



Address from CMLTO Board Chair, Karen Persad



Dear Laboratory Employers of Ontario,

Welcome to the first issue of the CMLTO Employer Newsletter for 2026. On behalf of the College of Medical Laboratory Technologists of Ontario (CMLTO), I would like to thank you for taking the time to read this publication. We recognize that many of you are also included in the FOCUS newsletter distribution, which is primarily intended for Medical Laboratory Technologist (MLT) Registrants. This Employer Newsletter, however, is uniquely tailored to you as employers and is designed to highlight updates, resources, and considerations through

the distinct lens of your role within the healthcare system. We invite you to reflect on these topics as they relate specifically to your responsibilities in supporting, hiring, and working alongside MLT professionals. For many of you, spring ushers in the beginning of the new fiscal year, and we invite you to consider CMLTO reports and publications as useful tools to inform your upcoming fiscal strategic planning initiatives.

As the Board continues to build and modernize our own governance capacity, I would like to draw your attention to the current call for nominations for the 2027 CMLTO Board of Directors, which is included in this newsletter issue. We encourage you to consider this opportunity personally, if you are eligible, or to share it with members of your teams who may be interested. Serving on the CMLTO Board of Directors is a meaningful way to contribute to the future of the profession in Ontario. Board members play a direct role in shaping the College's strategic direction, while also gaining valuable experience in leadership and governance.

Speaking of Board activities, we encourage you to tune into the livestream of our upcoming Board meetings. Board meetings are an important mechanism through which decisions impacting the regulation of the profession are discussed and made, by means of appreciative inquiry, respectful dialogue, and a consensus building approach. As employers, staying engaged with these meetings provides valuable insight into regulatory priorities and strategic initiatives. Observers are welcome to watch livestream broadcasts via CMLTO's public YouTube channel on designated meeting days. Please read further into this issue for more information.

Finally, I would like to highlight a valuable resource available to you as employers: the CMLTO Job Posting Service (details included in this issue). This service is designed to help you connect with qualified Medical Laboratory Technologists across Ontario, as you plan for your laboratory human resources needs.

Thank you for your continued partnership and for the important role you play in supporting safe, effective laboratory services across Ontario.

Sincerely,

Karen Persad, BSc, MLT, C.Dir

CMLTO Board Chair

Address from Registrar and CEO, John Tzountzouris

Dear MLT Employers of Ontario,

I am pleased to connect with you through this edition of the CMLTO Employer Newsletter and to thank you for your continued engagement with the College and your commitment to supporting Medical Laboratory Technologists (MLTs) in delivering safe, high-quality care across Ontario.

In this issue, we are introducing a new opportunity to connect more directly through an informal question and answer style discussion with myself, moderated by our Corporate Communications staff. While details are not yet finalized, this initiative is intended to create an open and informal forum for discussion on relevant topics that would be of interest to you. As this is the first time we are exploring this format, we are seeking your input to help shape the session. If you are interested in participating, I encourage you to read further and complete the short survey to share your availability and the topics you would find most valuable for discussion.



We are also pleased to highlight the results of our recent privacy campaign, which was shared across our website and social media channels. This campaign focused on reinforcing the importance of privacy and confidentiality in laboratory practice and included practical resources designed to support Registrants and employers alike. We encourage you to explore these materials and consider how they may be used or shared within your organization to support best practices in managing personal health information.

Additionally, this newsletter features an important update from the Laboratories and Diagnostics Branch of the Ontario Ministry of Health. A newly released guidance document provides an interpretation of Ontario Regulation 45/22 as it relates to the definition, qualifications, and responsibilities of a Laboratory Technician. This resource may be particularly helpful if you are currently hiring or planning to hire Laboratory Technicians, as it outlines key expectations and considerations to support appropriate role utilization. I encourage you to review the document for further details.

Lastly, I encourage you to read further about requesting a speaker on behalf of the College to visit your respective laboratories. CMLTO staff are happy to discuss information-sharing initiatives on a variety of topics. Topics can include, but are not limited to, the role of the College, the CMLTO Quality Assurance Program, the Voluntary Roster initiative, interprofessional collaboration, and more.

Thank you again for your ongoing partnership and for the important role you play in Ontario's laboratory system.

Sincerely,

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

Registrar & CEO

Engagement Opportunity with CMLTO Registrar & CEO

We are considering hosting an informal question and answer discussion with CMLTO's Registrar & CEO, John Tzountzouris, moderated by Corporate Communications staff.

The purpose of this informal discussion would be to share useful information with MLT employers and address any questions you may have about the College, governance structure, public protection mandate, and other related topics.

Prior to initiating the plans, we wanted to assess overall interest in this initiative, gain a sense of the information you would like to know from John, along with the time of year and date that interested parties would be available.

If this is something you would participate in, please [follow this link](#) and complete the required information.



Request a CMLTO Speaker to visit your Lab!

The CMLTO is committed to building relationships with Registrants, other health regulatory Colleges, the public, and other key partners.

Did you know that the CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, interprofessional collaboration, the CMLTO Quality Assurance Program, and the Voluntary Roster of Registered Medical Laboratory Technicians?

To request a CMLTO speaker to deliver a presentation, please email communications@cmlto.com.



Ministry of Health Resource on Laboratory Technician Duties and Responsibilities

The Laboratories and Diagnostics Branch of the Ontario Ministry of Health released an important guidance document regarding the duties and responsibilities of a Laboratory Technician.

This document offers an interpretation of Ontario Regulation 45/22, which is where a “Laboratory Technician” is defined in regulation. It also contains Laboratory Technician qualifications, requirements, and skills.

You may find this document helpful to consult if you're in the process of, or are considering, hiring Laboratory Technicians in the coming year. Access the document [here](#).

Update on Examination Pathways for MLT Applicants: Use the CMLTO Public Register to Determine MLT Specialties

Starting on **March 31st** of this year, all individuals who want to challenge national entry-to-practice competency examinations must challenge the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) Fields-of-Practice Competency Assessments (Examinations). [Visit the CAMLPR website](#) for more information about the different Fields-of-Practice.

CAMLPR examinations are designed to evaluate the competencies outlined in the Competency Profiles, which are required for safe and effective entry-level practice. **The overall process provides an assessment framework that allows applicants to pursue registration in one or more MLT fields of practice.**

It is possible that individuals may not pass all the fields of practice examinations that they challenge. In the event that this happens, **individuals will only be authorized to practice in the fields-of-practice examination specialty that they have passed.**

As an MLT employer, you are encouraged to consult the CMLTO Public Register to determine which specialties an MLT is authorized to practice in.

[Access the CMLTO Public Register Here](#)

Results of Privacy Campaign and How to Share Key Resources

Due to the growing importance of data protection in the evolving landscape of privacy legislation, as well as a significant increase in mandatory reports of privacy breaches by MLTs reported to the CMLTO Professional Conduct team, CMLTO developed an educational “Privacy Campaign” that ran in early 2026.



This initiative was designed to reinforce the importance of all laboratory professionals to vigilantly safeguard sensitive information and the consequences to Registrants (i.e. professional misconduct investigation) if they fail to maintain someone's privacy. The goal was to share information and boost awareness about privacy related concerns regarding MLT practice and to provide access to resources they need to prevent privacy and confidentiality breaches.

As MLT employers, we feel it is important to share with you that the campaign was very successful overall. It was effective in raising awareness of the issue and motivated Registrants to engage in tailored privacy-related content on our website. We encourage you to share this information within your teams and support your employees in understanding privacy obligations and preventing breaches. Resources on our website include:

- An **educational one-pager** that contains key information about MLT practice, privacy, and confidentiality. This resource contains definitions about Circle of Care, privacy breaches, what constitutes a privacy breach, consequences of privacy breaches, and more.
- Accessible information about the ***Personal Health Information Protection Act, 2004***.
- Access to ICRC Policy 08: 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.
- Access to a new Professional Practice Learning Program Module dedicated to privacy: This resource describes the concepts of confidentiality and privacy, including privacy principles, relevant legislation, and a case study for Medical Laboratory Technologists (MLTs) to self-reflect on their practice.

All of the resources detailed above are included on the [following page of our website](#). You are welcome to consult the information and share each of the resources within your respective teams.

2026 Board Meeting Dates

Below is information pertaining to the upcoming CMLTO Board meetings this year:

- Thursday, February 12 & Friday, February 13, 2026
- Monday, April 13, 2026 (please note that this Board meeting will **not** be livestreamed)
- Monday, May 25 & Tuesday, May 25, 2026
- Monday, September 14 & Tuesday, September 15, 2026
- Monday, December 7 & Tuesday, December 8, 2026

2026 CMLTO Board meeting dates are listed on the [CMLTO website](#). Observers may watch livestream broadcasts of the meetings through CMLTO's Public YouTube Channel (@CMLTOntario). To tune in, visit the [CMLTO YouTube channel](#) on Board meeting days at the time we indicate on our [website](#) and social media channels.

Call for Nominations for 2027 Board of Directors

The CMLTO is currently accepting nominations from eligible Registrants to serve on the Board of Directors in the following districts:

For regular election:

- Electoral District 2 – Central West Region (Term: January 1, 2027 – December 31, 2029)
- Electoral District 4 – Central East Region (Term: January 1, 2027 – December 31, 2029)

For By-Election (special election):



- Electoral Districts 3 – Metropolitan Toronto Region (Term: January 1, 2027 – December 31, 2027)
- Electoral District 7 – North-West Region (January 1, 2027 – December 31, 2027)

We recommend considering this opportunity or sharing this opportunity with your respective teams. Serving on the CMLTO Board of Directors is a unique experience to play an active role in shaping the future of the MLT profession in Ontario and have a direct voice in setting the strategic direction of the College. It is also a fantastic opportunity to develop leadership, networking, and strategic thinking skills.

CMLTO has put together a [Board Elections Information Guide](#) with some key information about what is involved with serving on the board. We encourage you to reference this document or share it broadly with those who you feel would be interested in this opportunity. We also have information [available on our website](#) about Board member responsibilities, eligibility criteria, electoral district maps, election schedules, as well as the election process.

The deadline for nomination forms is **Friday, May 29, 2026, 4:30 p.m. (EST)**.

Did You Know? CMLTO Offers a Job Posting Service for Laboratory Employers

The CMLTO offers a dedicated service to help you find qualified Medical Laboratory Technologists (MLTs)?

Share Your Openings with Us

You can submit your job postings—complete with your contact details—in PDF or Word format to corporateservices@cmlto.com. Once approved, your listing will then be live on the CMLTO website for **30 days**, giving your opportunity great visibility for a fee of **\$357.14 + HST** per posting.

Learn More

The CMLTO's webpage on Job Posting Resources brings together essential hiring guidance, including:

- Information on **hiring recent graduates**, allowing new MLTs to begin working as lab assistants or technicians while awaiting their Practicing Certificate of Registration with the CMLTO.
- A reminder for employers to **verify MLT credentials** via the **CMLTO Public Register**. Employers are also notified if any MLTs in their facility are suspended—for example,

due to non-payment of fees—and are reminded that MLTs must report changes in personal or employer information.

- Access to the **Voluntary Roster of Registered Medical Laboratory Technicians**, ideal for considering medical laboratory assistants and technicians until they become regulated professionals.

Our stated and general requirements for postings are:

1. Placement located within the province of Ontario
2. Qualifications state that the applicant must be registered in good standing with the College of Medical Laboratory Technologists of Ontario (CMLTO)

Boost Your Reach via LinkedIn (and More!)

CMLTO amplifies job postings via our social media channels including LinkedIn, with monthly posts shared in bulk for even broader visibility. This is a powerful way to connect with professionals where they engage daily.

Want to Maximize Your Impact?

- Submit early: Ensure your posting is online for the full 30-day duration.
- Leverage social media: Highlight your post on your company's LinkedIn and/or Twitter for added reach.
- Include key details: Clearly outline your role's scope, required credentials, and next steps—this makes it easier for potential candidates to connect with you.

Want more information? Visit the [CMLTO Job Board and Posting an MLT Job](#) page to explore all the details and get started.



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