



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

Dear CMLTO Registrants,

As we move further into fall foliage colours, warm spices, and cozy sweaters, this season also brings bountiful activity in the lab. With new students to cultivate knowledge, quarterly reports of our lab progress, and harvesting resources for the next year, I would like to extend my sincere thanks to each of you for your ongoing commitment to the safe delivery of medical laboratory services across Ontario. Your work continues to play an essential role in delivering safe, competent, and ethical health care.

On September 17th, the CMLTO launched a consultation with Registrants regarding proposed changes to the By-Law related to registration fees. The consultation period will remain open until November 17, 2026, providing Registrants with an opportunity to share their feedback anonymously with the CMLTO Board of Directors. Following the consultation period, feedback

received will be reviewed by the Board at its December 2026 meeting. All Registrants were informed of this via e-blast in September, and more information about the consultation is included further in this issue of FOCUS.

As well, in this issue, you will find highlights from the September 2026 Board of Directors meeting. College governance matters are important to all Registrants, and staying informed about the Board's discussions and strategic priorities helps foster transparency and understanding of the regulatory activities that support public protection through the patient care that you provide everyday. I encourage you to take a few moments to review these updates.

Also included in this issue are the results of the Call for Nominations for the 2027 CMLTO Board of Directors. I invite you to read further to learn more about the candidates and the outcome of this important governance process. We are excited to welcome several new members to the CMLTO Board of Directors!

Finally, I would like to draw your attention to the current Call for Non-Board Committee Members to serve on CMLTO's six Statutory Committees. Eligible Registrants are encouraged to consider applying for appointment. Serving on a Statutory Committee is a valuable opportunity to contribute to the College's public protection mandate and participate in the self-regulation of the Medical Laboratory Technologist profession in Ontario. Whether we've piqued your interest, or you're a little unsure, this is a great way to get your feet wet and become engaged in regulatory processes while giving back to our profession. I encourage you to read further and learn more about the Committees and the eligibility requirements for appointment.

In the season of giving thanks, we extend our gratitude for your continued engagement with the CMLTO and for your commitment to upholding the standards of our profession. Together, we continue to strengthen public confidence in medical laboratory services and support the future of regulated health care in Ontario.

Sincerely,

Karen Persad, BSc, MLT, C.Dir

Chair, CMLTO Board of Directors



A Message from the Registrar & CEO, John Tzountzouris

Dear CMLTO Registrants,

This autumn, I would like to take this opportunity to thank each of you for your ongoing commitment to the safe, ethical, and competent practice of medical laboratory technology in Ontario. Your dedication continues to play an essential role in protecting the public and supporting our healthcare system.

This issue of FOCUS contains several important updates that I encourage all Registrants and Voluntary Roster Affiliates to review carefully.

First, I would like to remind you that the CMLTO's Annual Registration Renewal period opens on November 1, 2026. All Medical Laboratory Technologists and Voluntary Roster Affiliates must complete their renewal online by December 31, 2026, at 11:59 p.m. EST. Our renewal article enclosed includes important information regarding renewal deadlines and access to your CMLTO Online Services account. As always, I encourage you to complete your renewal well in advance of the deadline to avoid late fees and ensure your registration remains in good standing.

This issue also provides an update on the College's consultation regarding proposed amendments to the CMLTO By-Law related to registration fees. As part of our commitment to transparency and meaningful engagement, we launched a 60-day consultation with Registrants in September and encourage you to review the information and resources provided and share feedback you may have. Please read further into this issue for more information, including access to the proposed amendments themselves, explanatory notes, and

access to a report to the Board of Directors on the modelling of CMLTO financial health.

In addition, I invite you to learn more about the results of the public survey conducted during National Medical Laboratory Week this past April to better understand Ontarians' perspectives on the regulation of medical laboratory assistants and technicians. Feedback from respondents provides valuable insight into public expectations for accountability, quality, and patient safety within the laboratory system. Understanding these perspectives helps inform the College's ongoing work in the public interest and contributes to important conversations about medical laboratory regulation in Ontario.

Thank you for your continued professionalism, dedication, and commitment to public protection. I encourage you to take a few moments to explore the articles in this issue and stay informed about the initiatives and developments shaping the profession.

Sincerely,

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

Registrar & CEO

2027 CMLTO Annual Renewal will begin!

The CMLTO’s Annual Registration Renewal will begin on **November 1, 2026**.

All Medical Laboratory Technologists (MLT) and Voluntary Roster (VR) Affiliates must renew their registration online by **December 31, 2026, at 11:59 p.m. EST**. Late fee penalties will apply to renewals completed after the deadline.

Please note that, following the Board of Directors' deliberation on the current proposed By-Law changes related to registration fees, there may be a phased increase in registration fees effective January 1, 2027. If you do not renew your registration by December 31st, late fees will apply in addition to the revised registration fee. Registrants were notified of this via email on September 17th,

additional information is available on our website, and further details on the By-Law consultation are available in this issue of FOCUS. Please read further for more information.

An Annual Registration Renewal notice, including instructions on how to complete the renewal process, will be sent to all CMLTO Registrants and VR Affiliates by mail and email in October.

Please make sure you can access your CMLTO Online Services account to complete the renewal process.

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

If you have any questions, please contact the Registration staff by email at registration@cmlto.com.

2027 Renewal Receipts

Your 2027 renewal receipt is available through your CMLTO Online Services account under **Transactions & Receipts**. The receipt is your official renewal receipt and may be used for income tax purposes, where applicable.

Employer Registration Verification

Employers can verify your current registration status through the CMLTO Public Register by searching your name or registration number.

Registrant Consultation on Proposed By-Law Changes Related to Registration Fees is Underway

On September 17, 2026, the CMLTO launched a 60-day consultation with its Registrants regarding proposed changes to the CMLTO By-Law related to

registration fees. Please see detailed information about the proposed By-Law changes below:

Click here to access the Proposed Amendments to the CMLTO By-Law, Article 10 regarding fees

Click here to access the Explanatory notes regarding the proposed changes to the CMLTO By-Law, regarding Fees

Click here to access the Proposed Amendments to the CMLTO By-Law regarding Fees

Click here to access the Report to Board of Directors: Modelling of CMLTO Financial Health

The consultation runs until **November 17, 2026**, and provides Registrants with an opportunity to share feedback anonymously with the CMLTO Board of Directors.

What Happens After the Consultation?

Following the consultation period:

Feedback received will be shared with the Board of Directors without alteration, except that any identifying information will be removed prior to the Board's review.

The Board will consider the Registrant feedback at its December 2026 meeting as part of its decision-making process regarding the proposed changes to the CMLTO By-Law related to registration fees.

CMLTO Board Meeting Livestream

Did you know that CMLTO livestreams its Board meetings for public access? We also post Board meeting materials online prior to each meeting. You are invited to access the **Board materials** when they come available and

livestream in December to view the deliberations in real time. **Click here to access the CMLTO YouTube channel**.

Why Is CMLTO Reviewing Registration Fees?

CMLTO's mandate is to protect the public through the regulation of Medical Laboratory Technologists in Ontario. To fulfill this responsibility effectively, the College must maintain the financial resources necessary to support its regulatory, operational, and strategic activities.

While CMLTO has not increased its registration fees in 15 years, the Board has regularly reviewed the organization's financial position as part of its annual budgeting and planning processes. During this period, the CMLTO has met its regulatory obligations through careful stewardship of resources, operational efficiencies, and prudent reserve management. The College has consistently operated with a lean team, using its resources efficiently while maintaining high standards in the delivery of its regulatory functions and overall operational performance.

As healthcare regulation continues to evolve, the Board is reviewing CMLTO's registration fees as part of its ongoing financial oversight to ensure the College has the resources needed to continue delivering effective, responsive regulation in the public interest. The review is part of a longer-term planning approach that balances responsible stewardship of registration fees with the CMLTO's ongoing regulatory responsibilities. For more information on the rationale behind the proposed changes to the CMLTO By-Law related to registration fees, please consult the briefing report provided to the Board at the September 14, 2026 meeting, which is included within the key resources available earlier in this article.

Why is the fee increase being phased over three years?

CMLTO is proposing to phase the registration fee increase over three years rather than implementing the full increase all at once. This approach provides Registrants with greater predictability and reduces the immediate financial impact of the change, while progressively bringing fee revenue in line with the cost of fulfilling CMLTO's regulatory, strategic and operational responsibilities. A phased approach also allows CMLTO to monitor its financial position and the

assumptions underlying the fee increase as it is implemented, supporting a measured and responsible approach to long-term financial sustainability.

Balancing Sustainability and Reasonable Fees

The Board recognizes its responsibility to balance two important priorities:

- Ensuring the CMLTO has sufficient resources to carry out its regulatory responsibilities, such as registration processes, oversight of the quality assurance program and Registrant conduct matters effectively and sustainably.
- Registration fees are determined using a transparent, justifiable, defensible and evidence-based rationale.

Financial sustainability supports CMLTO's ability to safeguard the public interest, provide effective oversight of the profession, and respond to evolving regulatory requirements and emerging risks.

CMLTO's Commitment to Transparency

CMLTO is committed to transparency, accountability, and responsible stewardship of registration fees.

CMLTO's registration fees are based on a cost-recovery model, meaning fees are established to support the resources required for the College to fulfill its regulatory mandate, as well as the strategic directions provided by the Board of Directors, and its operational responsibilities. We are sharing this information to help Registrants understand the rationale behind the proposed fee changes and to support informed participation in the consultation.

Importantly, despite operating in an increasingly complex regulatory environment, CMLTO's registration fees remain among the lowest among Ontario's health regulatory Colleges. This reflects, in part, the College's longstanding commitment to responsible resource management while continuing to fulfill its public protection mandate.

How Registrants can Share their Perspectives:

We encourage all Registrants to participate in the consultation and share their perspectives.

To provide your feedback on the proposed By-Law revisions related to registration fees, please send an email to executiveoffice@cmlto.com. Feedback received by 4:00 PM EST on November 17, 2026 will be presented to the CMLTO Board of Directors to support its deliberations at the December meeting.

Consultation Period: September 17 to November 17, 2026

Board Review of Registrant Feedback: December 2026

Proposed Effective Date of Fee Changes: January 1, 2027

Call for Non-Board Committee Members (NBCMs)

The College of Medical Laboratory Technologist of Ontario (CMLTO) has the statutory duty to serve and protect the public by regulating the practice of medical laboratory technology in Ontario.

The Board of Directors is the CMLTO's governing body which is composed of elected and appointed members, who collectively have the authority and accountability for the overall outcomes of the College.

CMLTO Statutory Committees

The CMLTO Board of Directors conducts its various regulatory responsibilities through the following 7 (seven) Statutory Committees established by **Section 10 (1) of the Health Professions Procedural Code** being Schedule 2 to the ***Regulated Health Professions Act (RHPA), 1991***:

1. Executive Committee,
2. Registration Committee,
3. Inquiries, Complaints and Reports Committee (ICRC),

4. Discipline Committee,
5. Fitness to Practise Committee,
6. Quality Assurance Committee, and
7. Patient Relations Committee.

Roles and Mandates of the CMLTO Statutory Committees

The CMLTO Statutory Committees, which perform the functions set out in the ***Regulated Health Professions Act (RHPA), 1991***, ***Medical Laboratory Technology Act, 1991***, and the **CMLTO By-Law**, are composed of Professional and Public Board Members, and Non-Board Committee Members, with the exception of the Executive Committee.

Please click **here** to learn more about the roles and mandates of the CMLTO Statutory Committees.

Time Commitment and Renumeration

The number of committee meetings held per year and the time commitment for each committee vary depending on the Statutory Committee.

Non-Board Committee Members are compensated for their time commitment and reimbursed for their expenses in accordance with **GP IV-35.02 Board & Committee Member Honoraria and Expenses Policy**.

Appointment of Non-Board Committee Members

The CMLTO Board of Directors, after considering the Committee compositions proposed by the Executive Committee, appoints the members of the Committees at its first regular meeting of the year.

The term of a Committee Member is one (1) year commencing immediately after the appointment takes place and expires when a new Committee Member's term of office begins in accordance with the CMLTO By-Law.

Non-Board Committee Member Application Process

Registrants, who are eligible for appointment to a Statutory Committee as a Non-Board Committee Member pursuant to the CMLTO By-Law / Section 5.4

Committee Appointments, are invited to bring their valuable knowledge, skills and expertise to contribute to both public protection and the long-term growth of the MLT profession.

CMLTO Registrants were informed of this via e-blast and information was shared on the CMLTO blog and social media channels, and you still have the opportunity to apply by submitting the following documents to executiveoffice@cmlto.com by **4:30 p.m. EDT on Friday, October 16, 2026**:

1. A letter of interest to serve as a Non-Board Committee Member, and
2. Current Curriculum Vitae.

For further information, please send an email to executiveoffice@cmlto.com.

Results of National Laboratory Week Public Engagement Campaign

Throughout National Medical Laboratory Week this year, the CMLTO distributed a survey to Ontarians to better understand public perspectives on the current state of Medical Laboratory Assistant and Technician (MLA/T) regulation. We received feedback from over 1,000 members of the Ontario public.

The results provide insight into public expectations of the laboratory system and the importance Ontarians place on quality, accountability, and safe patient care.

We invite you to consult the infographic below to see how Ontarians feel about the regulation of medical laboratory assistants and technicians. You are invited and encouraged to complete our short poll below to share your thoughts as well.

College of Medical Laboratory Technologists of Ontario

Ontarians Share Their Views on **Medical Laboratory Regulation**

During National Medical Laboratory Week, **CMLTO heard from over 1,000 Ontarians, many of whom are regular users of laboratory services,** to better understand public perceptions of medical laboratory professional regulation.

Over 90% did **not** know that that medical laboratory assistants and technicians (who have direct contact with patients) are not regulated in Ontario

96% **supported** the regulation of medical laboratory assistants and technicians in Ontario

Top categories for open comments in support of regulating medical laboratory assistants and technicians included:

Anyone with the level of patient contact that medical laboratory assistants have should be regulated
Respondents felt that the degree of direct patient interaction warrants professional regulation.

Regulation would provide a formal process for addressing concerns
Some respondents shared past complaints or concerns involving medical laboratory assistants and technicians and noted that regulation would provide a clear mechanism for addressing issues related to patient care when they arise.

Regulation is critical to ensuring public protection
Many participants emphasized that regulation plays an important role in maintaining accountability and protecting patients.

Public feedback indicates strong support for the regulation of medical laboratory assistants and technicians to enhance patient safety and ensure clear processes for addressing concerns.

Click here to take our short survey to share your thoughts on the regulation of medical laboratory assistants and technicians in Ontario

If you have additional comments or feedback regarding this regulatory initiative, please reach out to us via email at communications@cmlto.com.

Upcoming Regulation of Medical Laboratory Technologists in British Columbia

The CMLTO is sharing this information on behalf of the College of Physicians and Surgeons of British Columbia (CPSBC) regarding the upcoming regulation of medical laboratory technologists (MLTs) in the province.

MLTs are expected to become regulated in British Columbia in November 2027. This change aligns with the Ministry of Health's broader goal of modernizing health profession regulation across the province and will enable CPSBC to further advance public safety within BC's healthcare system. Regulation of MLTs will help build public trust, support high-quality practice environments, and establish clear standards for professional practice.

For more information, **please review the document prepared by CPSBC**, which provides an overview of the transition to regulation, upcoming information sessions, and details on how MLTs can join the CPSBC mailing list to receive future updates.

The CMLTO is pleased to share this information and remains engaged with country-wide initiatives and developments that impact the MLT profession.

College Governance Updates



September Board Meeting Highlights

The CMLTO Board of Directors met on September 14 & 15, 2026 in person and virtually. A few highlights from the meetings include:

Appointment of Academic Member

Following the Call for Expressions of Interest for Appointment to the 2027 CMLTO Board of Directors as an Academic Member, one application for the Academic Member position was received from Dr. Lavern Bourne.

Pursuant to the CMLTO By-Law / Section 4.5.7.6 Appointment of the Academic Board Member by Board of Directors, the Executive Committee reviewed the application of the candidate and passed a motion on August 4, 2026, recommending that the Board approve the appointment of Dr. Lavern Bourne to the Academic Member position on the Board of Directors for a three (3) year term beginning January 1, 2027.

At its meeting on September 14, 2026, the CMLTO Board of Directors approved the appointment of Dr. Lavern Bourne to the Academic Member position on the Board for a three (3) year term of January 1, 2027 – December 31, 2029.

Congratulations to **Dr. Lavern Bourne** on their reappointment as the Academic Member of the Board of Directors!

Governance Modernization Plan

At the September Board meeting, the Board of Directors approved the refreshed CMLTO Governance Modernization Plan for 2026-2030.

The CMLTO Governance Modernization Plan serves the public interest by ensuring that effective governance has and continues to be an evolving commitment guided by research, contemporary thinking, and evidence-informed practices. Within the refreshed Plan, the 19 governance modernization initiatives have been organized into five (5) themes to provide an integrated framework for implementation and to group related areas of governance modernization:



The themes provide a strategic framework for the Plan while recognizing that many initiatives are interconnected and may contribute to more than one area of governance modernization.

The refreshed Plan incorporates the Board's Public Interest Risk and Relative Priority assessments captured in April 2026 together with other implementation considerations, including governance dependencies, legislative, regulatory, policy and By-Law requirements, organizational capacity and resources, governance implications, existing governance review schedules and Board-approved implementation plans.

As displayed below, the Plan features three (3) implementation horizons intended to guide planning and sequencing: Near-Term (2026–2027), Medium-Term (2027–2028), and Longer-Term (2028 and Beyond).



Implementation sequencing reflects the Board's assessment of Public Interest Risk and Relative Priority together with governance readiness, implementation complexity, dependencies, organizational capacity, existing policy and governance review cycles, and opportunities to align related initiatives.

The CMLTO continues to expand its leadership in Governance Modernization based on the strategic direction of the Board, with implementation led by CMLTO Governance Specialist, Maggie Cakar.

Preparing for 2027 Board Officer Elections: Board Officer Roles and Nominations Discussion

CMLTO's Board Officers consist of the Chair, Vice-Chair, Professional, and Vice-Chair, Public. Board Officers are elected annually by the Board at the last regular Board meeting of the year, with their terms commencing January 1st of the following year. Annual Board Officer elections are an important component of Board leadership succession.

CMLTO's governance framework also recognizes that effective leadership continuity extends beyond the annual election process and includes the ongoing development of Board Members and preparation for future leadership roles.

In advance of the formal call for nominations for the 2027 Board Officer elections, a discussion was held at the September Board meeting to support the Board's ongoing leadership succession and development by providing Board Members with information about CMLTO Board Officer roles and supporting their consideration of their interest and readiness to serve in a Board leadership role.

The facilitated discussion led by Karen Persad, 2026 CMLTO Board Chair, explored Board leadership, potential interest in the Chair and Vice-Chair roles, and any questions or perceived barriers that may affect Members' willingness to seek nomination. This was the first time the CMLTO took such approach for supporting Board leadership succession.

Additionally, the CMLTO Board of Directors:

- Approved the proposed 2027 CMLTO Budget in accordance with EL II-10: Financial Health Policy
- Received updates on the CMLTO Artificial Intelligence (AI) Implementation Plan and the CMLTO Global Diversity, Equity & Inclusion Benchmark (GDEIB) Analysis
- Received information on and participated in a facilitated discussion regarding the CMLTO Board / Careholdership Linkage Plan Refresh

Please click here to access the September Board meeting material.

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

Upcoming CMLTO Board Meetings

- Monday, October 19, 2026
- Monday, December 7 & Tuesday, December 8, 2026

Please note that the October Board Meeting is a Special Board Meeting which will not be broadcast via YouTube. If you wish to attend virtually, please contact **executiveoffice@cmlto.com** at least 48 hours prior to the meeting.

Results of the Call for Nominations for Election to the 2027 CMLTO Board of Directors

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

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

By-Election:

Electoral District 3 - Metropolitan Toronto	Term: January 1, 2027 - December 31, 2027
Electoral District 7 - North-West	Term: January 1, 2027 - December 31, 2027

The deadline for nominations was Friday, May 29, 2026. The nomination and election results are outlined below.

Regular Election:

District 2 - Central West Region

Term: January 1, 2027 – December 31, 2029

Three (3) nominations were received. An online election for the Professional Board Member position was held from August 28 to October 2, 2026.

Karen Moffat has been declared elected to the CMLTO Board of Directors for a three-year term commencing January 1, 2027, and ending December 31, 2029.

District 4 - Central East Region

Term: January 1, 2027 – December 31, 2029

No nominations were received. A by-election will be held in 2027 to fill this position.

By-Election:

Electoral District 3 - Metropolitan Toronto

Term: January 1, 2027 – December 31, 2027

One (1) nomination was received. Elnaz Jahesh was deemed eligible for election and has been declared elected by acclamation for the one-year term commencing January 1, 2027, and ending December 31, 2027.

Electoral District 7 - North-West

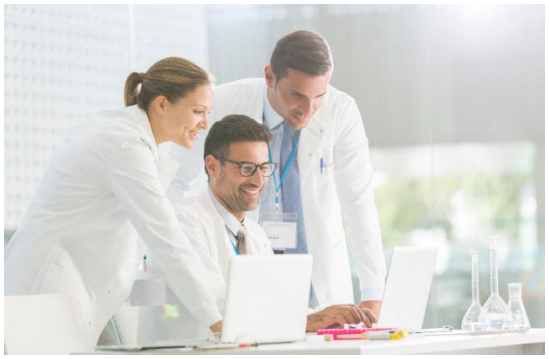
Term: January 1, 2027 – December 31, 2027

No nominations were received. The position will remain vacant for the 2027 term. A regular election will be held in 2027 for the 2028–2030 term.

The CMLTO Board of Directors congratulates and welcomes its new Board Members!

College Program Area Updates

Registration



Changing your Certificate of Registration through CMLTO Online Services

The Registration Program is pleased to announce a new online request feature that allows Registrants to submit requests to change your registration class through **CMLTO Online Services**.

Simply log in to your CMLTO Online Services account and select the applicable tab based on your specific situation from the left-hand menu to submit your request.

Registration Requirements for New Graduates

CSMLS MLT examinations completed on or before March 30, 2026, are accepted for new graduate applications. After March 30, 2026, applicants for registration with the CMLTO must pass the applicable CAMLPR Field(s) of Practice examination(s) to meet CMLTO's examination requirement.

More information can be found here.

Maintaining your Contact / Employment Information



As a Registrant, you are responsible for keeping your contact and employment information up to date with CMLTO. Practising Registrants must update employment information within 30 days of any change, as required under Section 23 of the Health Professions Procedural Code and Article 9 of the CMLTO By-Law.

Update the information through your CMLTO Online Services account.

Quality Assurance



Quality Assurance Program Update: Changes to 2026 Professional Portfolio Audit Approach

The CMLTO is undergoing a technological infrastructure enhancement on the Online Services portal to create a single, streamlined platform for administering the Quality

Assurance Program. During the initial implementation phase, CMLTO resources will be required to assist in the process to ensure that the new system is tested, implemented, and audited effectively.

To accommodate this project, CMLTO regulatory staff will be reducing the audit pool for Stage 2 of the Professional Portfolio in 2026 to 250 Registrants, with a larger number of Registrants planned to be audited in 2027 to compensate. This adjustment is similar to what took place in 2024 during the iMIS implementation when a limited number of Registrants were selected for audit to ensure full functionality of the new platform prior to it going live.

The Professional Portfolio platform will still be accessible through CMLTO Online Services and will continue to be operational throughout 2026. Registrants will be notified of this change via the CMLTO website and FOCUS newsletter, including a reminder that they must continue to comply with their QAP obligations and maintain up-to-date Professional Portfolios throughout the year.

QAP staff will still provide support and guidance to Registrants in completing their Professional Portfolio audits. If you have any questions about your portfolio or the audit, please contact CMLTO QAP department by email at **qualityassurance@cmlto.com**.



Request a CMLTO Speaker

The CMLTO is committed to building relationships with Registrants, other health regulatory colleges, key partners, 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 upcoming date below:

Wednesday, November 11, 2026 in honour of Remembrance Day.