



**2007 Annual Report**

**COLLEGE OF  
MEDICAL  
LABORATORY  
TECHNOLOGISTS  
OF MANITOBA**



# Table of Contents

3	Vision, Mission, and Values
4	Code of Ethics
5	Interim Council
6	Committees
7	Chair's Report
8	Registrar's Report
	<b>Committee Reports</b>
9	Canadian Institute for Health Information
10	Continuing Competency Program
	Board of Assessors
11	Financial Statements and Auditor's Report

## **Vision**

Achieving excellence in the professional practice of Medical Laboratory Sciences.

## **Mission**

To protect the public by ensuring the practice of ethical and competent laboratory services by regulation of the profession.

## **Values**

- Professionalism
- Fairness
- Accountability
- Collaboration

(Used with permission of the College of Medical Laboratory Technologists of Ontario.)

# Code of Ethics

- Medical laboratory professionals are dedicated to serving the healthcare needs of the public. The welfare of the patient and respect for the dignity of the individual shall be paramount at all times.
- Medical laboratory professionals work with other health care professionals, to provide effective patient care.
- Medical laboratory professionals shall promote the image and status of their profession by maintaining high standards in their professional practice and through active support of their professional bodies.
- Medical laboratory professionals shall protect the confidentiality of all patient information.
- Medical laboratory professionals shall take responsibility for their professional acts.
- Medical laboratory professionals shall practise within the scope of their professional competence.
- Medical laboratory professionals shall endeavour to maintain and improve their skills and knowledge and keep current with scientific advances. They will uphold academic integrity in all matters of professional certification and continuing education.
- Medical laboratory professionals shall share their knowledge with colleagues and promote learning.
- Medical laboratory professionals shall be aware of the laws and regulations governing medical laboratory technology and shall apply them in the practice of their profession.
- Medical laboratory professionals shall practice safe work procedures at all times to ensure the safety of patients and co-workers and the protection of the environment.

(The College of Medical Laboratory Technologists of Manitoba adheres to the Canadian Society for Medical Laboratory Science Code of Professional Conduct as stated here. Used with permission of C.S.M.L.S)

## Interim Council

Terry Goertzen, Council Chair	Winnipeg
David Fotheringham	Winnipeg
Sheila Hillier	Gimli
Yasmin Hosain	Winnipeg
Robert Jonuk	Winnipeg
Willie Laidlaw	Winnipeg
Henry Maryniuk	Souris
Sharyn Morris	Winnipeg
Gloria Mactavish	Winnipeg
Dr. Jenisa Naido	Winnipeg
Dr. Bill Pope	Winnipeg
Linda Schroeder	Winnipeg
Theresa Thevenot-Allee	Morris
Dr. Paul Van Caesele	Winnipeg
Tom Walus	Winnipeg
Theresa Wiwchar	Winnipeg

Effective July 1, 2007 the Interim Council delegated College operations to the following newly elected (by acclamation) Council members.

Adam Chrobak, Chair	Winnipeg
Earl Slimmon, Vice-Chair	Beausejour
Gerald Besyk, Treasurer	Winnipeg
Noelle Cater, Secretary	Winnipeg
Jocelyne Mabon	Portage la Prairie
Harvey Suski	Brandon

## Registrar

Helmut Friesen

## Accountant

Robert J. Juniper  
RJ Accounting & Tax Service

## **Board of Assessors**

Dave Fotheringham, Chair	Winnipeg
Gloria Mactavish	Winnipeg
Tom Walus	Winnipeg
Theresa Wiwchar	Winnipeg

## **Canadian Institute for Health Information**

Gloria Mactavish	Winnipeg
------------------	----------

## **Continuing Competency Committee**

Linda Schroeder, Chair	Winnipeg
Joyce Agar	Brandon
Adam Chrobak	Winnipeg
Tammy Hardie	Winnipeg
Jocelyne Mabon	Portage la Prairie
Denise Sitter	Winnipeg

In June 2007 Adam Chrobak left the committee to take on the role of CMLTM Council Chair. At the same time three new members joined the committee.

Danielle Bernier	Winnipeg
Nadine Sharpe	Winnipeg
Marijay Umali	Winnipeg

## Chair's Report

Adam Chrobak, BsC, MLT, RT (Cytology)

We made it through our first official year. I cannot believe how fast the time has passed. Having the Medical Laboratory Technologists Act proclaimed in February put a major onus on the Interim Council to complete a number of things they had been working on over the last year or two, including getting a set of By-Laws in place.

I wish to take this opportunity to recognize Terry Goertzen, Chair of the Interim Council, his staff, and all of the Interim Council members for their dedication in providing guidance to the start up process of the College. It was the hard work of Robert Jonuk, Registrar, Dave Fotheringham and his Board of Assessors that laboured many days and evenings putting processes in place and then dealing with all the paperwork from registrations. The Continuing Competency Committee, with Linda Schroeder as Chair, began its task of developing continuing competency guidelines. Gloria Mactavish was appointed our representative to the Canadian Institute for Health Information Human Resources Databases Development Project. A great big thank you to all.

On June 23, 2007 the first Annual General Meeting of the College was held in Winnipeg. At this meeting the 2008 budget was approved and the six professional members of the first Council were approved by acclamation. At this time the Interim Council delegated Council operations to this new Council. The three required public representatives could not be appointed during 2007 as the roster of persons to be provided to the College by the Minister of Health was not available.

We took the opportunity to rent a booth at the Manitoba Society of Medical Laboratory Technologists Congress in the fall in Brandon. This was an opportunity for the College to do some public relations work and answer questions. Everyone stopping at the booth was provided with a copy of the Medical Laboratory Technologist Act, Regulations, and By-Laws.

To start up a College is basically akin to starting a new business. It is a huge task. I wish to take this opportunity to thank Council members for their time commitment and hard work. In particular, I need to single out the commitment of the rural Council members. Much was accomplished in 2007 and much more needs to be done in 2008. A special thank you to Helmut Friesen for all his hard work at the College office, and in helping the Council to stay on track.

Last of all, I want to thank all the members of the College for giving me the opportunity to serve as Council Chair. It was a great experience, and I had some fun.

# Registrar's Report

Helmut Friesen, MLT

There are two significant dates in the history of the College of Medical Laboratory Technologists of Manitoba to date. On July 25, 2002, The Medical Laboratory Technologists Act was assented to. On February 1, 2007 The Medical Laboratory Technologists Act (S.M. 2002, c. 12) was proclaimed.

When I was asked to take on the role and duties of the registrar at the beginning of January 2007 I quickly realized the enormity of the task before me, namely to create an office for the College and process the first registration and licensing of medical laboratory technologists in Manitoba. I also realized that a dedicated group of people on the Interim Council, Terry Goertzen, Chair of Council and staff from Workforce Policy and Planning, Manitoba Health had spent countless hours on By-Law development and putting some of the basic things in place to get the College off the ground. Of particular note is the work of Robert Jonuk who, as the first Registrar of the College, travelled the province attending meetings explaining required start up processes and doing public relations work. This set the stage for the task before me.

In the spring of 2006 a call for registration had been widely advertised in the newspapers. By fall many technologists had filed their registrations and the Board of Assessors were well into the daunting task of reviewing and processing these.

An office for the College was established in a small business centre at 449 Provencher Avenue in Winnipeg. Computer equipment and office furnishings were acquired. To meet the requirements of the Act, Regulations, and By-Laws registers were established using an Access database and a bank of filing cabinets for the hard copy files. For security purposes the offices and the building is alarmed with motion detectors. All personal hard copy files are shredded when no longer needed.

The registry totals as of December 31, 2007 are:

Active: General	922
Active: Limited	114
Conditional	16
Inactive	30
Student	31
Rejected	10
Total	1123

# Canadian Institute for Health Information Report

The Canadian Institute for Health Information (CIHI) serves as a national coordination mechanism for health information in Canada. Databases it establishes in health care capture the current status of Canada's health system, health status of Canadians, and contributes to public dialogue on health and health care. These databases support human health resources monitoring, evaluation, planning, research, and policy activities.

Databases established and currently maintained by CIHI are Nursing (RN, LPN, RPN), Physician (Scott's and National) and the Health Personnel Database. CIHI is working on a project to establish a database for Medical Laboratory Technology (MLT) in Canada. The project is funded by Health Canada. Stakeholders are Health Canada, Statistics Canada, Research Advocates, Professional Associations, Public and Private Sector Organizations, Health Facilities, Regional Health Authorities and Ministries of Health.

CIHI has been identified as the data custodian and the Provincial Colleges or Societies as the data providers.

The issues, privacy policy, practices, and collection of information for the Medical Laboratory Technology Database have been resolved and agreed to in principle.

It has taken many meetings and telephone conversations to reach a consensus on the minimal number of elements to be collected for the Medical Laboratory Technologists Data Set.

The CMLTM had some concerns regarding privacy of information. These were addressed in consultation with a policy analyst from Manitoba Health.

November 23, 2007 CIHI announced funding, up to \$10,000, would be available to each jurisdiction to assist with the collection and submission of records for the MLT Database. The CMLTM applied for, and was approved for this funding.

A Letter of Agreement is being finalized and will be available for signing by CIHI and each jurisdiction by spring 2008.

The first submission of data for the Database will be summer 2008.

Respectfully submitted by,

Gloria Mactavish, MLT  
CMLTM Representative to CIHI

## Continuing Competency Program – 2007 Report

The mandate of the Continuing Competency Committee is to develop the College Continuing Competency Program as required by the Medical Laboratory Technologists Act, Regulations, and By-Laws. The committee reports and makes recommendations to the CMLTM Council. The Council has final Decision making power.

### 2007 Committee Activities

In 2007 the committee reviewed the continuing competency program information from the:

College of Registered Nurses of Manitoba  
Nova Scotia College of Medical Laboratory Technologists  
Alberta College of Medical Laboratory Technologists  
College of Medical Laboratory Technologists of Ontario  
Saskatchewan Society of Medical Laboratory Technologists

The information was compiled into tables. These were then used to draft and refine documents and processes to be used for a members' self assessment process, professional portfolio format, and the requirements for continuing professional education and development of a credit structure for approved activities. Once fully refined the draft documents will be presented to the College Council for approval.

Respectfully submitted by,  
Linda Schroeder, MLT  
Chair,  
Continuing Competency Committee

## Board of Assessors 2007 Report

In accordance with the Medical Laboratory Technologists Act, Regulations, and By-Laws the mandate of the Board of Assessors is to consider and decide on applications for registration.

The Board of Assessors continued to refine the draft policy for Internationally Trained MLT's. This policy adopts the Canadian Society for Medical Laboratory Science (CSMLS) accreditation as the gold standard. All internationally trained applicants are evaluated by this standard. Such applicants are required to successfully challenge the CSMLS certification examination before they can be considered for *Active* registration with the CMLTM.

The Board of Assessors is developing a draft policy for return to practice by former MLT's. Once this policy has been developed it will be forwarded to Council for review and approval.

During the latter part of 2006, and 2007, over 1100 applications for registration with the College were reviewed and processed.

As Chair, I wish to express my appreciation to the other members of the Board of Assessors, Gloria Mactavish, Tom Walus, and Theresa Wiwchar for their assistance and commitment.

Respectfully submitted by,  
Dave Fotheringham, MLT  
Chair,  
Board of Assessors