

Frequently Asked Questions from the February 22, 2018 CMLTO Webinar: Cytology and Histology: A Discussion About the Recently Rescinded Practice Guidelines

What is the impact of this change to those of us who are currently practicing as histology technologists or cytotechnologists?

The rescinded guidelines have no impact on your College of Medical Laboratory Technologists of Ontario (CMLTO) registration status. It would only affect you or your organization if the CMLTO Practice Guideline for Histology and/or Cytology were being used as a resource in your professional practice setting. You may need to find an alternative reference document.

If the CMLTO no longer has Practice Guidelines for Histology and Cytology does this mean we do not require a license from CMLTO, and do we now need to register with a different organization?

No, all medical laboratory technologists (MLTs) must be registered with the CMLTO in order to practice in Ontario. **The presence or absence of CMLTO practice guidelines for a given specialty has no bearing on your requirements under the *Regulated Health Professions Act, 1991*.** All MLTs in Ontario, regardless of specialty, share the same scope of practice as defined in the *Medical Laboratory Technology Act, 1991*.

What process did the CMLTO follow in deciding to rescind the Practice Guidelines for Histology and Cytology?

The CMLTO follows a deliberate and thorough process for reviewing all of our professional practice resources, on a defined review schedule. The decision to revise, rescind, or create a new professional practice resource, is based on a series of questions including:

- Is there a defined need for the professional practice resource, and if so, has this need already been addressed by another organization?
- Is the goal and/or content of the professional practice resource aligned with the CMLTO's public protection mandate?
- For existing resources, what feedback have we received from members through our various communication channels including surveys, member relations visits, and professional practice inquiries?

Based on the results of the review process, the Quality Assurance Committee passed a motion to rescind the Practice Guidelines for Histology and Cytology.



Will new guidelines be developed by the CMLTO for MLTs practising in histology or cytology?

At this time, there are no plans to develop new guidelines for MLTs practising in histology or cytology. CMLTO reviews professional practice trends regularly to identify the need to develop a particular practice guideline. CMLTO becomes aware of these trends through member surveys, dialogue with MLTs through member relations visits, professional practice inquiries, and professional conduct data. Any new professional practice guideline is assessed using the same criteria and process as the review of existing resources.

Does this mean it will be up to each individual lab to set screening limits?

Without guidelines, there is no protection against what our employer can request us to do and there is no support for MLTs practising in histology or cytology.

Every laboratory has always been responsible for setting productivity measures, regardless of the existence or non-existence of CMLTO professional practice resources. As such, any productivity matters should be addressed between the employee and their employer. CMLTO practice guidelines and resources are intended to support, not replace, the professional judgement of MLTs.

I don't feel as though I was consulted by the CMLTO prior to the Quality Assurance Committee decision to rescind the Practice Guidelines for Histology and Cytology.

The CMLTO collected member survey data from MLTs practising in histology and cytology, as well as data from professional practice inquiries. This information was reviewed prior to the Quality Assurance Committee's motion to rescind the guidelines. The Quality Assurance Committee is composed of elected professional Council members as well as Non-Council committee members, who are MLTs.