



Board highlights

The CMLTO Board took the following actions at its meeting on December 8, 2025:

- Approved the Minutes of the September 22 & 23 CMLTO Board Meetings
- Approved the Monitoring Reports from the following Statutory Committees:
 - Executive Committee
 - Fitness to Practise Committee
 - Inquiries, Reports and Complaints Committee
 - Quality Assurance Committee
 - Registration Committee
 - Patient Relations Committee
- Accepted the Board Chair's Incidental Briefing Report
- Accepted the Academic Member's Incidental Briefing Report
- Accepted the Board Governance Scorecard – (Q3) 2025
- Received an update on:
 - The CMLTO Governance Modernization Plan
 - The 2025 CMLTO Board Elections
 - The Updated Board Policy Champion Assignments for 2025
 - Current strategies to achieve MLA/T regulation
 - CAMLPR Integration / Professional Standards
- Accepted the CMLTO Health Human Resource Framework report
- Accepted the 2025 CMLTO Statutory Committee Evaluation report
- Accepted Incidental Reports from Committee Members Attending External Events:
 - HPRO Discipline Orientation Workshop Basic Session / S. Cote Girard
 - HPRO Discipline Orientation Workshop Basic Session / L. Lindner
 - HPRO Discipline Orientation Workshop Basic Session / M. Basiri
 - HPRO Discipline Orientation Workshop Advanced Session / T. Garshowitz-Dong
- Accepted the Registrar & CEO's Report on Nominations of Candidates for 2026 Board Officer Positions
- Elected the 2026 CMLTO Board Officers:
 - Karen Persad – 2026 CMLTO Board Chair
 - George Broukhanski – 2026 CMLTO Board Vice Chair, Professional
 - Tammie Rix – 2026 CMLTO Board Vice Chair, Public
- Participated in an Orientation Session regarding Board role, dynamics, culture, and development
- Reviewed the 2025 Board Effectiveness Self-Evaluation and Individual Board Member Assessment results
- Approved the Monitoring Reports for three High Level Ends Policies:
 - High Level Ends Policy 1 – Public Trust in Health Professions Regulation



- High Level Ends Policy 2 – Accountable Professionals
- High Level Ends Policy 3 – Effective Regulation with the Health System
- Approved the Registrar & CEO Executive Limitations Monitoring Reports for:
 - EL II-11 Financial Condition Policy
 - EL II-20 Signing Authority / Authorization of Expenditures Policy
 - EL II-45 Communication & Support to the Board Policy
- Accepted the Registrar & CEO Incidental Briefing / Environmental Scan Report
- Received the CMLTO Cybersecurity Assessment Report
- Received the Registrar & CEO Performance Appraisal Self-Assessment Presentation
- Received information about the Registrar & CEO's Performance Evaluation Planning
- Recognized departing Board members Helen Meaney, Paula Curti, and Shweta Pant, highlighting their key achievements and contributions to the CMLTO Board of Directors, Statutory Committees, and Board Mentorship Program over the years

The CMLTO Board took the following actions at its meeting on December 9, 2025:

- Approved actions associated with the CMLTO Board Competency Framework Implementation Plan Step 2:
 - Approved proposed revisions to the CMLTO By-Law to incorporate the CMLTO Board Competency and Leadership Characteristics Profile and related competency-based eligibility requirements
 - Endorsed the CMLTO Board Competencies and Leadership Characteristics Self-Assessment for use in the 2026 CMLTO Board Election process
 - Approved the circulation of proposed amendments to the CMLTO By-Law to all Registrants
- Received an update on the CMLTO 2024 and 2025 Ongoing Perpetual Board Careholdership Linkage/Engagement Plan
- Received the R/CEO's 2026 Ends Policy interpretations and acknowledged the interpretations as reasonable
- Received an orienting introduction and contributed to the 2026 Integrated Board Strategic Agenda and Board Goals planning
- Approved the Memorandum of Understanding between the Canadian Alliance of Medical Laboratory Professional Regulators (CAMLPR) and the College of Medical Laboratory Technologists of Ontario (CMLTO)
- Reviewed and approved amendments to Governance Process Policy: GP IV-35.02 Board & Committee Member Honoraria and Expense Policy
- Approved the Registrar & CEO Executive Limitations Monitoring Report for:
 - EL II-09 Investment Policy
- Received verbal Board Meeting Monitor reports from the December Board Meeting Monitors