



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



Dear CMLTO Registrants,

On behalf of the Board of Directors, I am pleased to welcome you to the last issue of *FOCUS* for 2025 and to share several important updates from the College that have taken place over the fall and early winter months.

I am pleased to share that the Board has completed all planned engagement sessions for 2025 as part of our broader Careholder Linkage Plan. These sessions connect the Board with the College's key partner groups to share information, seek input on systems-level issues and help inform governance functions. We are grateful to all Registrants who participated and contributed their perspectives to these meaningful discussions. Your engagement plays a vital role in contributing to our strategic discussions.

I would also like to draw your attention to the November and December Board meeting highlights, included in this issue. Board meetings are an important part of the College's governance framework, providing oversight, setting strategic direction, and ensuring decisions remain focused on serving and protecting the public interest. Sharing highlights helps maintain transparency and keeps Registrants informed about the Board's work.

This issue also includes profiles of the 2026 Board Officers, offering insight into the experience and leadership they bring to their roles. I would like to extend a warm welcome and sincere thanks to our new Board members as they begin their terms of service.

Finally, I invite you to take a moment to view the College's updated video on the new public register, featured in this issue. It provides a helpful—and engaging—overview of recent enhancements designed to improve access to information for the public and Careholders.

Thank you for your continued professionalism, engagement, and commitment to the medical laboratory profession. I wish you a safe and restful winter season.

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 approach the end of 2025, I would like to thank you for your continued professionalism, dedication, and commitment to public safety. This final issue of FOCUS for the year highlights several important initiatives and deadlines as we prepare for the year ahead.

First, I would like to remind all Medical Laboratory Technologists (MLTs) and Voluntary Roster (VR) Affiliates that the 2026 Annual Registration Renewal is currently underway. Renewal opened on November 1, 2025, and all Registrants and VR Affiliates must complete their renewal online by December 31, 2025, at 11:59 p.m. EST. While extended Registration support hours will be available, I strongly encourage you to complete your renewal as soon as possible. Maintaining your registration is a professional responsibility and an essential part of protecting the public interest.

This issue of FOCUS also highlights an important consultation on proposed revisions to the College's By-Law, open until January 26, 2026, at 4:30 p.m. EST. The proposed changes relate to the incorporation of a competency-based Board member eligibility requirement. Moving to a competency-based Board supports effective governance by ensuring the

Board has the right mix of skills, experience, and perspectives to guide the organization through a complex and evolving healthcare environment. I encourage you to review the consultation materials and share your feedback. Your voice and expertise are vital in helping shape decisions that strengthen the profession and protect the public.

Finally, I am pleased to share an update on the CMLTO Privacy Campaign, which focuses on supporting MLTs in protecting patient privacy and confidentiality. Safeguarding personal health information is fundamental to professional practice and is guided by legislation, ethical obligations, and the College's Standards of Practice and Code of Ethics. Ahead of the full campaign launch in early 2026, we are sharing two key resources: an educational one-pager on privacy and confidentiality, and the Inquiry, Complaints, and Reports Committee Policy on Privacy. These resources are intended to support your understanding of privacy obligations and the College's approach to addressing privacy breaches.

As we look ahead to the new year, I encourage you to take time to engage with these resources, participate in consultations, and complete your renewal requirements.

On behalf of the College of Medical Laboratory Technologists of Ontario, thank you for the critical role you play in Ontario's healthcare system. I wish you a safe, restful, and well-deserved holiday season, and I look forward to working together in 2026.

Sincerely,

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

Registrar & CEO

2026 CMLTO Annual Renewal for MLTs and VR Affiliates

The CMLTO's Annual Registration Renewal began on **November 1, 2025**. Renewal notices were sent by mail and email to all registered Medical Laboratory Technologists (MLT) and Voluntary Roster (VR) Affiliates in October 2025. All MLTs and VR Affiliates must renew their registration online by **December 31, 2025, at 11:59 p.m. EST**. Extended support hours will be provided by CMLTO Registration staff between December 29th and December 31st from 8:00 a.m. to 8:00 p.m. However, please consider completing your renewal well in advance of the December 31st deadline.

To complete the renewal process, follow this link and carefully read the instructions [here](#).

Login to your [CMLTO Online Services](#)

- Username: Your Username is the email address you have registered with the CMLTO (unless you have updated it).
- Password: If you have forgotten your password or it is your first time logging in, click the Forgot password button and enter your email address. You will receive an email that contains a link to reset your password.

Please note that it is your professional responsibility to ensure that your registration is renewed with the College to remain in good standing as an MLT or CMLTO VR Affiliate in Ontario.

If you have any questions or experience technical issues, please contact the Registration department by email at registration@cmlto.com.

Your Identity Matters: Optional Self-Identification in the 2026 Annual Renewal

During the 2026 Annual Renewal, Registrants will see a few questions about their identity. For any question you can choose “Prefer not to answer,” or you can update your responses in the future through your CMLTO profile.



By sharing your information, you help CMLTO strengthen fairness and accessibility for everyone. To learn more please review the [CMLTO's Annual Renewal Update: Sharing Self-Identification Information](#) which is available on www.cmlto.com.

CMLTO By-Law: Incorporation of Competency-Based Board Member Eligibility Requirements

The College of Medical Laboratory Technologists of Ontario (CMLTO)'s authority comes from the *Regulated Health Professions Act, 1991*, and the *Medical Laboratory Technology Act, 1991*. The College's By-Law helps ensure its operations run smoothly, effectively, and transparently as it carries out this mandate.

From now until January 26, 2026 at 4:30 PM EDT, we are inviting our key partners, including Registrants and members of the public, to participate in a unique consultation opportunity regarding revisions to the By-Law related to the Incorporation of Competency-Based Board Member Eligibility Requirement. Moving to a competency-based Board is important because it ensures decisions are informed by the right mix of skills, experience, and behaviors needed to effectively govern the organization, adapt to change, and deliver sustainable outcomes.

Any input received from this consultation will be considered prior to the approval of the revised CMLTO By-Law.

- A letter explaining the proposed changes to the CMLTO By-Law and the process for providing feedback can be accessed [here](#).
- Explanatory notes for the proposed changes to the CMLTO By-Law can be accessed [here](#).

This is your opportunity to bring your voice, ideas, and expertise to help guide meaningful decisions that protect the public and strengthen the medical laboratory profession!

CMLTO Focus Group Insights: Strengthening Public Safety, Trust, and the Laboratory Workforce

In 2025, the CMLTO Board of Directors undertook a series of focus groups with key Careholder groups—including MLT employers, members of the public, and Medical Laboratory Technologists (MLTs)—as part of its Careholder Linkage Plan. These sessions provided valuable insights into the priorities, concerns, and expectations of those directly and indirectly impacted by medical laboratory practice in Ontario.

The insights gathered from these focus groups reaffirm the College's commitment to public protection, professional accountability, and workforce sustainability. By engaging employers, the public, and MLTs, the CMLTO Board is better positioned to prioritize strategies that:

- Advance the oversight of medical laboratory assistants and technicians;
- Support workforce planning and innovative staffing models to address shortages and burnout;
- Enhance transparency and public awareness of the laboratory system;

- Promote continuous professional development and collaboration across the health sector.

Through these efforts, the CMLTO continues to ensure that public safety, trust, and high-quality laboratory services remain at the forefront of its work.

Updated Informational Video on CMLTO Public Register

CMLTO staff have released an updated video about navigating the Public Register.

The Public Register is an important transparency and accountability tool that provides key information about CMLTO Registrants in one place, including registration status, practice specialties, place of employment, and any discipline findings, where applicable. The Public Register allows members of the public, employers, and other key partners to verify whether an MLT is authorized to practise.

As the Public Register was recently updated as part of the College's broader technological infrastructure modernization, this video resource was developed to help Registrants feel confident and informed when navigating the tool. The video explains how to access the Public Register, what information is displayed, and why Colleges are required to maintain this resource.

We invite you to access the video [here](#).



College Governance Updates



November Board Meeting Highlights

The CMLTO Board of Directors met for an additional Board meeting on November 21, 2025 in person and virtually. This CMLTO Board Meeting was held to facilitate generative, strategic thinking regarding two primary areas of focus, among other Board business:

- The outcomes of the CMLTO External Assessment of Board Effectiveness, and
- Board acceptance of the CMLTO Artificial Intelligence (AI) Strategy, Governance Framework, and Implementation Plan, including continued Board orientation and learning regarding Artificial Intelligence (AI).

2025 External Evaluation of Board Effectiveness Outcomes and Recommendations

Karen Persad, CMLTO Board Chair, presented a summary of the 2025 External Evaluation of Board Effectiveness Outcomes and Recommendations provided by the external vendor, Governance Solutions Inc., to the overall Board. All key outcomes and recommendations of this evaluation were presented to the Board, alongside the Executive Committee's general feedback about the recommendations. Board Members raised questions and provided their input about the evaluation's outcomes and recommendations, including indicating support for specific recommendations. This work will inform continued governance modernization at the CMLTO, including the Board's Integrated Board Strategic Agenda (IBSA) and Board Goals for 2026 and beyond.

CMLTO Artificial Intelligence (AI) Strategy, Governance Framework, and Implementation Plan

The Board Futurist Paul Smith, Founder of Future Directors, addressed the Board with a fulsome session providing an overview of Artificial Intelligence (AI) Opportunities, Risks, and Emerging Trends. The session goals included demystifying AI, building confidence to

use and question AI responsibly in governance contexts, and to provide context and orientation from which the Board could discuss and approve CMLTO policy in this area. The Board had completed a pre-meeting survey, with the results – including the Board’s main concerns and questions about AI – featuring prominently in the session. This built upon prior orientation provided to the Board of Directors with more in-depth learning from a leading expert in the field.

Maggie Cakar, Governance Specialist, CMLTO, addressed the Board with a presentation regarding Advancing Responsible Artificial Intelligence at CMLTO emphasizing strategy and governance. Throughout the agenda item, the Board carried a series of motions including approving the CMLTO Artificial Intelligence (AI) Strategy and the CMLTO Artificial Intelligence (AI) Governance Framework. In this session, the Board approved a new Executive Limitations Policy EL II-60 Use of Artificial Intelligence (AI) Policy. The Board was then briefed with a high-level overview of the CMLTO Artificial Intelligence (AI) Implementation Plan 2025-2027.

According to Paul Smith, the CMLTO is at the top 5-10% of companies globally with respect to its Artificial Intelligence (AI) policy and approach. This significant achievement marks both responsible governance and continued governance modernization.

Interim Vice-Chair, Professional

At the November Board meeting, the CMLTO Board of Directors accepted the election of Board member George Broukhanski as the Interim Vice-Chair, Professional for the remainder of 2025.

December Board Meeting Highlights

The CMLTO Board of Directors met on December 8 and December 9, 2025 in person and virtually.

The CMLTO Board meetings are significant events because they are when the Board discusses matters related to the strategic direction, Ends (Critical Outcomes) Policies, monitor organizational achievement, and advance their own governance processes.

Some keystone highlights from the meetings include:

Election of 2026 Board Officers

The Board of Directors elected the 2026 Board Officers:

- Karen Persad – Continuing as 2026 CMLTO Board Chair
- George Broukhanski – 2026 CMLTO Board Vice-Chair, Professional
- Tammie Rix – 2026 CMLTO Board Vice-Chair, Public

Board Learning & Development

The Board received orientation regarding CMLTO Governance Approach – Board Role, Dynamics, Culture, and Development. This learning was facilitated through pre-meeting video learning included in the meeting agenda and package, as well as in-meeting learning through discussion, the application of a case example story, and an activity using breakout groups and report backs. The orientation session emphasized four key focuses: Board Chair leadership and character, decision-making discipline and courage, Board culture and emotional regulation, and whole-Board shared responsibility. The session emphasized the importance of continually fostering a Board culture with effective group dynamics as well as the need to make decisions as an overall Board.

Monitoring of Organizational Achievement in 2025

Much of the December Board meeting was focused on monitoring the organization's performance in 2025. This monitoring occurs through the review of evidence provided by the Registrar & CEO as their performance is synonymous with organizational performance under the Board's governance approach.

At the meeting, the Registrar & CEO presented their Ends (Critical Outcomes) Policies monitoring reports, a series of Executive Limitations Monitoring Reports, and finally their 2026 interpretations of the Board's directions into the new year. All reports were accepted as demonstrations of reasonable achievement of the Board's policies, and the 2026 Ends interpretations were accepted as reasonable, establishing the foundation upon which CMLTO staff will define their operational initiatives for the coming year. Stay tuned with the CMLTO's external channels to stay up-to-date with how these operational outcomes progress and how this impacts your practice as an MLT.

One Year of Board Meeting Livestreaming

The December Board of Directors meetings were once again broadcasted to the public via the CMLTO's Public YouTube Channel (@CMLTOntario). The livestreaming of Board meetings was undertaken as part of CMLTO's ongoing efforts to increase accessibility and transparency of information to the public of Ontario. The December Board meeting marked one year of the meetings being broadcasted to the public. CMLTO is increasingly engaged with the Public through initiatives of this nature alongside its broader CMLTO Perpetual Ongoing Linkage/Engagement Plan.

We encourage you to watch these broadcasts on Board meeting days and witness this progressive effort to achieve greater transparency and connection with each of the CMLTO's key partner groups. To tune in, visit the [CMLTO YouTube channel](#) on Board meeting days at the time we indicate on our [website](#) and social media channels.

Further information on the other actions taken by the Board of Directors at any of its meetings are available [here](#).

Results of the Call for Nominations for Election to the 2026 CMLTO Board of Directors

The results of the Call for Nominations for Election to the 2026 CMLTO Board of Directors are as follows:

Call for Nominations for Election to the 2026 CMLTO Board:

In accordance with CMLTO By-Law / Section 4.4 Election of Board Members, a call for nominations for election to the CMLTO Board was published in Issue 1 of FOCUS and posted on our website for 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

Nomination Forms Received by the Deadline:

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

District 2 - Central West Region

Three (3) nominations were received. An online election for the professional CMLTO Board Member position on the Board of Directors in Electoral District 2 – Central West Region started on August 29, 2025, and ended on October 3, 2025.

Nomination Result:

Krista Unruh is declared elected for a three-year (3) term on the CMLTO Board of Directors commencing January 1, 2026, and ending on December 31, 2028.

District 3 - Metropolitan Toronto Region

One (1) nomination was received.

Nomination Result:

James Jose is declared elected by acclamation for a three-year (3) term on the CMLTO Board of Directors commencing January 1, 2026, and ending on December 31, 2028.

District 4 - Central East Region

Two (2) nominations were received. An online election for the professional CMLTO Board Member position on the Board of Directors in Electoral District 4 – Central East Region started on August 29, 2025, and ended on October 3, 2025.

Nomination Result:

Matthew Wong-Fung is declared elected for a three-year (3) term on the CMLTO Board of Directors commencing January 1, 2026, and ending on December 31, 2028.

District 8 - Registrant-at-Large

One nomination was received.

Nomination Result:

Imaya Vithana is declared elected by acclamation for a three-year (3) term on the CMLTO Board of Directors commencing January 1, 2026, and ending on December 31, 2028.

The CMLTO Board of Directors extends its congratulations to its newly elected Members!

2026 Board Meeting Dates

Below are the upcoming CMLTO Board meeting dates for 2026:

Thursday, February 12 & Friday, February 13, 2026

Monday, April 13, 2026

Monday, May 25 & Tuesday, May 25, 2026

Monday, September 14 & Tuesday, September 15, 2026

Monday, December 7 & Tuesday, December 8, 2026

To remain up-to-date with upcoming Board meeting dates and details, [visit the page on our website](#).

2026 Board Officer Profiles



Karen Persad, CMLTO Board Chair

Continuing as 2026 Board Chair, Karen Persad fills the Electoral District 5: East Region position on the CMLTO Board of Directors. Karen's term of office runs until December 31, 2027.

Karen is a senior MLT, Cytogenetics and Molecular Genetics at Kingston Health Sciences Centre.

They received their Bachelor of Science in Cell and Molecular Biology from the University of Toronto.



Tammie Rix, CMLTO Board Vice-Chair, Public

Elected as 2026 Board Vice-Chair, Public, on the CMLTO Board of Directors, Tammie's term of office runs until December 19, 2028.

Tammie is a Public member of the Board, appointed by the Ontario Provincial Government.

They majored in Business Management and International Trade, Regent School of Business, Australia.



George Broukhanski, CMLTO Board Vice-Chair, Professional

Elected as 2026 Board Vice-Chair, Professional, George Broukhanski fills the Electoral District 4: Central East Region position on the CMLTO Board of Directors. George's term of office runs until December 31, 2026.

George is a Molecular Specialist at OAHPP Toronto Public Health Laboratory.

They received their Master of Science in Genetics at Moscow State University and a PhD in Microbiology at the

College Program Area Updates

Registration



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.

Proof of Registration Status

In past years, CMLTO included a member's registration status on their annual renewal payment receipt, and some MLTs used this as proof of registration. We no longer provide registration details on payment receipts or issue separate confirmation letters.

For the most up to date information, MLTs and employers should now use the [CMLTO Public Register](#), which is the sole source of verified registration status.

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](#).

CMLTO Privacy Campaign: Newly Developed Resources and Key Information

The CMLTO is in the midst of working on a campaign dedicated to developing educational and practice resources related to protecting patient privacy.

Protecting patient privacy and confidentiality is fundamental to MLT practice. MLTs must handle personal health information (PHI) carefully and responsibly, following the law, ethical standards, along with CMLTO's Standards of Practice and Code of Ethics.

The fulsome campaign is going to be launched in early 2026, but before then, we are pleased to share 2 key resources with you, our MLT employers:

- An [educational one-pager](#) that contains key terms, concepts, and resources dedicated to protecting patient privacy and confidentiality. You can access a French copy of the one-pager [here](#).
- [Inquiry, Complaints, and Reports Committee \(ICRC\) Policy 08: Privacy](#). This policy explains how CMLTO addresses privacy breaches by MLTs, treating them as professional misconduct. It outlines the process for investigating breaches and possible consequences, including education, mentorship, or referral to the Committee, to ensure patient confidentiality is protected.

As an MLT Registrant, you are responsible for adhering to privacy and confidentiality standards at all times in your professional practice. We encourage you to carefully review the resources above to ensure you are informed and aware of your obligations related to maintaining privacy and confidentiality. Additional information will be shared in the new year as part of a fulsome campaign.

Quality Assurance

Practice Review (PR) Audit Update

The CMLTO Quality Assurance Program (QAP) conducted its annual Practice Review (PR) audit. In total, 1139 Registrants completed the PR audit in 2025. Congratulations again to all Registrants who successfully completed their audits! The overall average score for the audit was an impressive 97%.

The Professional Portfolio audit is ongoing. Registrants selected for the Professional Portfolio audit must submit their completed Stage 2 portfolio by December 31, 2025. QAP staff have received 500+ submissions so far from Registrants and will continue to review portfolios as they are submitted.

If Registrants are unsure whether they were selected for the Stage 2 audit or what edits are required, please check the alert at the top of their CMLTO account (shown below). QAP staff will continue to provide support and guidance to Registrants as they complete their Stage 2 audits.

John Doe
Registrant Type MLT Registrant Paid through 2025-12-31

You were randomly selected for the CMLTO Quality Assurance Au
2025 Professional Portfo

Your 2025 Stage 2 Professional Portfolio is: **Requires Edit**
[View Feedback](#)

Please note, all Practising Registrants are required to maintain an up-to-date Professional Portfolio; but only those randomly selected for the Stage 2 audit are required to submit it for review.

If you have any questions about your portfolio audit, or require a coaching session, please email qualityassurance@cmlto.com.



Interprofessional Collaboration (IPC) Case Studies

The Interprofessional Collaboration (IPC) Case Studies were recently updated to be more user-friendly and to better reflect current MLT practice.

The cases use scenario-based learning and discussion questions to promote critical thinking and strengthen IPC knowledge and skills. Important themes include specimen integrity, unprofessional communication, and strategies for managing confrontation.

MLTs are encouraged to review the updated case studies and may also claim them as Professional Development hours.

Click [here](#) to access the updated case studies!

Access to the 2026 Professional Portfolio

The 2026 Professional Portfolio will be launched and available for all Registrants and VR Affiliates starting on **January 6, 2026**.



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 day this season:

January 1st, 2026

Please note that the CMLTO office will be open from 8:30 - 12:00 on the following day this season:

December 31, 2025

