of the College, and we hope you'll consider contributing your experience and insights. See inside for details.

You'll also find highlights from the May 2025 Board meeting in this issue, It was a productive and impactful session, with dialogue on a wide range of governance items such as our Careholder engagement plan, exploring an EDIJ (equity, diversity, inclusion, justice) benchmarking framework, and reviewing our risk register - to name a few. Significant updates and decisions were made that reflect the continued commitment of the Board and staff to public protection and regulatory excellence. Take a look at the summary of activities and outcomes — we're proud of the progress being made.

Additionally, I'd like to draw your attention to two important reports now available for 2024:

- The **Fair Registration Practices Report**, offers a behind-the-scenes look at the registration process and how the College continues to uphold regulatory standards while improving access for qualified applicants.
- The **Health Human Resources (HHR) Report**, provides data and insight into current and future trends affecting the MLT workforce in Ontario. from shifts in workforce demographics to regional supply and demand challenges, this report supports informed dialogue and planning.

I encourage you to read both reports — not only are they central to the College's mandate, they also offer valuable perspectives for all Registrants, regardless of practice setting.

As always, thank you for your continued dedication to safe, ethical, and professional laboratory practice in Ontario. Wishing you a sunny, safe and enjoyable summer.

Sincerely,

Karen Persad, BSc, MLT, C.Dir

Chair, CMLTO Board of Directors



A Message from the Registrar & CEO, John Tzountzouris

Dear CMLTO Registrants,

As we enjoy the summer season, I'm pleased to share several important updates and opportunities from the College of Medical Laboratory Technologists of Ontario (CMLTO).

The CMLTO Board of Directors is inviting Medical Laboratory Technologists and Voluntary Roster Affiliates to participate in a focus group pilot project as part of the College's

broader *Careholdership* linkage initiatives. We encourage all eligible individuals to consider participating and lending their voice to this important initiative.

CMLTO has also attended several conferences across the province throughout the spring. Conferences are a valuable opportunity to engage with fellow professionals, learn about emerging trends, and stay informed about developments within the medical laboratory field. These events support strong professional connections and help ensure that we all remain aligned with the evolving healthcare landscape.

We are also pleased to announce the release of the 2024 **Human Health Resources (HHR) Report**, which offers a comprehensive look at the medical laboratory workforce in Ontario. This report compiles data collected from Registrants during the annual renewal process, including details on employment settings, areas of practice, clinical education, and general demographics.

In addition, the 2024 **Fair Registration Practices (FRP) Report** has been submitted to the Office of the Fairness Commissioner. This annual report outlines how the CMLTO continues to meet its mandate to uphold transparent, objective, impartial, and fair registration practices, reaffirming our commitment to accountability and equity in the registration process.

Finally, as part of our continued efforts to build and strengthen relationships with Registrants, other regulatory colleges, future College applicants, and the public, the CMLTO is pleased to offer speakers on a variety of topics. If your organization or event is interested in learning more about our regulatory role, ethics and professionalism, interprofessional collaboration, or the Voluntary Roster of Registered Medical Laboratory Technicians, we invite you to reach out and request a CMLTO speaker. Please read further for more information.

Thank you for your continued engagement and dedication to the profession. Wishing you a safe and enjoyable summer.

Sincerely,

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

Registrar & CEO



Help Shape the Future of Your Profession – Join the CMLTO Focus Group Pilot Project for MLTs and MLA/Ts!

The CMLTO Board of Directors is inviting Medical Laboratory Technologists and Voluntary Roster Affiliates to participate in an exciting focus group pilot project as part of its broader Careholdership linkage initiatives. This is a unique opportunity to share your voice and help shape the future direction of your regulatory College.

The focus group will explore important topics such as:

- Barriers to interaction with the College
- The regulation of medical laboratory assistants and technicians
- The roles of specialty and general MLTs
- Perceptions of how the College protects the public interest
- The overall role of the CMLTO in the healthcare system

Your insights will be shared directly with the Board of Directors and will help inform the development of future strategic initiatives.

Don’t miss this chance to contribute your perspective to the regulatory conversation and make a meaningful impact on the future of the profession.

The focus group pilot project will be taking place in the fall/winter this 2025.

If this is of interest to you, please email **communications@cmlto.com** with the subject line: “**Interest in CMLTO Focus Group Pilot Project**”. You’re welcome to reach out to the same email address if you have any questions about this opportunity.

CMLTO 2024 Annual Report Now Available

The College of Medical Laboratory Technologists of Ontario (CMLTO) is pleased to announce the release of its 2024 Annual Report.

This publication provides a comprehensive overview of the College’s activities over the past year, highlighting our ongoing commitment to public protection and regulatory excellence. Inside, you’ll find key updates on the CMLTO’s role, accomplishments, committee reports, financial statements, and performance in the areas of transparency and engagement.

We invite you to explore the report to learn more about how CMLTO continues to fulfill its mandate and support safe, ethical, and competent medical laboratory practice in Ontario.

Read the full report **here**.



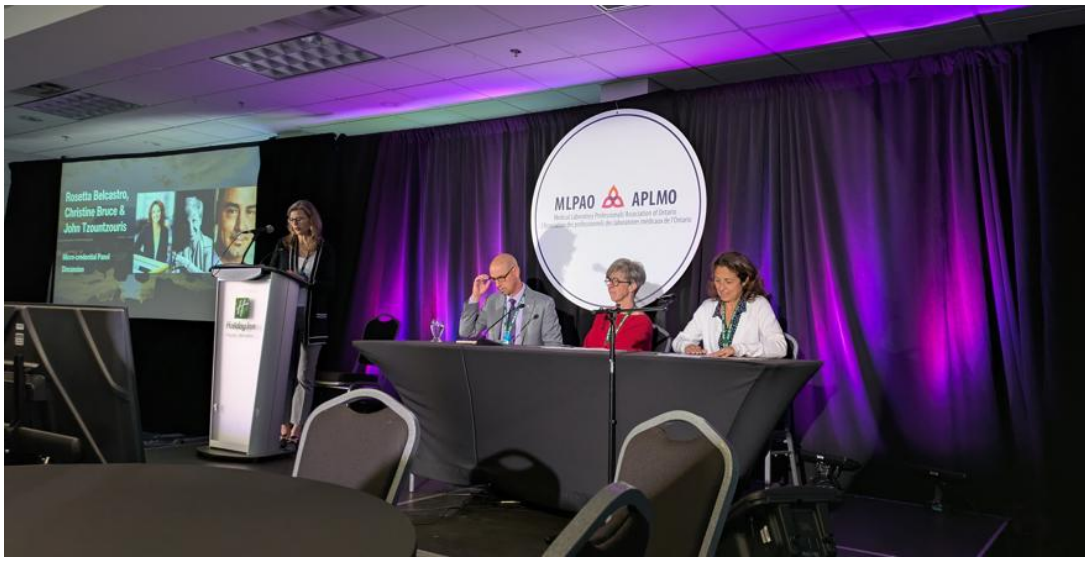
CMLTO at LABCON 2025

The College of Medical Laboratory Technologists of Ontario (CMLTO) attended another successful LABCON event in Montreal this spring.

LABCON, organized by the Canadian Society for Medical Laboratory Science (CSMLS) in collaboration with the OPTMQ, is the national conference for the medical laboratory community. It brings together professionals, managers, directors, and educators from across Canada to share knowledge, explore new technologies, and build valuable connections.

CMLTO attends this conference to support collaboration amongst medical laboratory professionals, to engage with the medical laboratory community, and to have a pulse on important conversations taking place in the industry.

Thank you to the Canadian Society for Medical Laboratory Science (CSMLS) for hosting another valuable LABCON event and for including the CMLTO.



CMLTO at MLPAO Annual Conference

The College of Medical Laboratory Technologists of Ontario (CMLTO) attended another successful Annual MLPAO Conference this spring in Kingston, Ontario.

Hosted by the Medical Laboratory Professionals' Association of Ontario (MLPAO), the conference brings together medical laboratory professionals from across the province to exchange ideas, explore new developments in the profession, and foster meaningful connections.

CMLTO's Registrar & CEO, John Tzountzouris, participated in a panel discussion alongside Christine Bruce and Rosetta Belcastro focused on Micro-credentials for Medical Laboratory Technologists (MLTs)—a timely and relevant topic as the profession continues to adapt and evolve.

CMLTO values opportunities to engage with the medical laboratory community, stay informed on key issues, and contribute to ongoing professional dialogue.

Thank you to the MLPAO for hosting an excellent event and for including the CMLTO in this important conversation.

College Governance Updates



May Board Meeting Highlights

The CMLTO Board of Directors met for its May 2025 Board meeting on May 26 and 27 in person and virtually. A few highlights from the meetings include:

CMLTO 2025 Ongoing Perpetual Board/ Careholdership Linkage/ Engagement Plan Update

The Board received a fulsome report on all activities completed within the February to May 2025 period that College staff have undertaken as part of the CMLTO Board of Directors Perpetual Linkage Plan.

These initiatives served as opportunities to share key information about the College with broader Careholdership, as well as opportunities for the CMLTO Board of Directors to receive direct input from Careholdership on key strategic initiatives.

Presented by CMLTO Corporate Communications Specialist Michelle Price, the Board was briefed on the various mechanisms used to engage with the Careholdership including social media, the CMLTO blog and CMLTO website, FOCUS Newsletter, Employer Newsletter, as well as a Public Questionnaire and Employer Survey.

Thematic analyses of the Employer Survey, issued to MLT employers in order to gain input on topics outlined in the CMLTO Board of Directors Perpetual Linkage Plan, and the Public Questionnaire, issued to consult with the broader public of Ontario, were highlighted. The presentation featured quantitative and qualitative analyses of Careholder engagement communications and content, focused on the following Careholder groups:

- The Public of Ontario
- MLT Registrants & VR Affiliates
- MLT Employers

The Public Questionnaire achieved over 300 responses and offered key insights into the public's understanding and perception of CMLTO and its role in relation to the public interest. The Employer Survey provided CMLTO with crucial input regarding the perspectives of MLT employers for a number of key topics.

Media communications with MLT Registrants, VR Affiliates, and MLT Employers demonstrated high levels of engagement surpassing healthcare industry standards, including higher Open Rates, Click-Through Rates (CTR). These metrics typically indicate positive brand recognition and that the audience finds the communications to have compelling subject lines and content, clear and motivating calls-to-action, and overall relevant, interesting, and valuable content.

The overall results of these initiatives demonstrate meaningful engagement with the full scope of Careholder groups during the reporting period.

The CMLTO Board of Directors has outlined its values regarding Board linkage with the Careholdership in its **Governance Process Policy GP IV-45 Board Linkage With Ownership/Careholdership**.

CMLTO EDI-J Initiative: Global Diversity, Equity & Inclusion Benchmark (GDEIB) Framework

The Board has been working for some time on its focus of meaningful impact and principles of Equity, Diversity, Inclusion, and Justice (EDI-J). To that end, Certified Diversity and Inclusion Professional Darcy Belisle, of Decibel DEI Consulting, continues to consult the CMLTO Board of Directors regarding this focus.

At the May meeting, Darcy Belisle addressed the CMLTO Board of Directors to introduce the Global Diversity, Equity & Inclusion Benchmark (GDEIB) Framework. The GDEIB provides a comprehensive framework for assessing and implementing diversity and inclusion initiatives within organizations. Consisting of a set of benchmarks and indicators that organizations can use to evaluate their progress and effectiveness in promoting core values, the GDEIB offers guidance across various dimensions of diversity and inclusion, including leadership, recruitment, retention, culture, and accountability. As such, the GDEIB offers a way to bridge intention and action—enabling CMLTO to deepen its approach to advancing EDI-J in a regulatory context.

To measure and assess the impact of its EDI-J focus, and with the goal of increasing our effectiveness in this area, CMLTO has committed to employing the Global Diversity, Equity & Inclusion Benchmark (GDEIB) Framework. Thus, a formal EDI-J Strategy grounded in the GDEIB framework could be developed in consultation with system partners and aligned to CMLTO's Ends (Critical Outcomes) Policies.

CMLTO Board of Directors Governance of Risk

The May meeting also featured working sessions regarding governance of risk, with an emphasis on practical activities toward the goal of refreshing the CMLTO Board Risk Register. The CMLTO Board Risk Register is an assessment by the Board of Directors of high-level risk along with its governance mitigation approach of related Board action to be taken. At its April generative strategic thinking meeting, the Board had received orientation regarding defining and understanding risks and completed a series of exercises designed to identify and scale the top risks facing CMLTO. Continuing this work at the May meeting, the Board revisited the top risks with exercises to validate and update their initial assessment and rank the risks. Pending further Board work on the matter, the CMLTO Board Risk Register will be presented for Board approval at an upcoming meeting.

Additional key updates include the approval of the 2024 Annual Report, approval of the 2024 CMLTO Audited Financial Statements, review and approval of amendments to policies including the renaming of the Board-Staff Relationship Policies subset to 'Board-CEO Relationship Policies', and review of monitoring reports for all CMLTO Statutory Committees.

Further information on the other actions taken by the Board of Directors at its May meeting are available on the CMLTO website:

Please click **here** for further information on the other actions taken by the Board of Directors at its May meeting.

Please click **here** to access the May Board meeting material.

Staying informed about College governance updates is important for all CMLTO registrants, as these decisions directly impact professional responsibilities, regulatory requirements, and ultimately, the quality of healthcare services provided to the public.

Call for Nomination to the 2026 CMLTO Board of Directors: Results

The application process for open positions for the 2026 Board is now closed. The deadline for Board election and appointment applications to be received by the CMLTO was Friday, May 30, 2025, 4:30 p.m.

Call for Nominations for Election to the CMLTO Board Published

In accordance with CMLTO By-Law / Section 4.4 Election of Board Members, a call for nominations for election to the CMLTO Board was circulated for the following 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

Nomination Forms Received by the Deadline:

The following nominations were received by Friday, May 30, 2025, 4:30 p.m.:

Districts 2: Central West Region:

Three (3) nominations have been received:

Shweta Pant

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 27, 2025.

Krista Unruh

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 29, 2025.

Rabindra Nepal

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 29, 2025.

Nomination Result:

An election will be held in the District between August 29 – October 3, 2025.

District 3: Metropolitan Toronto Region

One (1) nomination was received:

James Jose

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 9, 2025.

Nomination Result:

The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

District 4: Central East Region

Two (2) nominations have been received:

Matthew Wong-Fung

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 9, 2025.

Rafik Ragheb

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 9, 2025.

Nomination Result:

An election will be held in the District between August 29 – October 3, 2025.

District 8: Registrant-at-Large

One (1) nomination was received:

Imaya Dharmasri Vithana

The eligibility of the nominee and the Registrants supporting their nomination were verified by the Registration Department by May 9, 2025.

The candidate was deemed eligible for election and, therefore, declared elected by acclamation.

All candidates have been notified of the status of their nominations.

We are pleased to share that, with the election of new professional Members to the CMLTO Board of Directors in Districts 2 and 4 on October 3, 2025, all upcoming vacancies on the 2026 Board will be filled. This will be the third straight year the College has had a full complement of Professional Board Members.

College Program Area Updates

Registration



CMLTO Releases 2024 Fair Registration Practices Report

The College of Medical Laboratory Technologists of Ontario (CMLTO) is pleased to announce the release of its 2024 Fair Registration Practices (FRP) Report. Submitted annually to the Office of the Fairness Commissioner (OFC), this report outlines how the CMLTO continues to fulfill its mandate of ensuring registration practices that are transparent, objective, impartial, and fair.

The FRP Report is a vital accountability measure for all Ontario regulators governed by the *Regulated Health Professions Act, 1991*. It offers insight into how regulators are improving access to their professions while upholding public protection.

Report Highlights

Clearer Communication & Enhanced Transparency

The CMLTO continued efforts to provide accessible and comprehensive registration information, including:

- Maintaining up-to-date application guides and checklists.
- Publishing transparent timelines and decision-making criteria.
- Ensuring plain-language communication and multilingual access where appropriate.

Data and Accountability

The report also includes detailed registration data for 2024, such as:

- Total number of applicants and certificates issued.
- Average processing times and decision timelines.
- Registration outcomes by route of entry (e.g., Canadian vs. international education).

These metrics allow for ongoing monitoring and continuous improvement of registration processes.

Why this Matters

Fair and accessible registration processes are essential to maintaining a diverse, competent, and responsive healthcare workforce in Ontario. The CMLTO remains committed to reducing unnecessary barriers while maintaining high professional standards that protect the public.

Through ongoing engagement with the OFC and other regulatory partners, CMLTO will continue to enhance its registration practices in alignment with best practices and evolving expectations.

Access the Full Report

To learn more, read the full 2024 Fair Registration Practices Report **here**. The report is also available in French, **here**.

For more information about the CMLTO registration process or to explore applicant resources, visit the following **link**.



Your CMLTO Registration and Specialties

Please be advised that the specialties listed in your CMLTO profile reflect all medical laboratory technology (MLT) disciplines you are authorized to practice based on your CSMLT (formerly CSLT) certification examination, not solely those associated with your current workplace responsibilities.

For instance, if you successfully completed the CSMLS General discipline examination, you are qualified to practice in the following specialties:

- Biochemistry
- Hematology
- Histology
- Microbiology (including Bacteriology, Mycology, Parasitology, and Virology)
- Phlebotomy
- Transfusion Science

More information is available in the **CMLTO Registration Committee Policy 18: Authorization to Practice in Prescribed Specialties**.

If you notice a discrepancy or error in your CMLTO specialties, please contact the CMLTO Registration Department by email at **registration@cmlto.com**.

Are you Opted-in? CMLTO's Communication Services

CMLTO uses Constant Contact and SurveyMonkey as communication platforms to issue the FOCUS newsletter, send audit and survey links, and communicate other important

information from the College. It is key that registrants remain subscribed to these platforms to ensure that they receive CMLTO communications.

If you want to change the email address you receive CMLTO communications, please update your primary email address by logging in to **CMLTO Online Services** and clicking the 'name, address, and contact information' tab. Also, if your workplace email system blocks our correspondence, we strongly encourage you to change your primary email registered with the CMLTO to an alternate email address and to add emails from the CMLTO to your "safe senders" list to ensure that you receive the correspondence directly to your inbox.

Maintaining your Contact / Employment Information

Throughout the year, changes may occur to your job, where you live, or your telephone number. It's important to make sure your information is up to date to ensure that CMLTO can contact you as needed. Your contact information includes:

- Your home mailing address
- Your email address and phone number
- Your employment information

Ensuring the information above is accurate means you comply with your obligations described in the **CMLTO By-Law**. Registrants can update their information at any time by logging into their **CMLTO Online Services**.

Quality Assurance

Quality Assurance Program Audit Updates

The CMLTO is proud to recognize the hard work and dedication of Registrants in maintaining their professional competence. In 2024, a total of 884 Practising MLTs successfully completed the Practice Review audit, and 143 Practising MLTs submitted an approved Stage 2 Professional Portfolio audit.

Congratulations to everyone who completed their audits! These achievements reflect your continued commitment to self-reflection and adherence to best practice standards. Currently, Quality Assurance staff are busy reviewing the 2025 Stage 1 Professional

Portfolio submissions. Over 5600 submissions have already been approved. Registrants are notified by email when the review of their submission is completed.

Looking ahead to Summer 2025, Registrants will be selected for the 2025 audits in accordance with the approved Quality Assurance Program (QAP) audit criteria. Registrants selected for audit will be notified by both email and letter mail. We encourage all Registrants to log in and ensure that their contact information in their CMLTO account is up-to-date.

If you have any questions about the QAP or need support with your Professional Portfolio, please contact QAP department by email at **qualityassurance@cmlto.com**.

New Infographic Available!

QAP staff have a created a new infographic highlighting laboratory roles and responsibilities in the medical laboratory science sector. Based on insights from a 2023 survey, this visual summary explores key practice changes across laboratory professions.

Take a look at the infographic to see how the professions are evolving.



New Human Health Resources Report!

CMLTO is pleased to announce the release of the 2024 Human Health Resources Report (HHR Report). This report is developed by compiling data collected from CMLTO Registrants during the annual registration renewal process. It includes detailed practice information such as employment, specialties, general demographics and the provision of clinical education.

Read the 2024 HHR Report **here**.

New Professional Practice Resource Coming Soon!

QAP staff are currently developing a new Professional Practice resource designed to support Registrants in creating effective Learning Goals. As a reminder, all Practising Registrants must submit an approved Stage 1 Professional Portfolio, which includes at least

two learning goals, by March 31st each year. Stay tuned for tools to help you meet this requirement!



Request a CMLTO Speaker

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

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.**

Upcoming Office Hours

Please note that the CMLTO office will be closed on the following days this season:

Monday, August 4, 2025 (Civic Holiday)

Monday, September 1, 2025 (Easter Monday)

The CMLTO office will also be open between **8:30 am - 12:00 pm** only on the following days this season:

Friday, August 1, 2025

Friday, August 29, 2025

LEADERSHIP ACCOUNTABILITY EXCELLENCE

College of Medical Laboratory Technologists of Ontario

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