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College of Medical Laboratory
Technologists of Manitoba

Call us: 204 231 0311 or Toll Free: 1.877.331.0311
College of Medical Laboratory Technologists of Manitoba
245 Lilac Street, Winnipeg, Manitoba, R3M 2S2, Canada



Message from the Registrar's Desk – Things you should know

Adam Chrobak, BSc, MBA, MLT, Registrar/CEO

To ensure you receive all of the important communications from CMLTM, please make sure to provide us with a current valid email address. *Personal email addresses are preferred.* When sending emails to CMLTM; please remember to use appropriate subject titles and document names as the CMLTM spam filter may block your email.

The CMLTM Regulated Health Professions Act (RHPA) regulation review working group continues to identify the reserved acts performed in the professional practice of MLTs. The working group continues to collect practice information as they prepare and make application submissions for access to specific reserved acts under the Regulated Health Professions Act (RHPA). Once the working group has finalizing the applications, their efforts will be focused on finalizing the MLT regulations, code of ethics, standards of practice, and practice directions.

If you are interested in becoming a volunteer or would like more information, please contact the CMLTM office.

CMLTM has been working collaboratively with six (6) other regulated health professions on the new jurisprudence module regarding *Social Media and Professionalism*. The project is in the final stages of development and is expected to be ready for testing in September 2019. Council has not decided if this module will be a new requirement for registration, but are seriously considering the need based on recent events.

The Manitoba Alliance of Health Regulatory Colleges (MAHRC) has created a working group to investigate [The Truth and Reconciliation Commissions'](#) recommendations and Calls to Action and how they may be implemented within the regulated health professions. CMLTM Council has made a commitment to investigate the appropriate way to implement the calls to action that relate to the MLT profession. More information will be provided as it becomes available.

For more information on these and any other topics related to your practice, please visit the [CMLTM website](#).

NOTICE

Council Approves First CMLTM Practice Direction PD-1 Interprofessional Collaborative Care

Adam Chrobak, BSc, MBA, MLT, Registrar/CEO

Under the Medical Laboratory Technologists Act (to be replaced by the Regulated Health Professions Act, (RHPA) at some future date) CMLTM has been given the privilege and responsibility to regulate the practice of MLTs in Manitoba.

The Council has authority to approve Standards of Practice, Codes of Conduct and Practice Directions which are written statements to enhance, explain, add or guide MLTs with respect to matters described in the Act, Regulations or any other matter relevant to expected MLT professional practice.

Under the regulations, compliance with practice directions is required. These expectations serve as a legal reference to describe reasonable and prudent MLT practice behavior. It is the responsibility of all MLTs in Manitoba to be aware of and understand all practice expectations. In addition, registrants are accountable to apply them to their own practice, regardless of roles or practice settings.

Responsibility is defined as *a duty or obligation to satisfactorily perform or complete a task (assigned by someone, or created by one's own promise or circumstances) that one must fulfill, and which has a consequent penalty for failure.*

Accountability means being capable to explain why you did or did not meet these expectations.

It should be noted that the policies of employers do not relieve individual MLTs of accountability for their own actions or the primary obligation to meet practice directions. An employer's policies should not require an MLT to practice in a manner that violates a practice direction.

A practice direction on interprofessional collaborative care has been developed in collaboration with a number of other health profession regulators under the RHPA. CMLTM Council has approved the practice direction, [PD-1 Interprofessional Collaborative Care](#), which can be found on the CMLTM website.

All CMLTM registrants are urged to review the new practice direction and implement the expectations into their current practice. If you have any questions about this new requirement please contact the CMLTM office and speak with either Tricia or myself.

Notice of Annual General Meeting

This Notice Is Provided Pursuant to By-Law Article IV: I (1.1)

The Council has called the 13th Annual General Meeting of the College of Medical Laboratory Technologists of Manitoba as follows:

- Date** *Saturday, September 21st, 2019*
- Time** *In-Person Registration to start at 09:30 hours
Guest Speaker Presentation to start at 10:00 hours*
- Location** *Webcast hosted in the CMLTM Boardroom
245 Lilac Street
Winnipeg, Manitoba*

The CMLTM Council has invited Jeanette Edwards of Shared Health to be a guest speaker before the AGM begins. Ms. Edwards will be speaking on "Health System Transformation and the Manitoba Quality and Learning Framework".

In an effort to be more cost effective and inclusive, CMLTM will be hosting the AGM as a webcast for members that are not able to attend in-person. Those members in attendance (in-person or via webcast) will receive one (1) hour of CE credit in the non-formal documented category (Category 2). A certificate of attendance will be sent via email after the AGM.

WEBCAST ATTENDANCE REGISTRATION

Please use this link to register for the webcast

(DO NOT USE THIS LINK TO REGISTER IF YOU ARE ATTENDING IN-PERSON)

Once you have registered, you will receive a unique link and log in credentials for the webcast. The webcast will also be recorded and posted on the CMLTM website for anyone unable to attend or view the live version.

CMLTM Membership will be verified upon registration by CMLTM Staff.

IN-PERSON ATTENDANCE REGISTRATION

There will be space for 50 in-person attendees in the CMLTM boardroom at 245 Lilac Street in Winnipeg, Manitoba.

To register for **in-person attendance**, please contact the CMLTM by email at janelle@cmltm.ca or by phone at 204-231-0311 (extension 0) or toll free at 1-877-331-0311 (extension 0).

Members planning to attend in person **must provide** appropriate registration identification (*CMLTM Certificate to Practice Card*) in order to vote.

Important Reminders:

- All meetings of the College are smoke-free and scent free.
- All Active and Inactive members on the register as of September 21st, 2019 are eligible to vote on motions.
- Other registered members (Conditional, Students, and Honorary) and guests are welcome to attend but are not entitled to vote.

Any updates to this information will be posted on the [College website](#).



ANNUAL GENERAL MEETING DOCUMENTS

Now that CMLTM has transitioned to full digital communication with our membership to be more environmentally friendly, we will not be sending out the AGM documents by mail.

There will be limited copies of these documents available at the Annual General Meeting for in-person attendees. If you would like to ensure that you have a copy, please bring your own.

- 2019 AGM Notice
- 2019 AGM Agenda
- 2018 Annual Report
- 2018 AGM Minutes
- By-law Amendments

Note: If you have a white page after clicking the above links, please look in the top left corner of the page for a box that reads "to access this document, click here."



CMLTM Budgetary Update

Adam Chrobak, BSc, MBA, MLT, Registrar/CEO

The financial stability of CMLTM came to the forefront of Council's concerns in the fall of 2018 when projections identified a budgetary shortfall for Quarter 4 (Q4). In response, the Registrar was instructed to create and present a detailed review of the outstanding expenses to help identify discretionary spending that could be deferred or eliminated.

With no significant fee increases over the past few years and an increased demand in regulatory activities and responsibilities, it has become difficult for CMLTM to maintain the budget. During the 2018 Strategic Planning session, the CMLTM Council developed and approved a plan for long term financial sustainability for the organization. This 5-year plan included an annual 3% increase for five years as well as an annual \$100 special levy for four years.

Along with the fee increases, Council was committed to continue to investigate opportunities to reduce operating expenses while maintaining CMLTM's regulatory responsibilities. The following are some of the initiatives that have been or are currently being implemented:

- *Purchase of video conferencing equipment*
- *Council's commitment to reduce the number of live in-person Council meetings for a potential savings of \$1,000 per meeting*
- *Committees and working groups to utilize video conferencing for meetings to reduce travel expenses and allow for participation from rural representatives*
- *Move to virtual Annual General Meeting for a potential savings of \$4,000*
- *Upgrade heating/air conditioning to high efficiency for long term savings with an expected return on investment (ROI) being 5.5 years*
- *Commitment to reduce or eliminate discretionary expenses/spending*
- *Exploring the idea of eliminating the annual Certificate to Practice card by implementing an electronic confirmation of registration to reduce printing, laminating, and postage costs*

The CMLTM Council and staff continue to be committed to being cost effective and efficient while still being able to meet all of the regulatory responsibilities and commitments that come with the self-regulation of a health profession.

IT'S ALMOST TIME TO RENEW YOUR REGISTRATION!

Renewal notices for the 2020 practice year will be sent out by email on October 1, 2019. Only on-line renewals with electronic payments will be accepted. The deadline for 2020 renewals is November 15, 2019. Remember, CMLTM will NOT send nor accept any paper copies of the renewal form. CMLTM only accepts electronic forms of payment (either on-line or in-person).

As a reminder, Council has approved the 5-year planned fee increases including the \$100 annual special levy that will be applied for the next 4 years. Please visit the CMLTM website's Resource Library for the [CMLTM 2020-2023 Fees schedule](#).

Record Checks

The CMLTM office has received a number of inquiries this year about when the Child Abuse Registry, Adult Abuse Registry, and Criminal Record Checks must be renewed. The requirement for these documents first began in 2015 and they are good for five (5) years with the CMLTM.

In the early months of 2020, CMLTM will send an e-mail notice to those registrants that provided their record checks in 2015 that they will need to renew and submit the documents to the CMLTM by November 15, 2020.

Registrants who submitted these documents after 2015 can view the expiration year of their record checks on the Required Documents section of the online renewal form once they have logged into the member's section of the CMLTM website. CMLTM will always notify registrants early in the same year that record checks expire.

As a reminder, if at any time during the five (5) year time period a volunteer position or work place requires that a registrant must get new records checks before they need to be renewed with CMLTM, registrants can submit scanned copies via e-mail with CMLTM as well to reset the five (5) years period.

Volunteer Opportunity

If you are interested in volunteering for any of the Committees listed below, please send an email to janelle@cmltm.ca with the following:

- Letter of interest
- Resume or C.V.

The CMLTM Council is currently looking for volunteers for the following Committees:

1. **Inquiry Committee**

Position: Chair



The Inquiry Committee is the CMLTM pseudo-judiciary body responsible for hearing complaints that are of a serious nature or have not been resolved through the Complaints Committee process. The Inquiry Committee is a very important part of CMLTM's regulatory responsibility.

The Inquiry Committee closely follows the requirements laid out in the Regulations with the consultation of the CMLTM lawyers. The Inquiry Committee meets once or twice a year or as required during the course of hearing a complaint and other business required in the terms of reference. The Inquiry Committee Chair is also expected to attend Council meetings. Participation on the Inquiry Committee is eligible for Category 4 Professional Activity hours towards the CMLTM Continuing Competency Program.



2. **Complaints Committee**

Position: General Member



This will be an exciting opportunity to become involved in one of CMLTM's most important regulatory responsibilities under self-regulation.

The Complaints Committee is responsible for investigating all complaints received related to the practice of CMLTM registrants. The Complaints Committee is responsible for reviewing the results of investigations, making a decision, and determining the outcome of the complaint. The decisions of the Complaints Committee must be accepted by the CMLTM registrant being investigated. If the registrant does not accept the decision, the complaint will then be referred to the Inquiry Committee for a final determination that is binding.

The Complaints Committee meets at least twice a year or as required during the course of the investigation of a complaint and any other business required in the terms of reference. Participation on the Complaints Committee is eligible for Category 4 Professional Activity hours towards the CMLTM CCP.

3. **Board of Assessors**

Position: General Member



This will be an exciting opportunity to become involved in one of CMLTM's most important regulatory responsibilities under self-regulation.

The Board of Assessors is responsible for reviewing and approving applications for registration. The Board of Assessors is also responsible for developing and monitoring the policies that govern the registration process.

The Board of Assessors meets at least twice a year or as required during the course of the reviewing applications for registration and other business required in the terms of reference. Participation on the Board of Assessors is eligible for Category 4 Professional Activity hours towards the CMLTM CCP.

The Value of the CMLTM Complaints Committee for Self-Regulation

Janie McBey, MLT, Complaints Committee Chair

The Complaints Committee at CMLTM has an extremely important role in the College and with the regulation of MLTs in the province of Manitoba. The presence of the Committee is mandatory as directed by the Provincial government as a condition of MLT's self-regulation in Manitoba.

The current Committee consists of four (4) volunteers; two (2) public representatives assigned by the government of Manitoba, and two (2) registered Medical Laboratory Technologists.

Public representatives are invaluable members to the Committee as they provide questions, insight, and concerns that a member of the public may have. This is of importance because the Complaints Committee and CMLTM have public safety as their utmost priority.

The MLTs on the Committee provide knowledge and expertise in their fields. These two halves work together on complaints as only one piece of the puzzle protecting the public. It is relieving to know that our families and friends are protected in this way, assuring that lab testing is completed with patient safety as the top priority.

As a Committee, we meet at least once a year for education, to discuss our policies, and to discuss complaints.

There is a process that the Complaints Committee must follow to provide each member (MLT) with a fair review of a complaint:

Complaints may be regarding member competency, compliance with the Medical Laboratory Technologist Act and Regulations, By-laws or adhering to policy and standard operating procedures.

Complaints must be formally submitted to CMLTM via the Registrar or directly to the current Chair of the Complaints Committee. A formal complaint may be submitted by a member of the public, an MLT, an employer, or any other person if they have a concern about a current or past member of CMLTM. All complaints must be made in writing and provide the name of the MLT in question, including details regarding the specific complaint. The MLT member and their employer are notified of the complaint. The member will have fourteen (14) days to respond to the complaint.

Once a complaint is presented to the Complaints Committee, the Committee reviews the details of the complaint and decides on the best possible outcome. The matter may be dismissed, resolved informally, or forwarded for investigation. Legal counsel is available to the Committee to ensure they have a true understanding of the Medical Laboratory Technologist Act, Regulations, By-laws, and to address any legal questions or concerns that may arise.

When an investigation is required, the Complaints Committee works closely with an investigator(s) to complete a thorough investigation of the complaint.

As an MLT, you can do your part by providing the best patient care possible on the job. If you are interested in learning more about the complaints process or would like to participate, the CMLTM strongly encourages you to volunteer on the Complaints Committee.

CMLTM CALL FOR VOLUNTEERS TO COUNCIL

Nomination forms were emailed to all CMLTM members and posted on the CMLTM website in May 2019. There is one (1) vacant Council seat in Winnipeg and one (1) vacant Council seat in the rural district (outside of Winnipeg). These positions commence after the 2019 CMLTM Annual General Meeting (AGM) on September 21, 2019 with a term running from January 2020 to December 31, 2022.

CMLTM received one (1) nomination for the Council seat in the rural district (outside of Winnipeg). There were no nominations received for the Council seats in Winnipeg before the deadline of July 6, 2019. In such a situation, Council has the authority to appoint a Council representative when there are no nominations received for a vacant Council seat.

The CMLTM Council is responsible for the overall governance of the College. Volunteering on CMLTM Council affords Manitoba MLTs the ability to:

- *Establish the strategic direction and key initiatives for the CMLTM;*
- *Influence the mandated programs and services of the CMLTM;*
- *Develop and strengthen leadership skills;*
- *Expand networks, create new relationships and strengthen existing contacts by participating in a shared activity;*
- *Contribute unique skills, experience and perspectives;*
- *Collaborate with people from diverse backgrounds to work toward a common goal;*
- *Strengthen the voice of the MLT professional community with the public and within the workplace;*
- *Promote personal growth and enhance personal well-being;*
- *Gain professional experience and generate awareness of alternate career paths;*
- *Encourage civic responsibility and leadership among colleagues and*
- *Make a difference for your profession.*

CMLTM provides orientation, education, and support to all Council members to help them serve on Council.

If you are interested or you know of someone that you think would be interested in being on Council please consider putting your name forward to be appointed to Council by contacting the CMLTM office at 204-231-0311 (extension 0) or by e-mail at janelle@cmltm.ca.

Serving on Council is an excellent way to truly understand the responsibilities of professional self-regulation and how CMLTM operates to meet these obligations. It is also a great way to give back to your profession. Service on the CMLTM Council and Committees are considered eligible professional development activities (category 4) towards your professional portfolio. Please consider helping to serve your College.

Message from the pan-Canadian Committee on Health Workforce (CHW)

Jeannine Lagassé and Abby Hoffman

The message below was developed by CHW co-Chairs to provide information to regulators across Canada regarding vaccine hesitancy further to discussion of concerns at a CHW meeting earlier this year.

We are writing on behalf of the Federal/Provincial/Territorial Committee on Health Workforce regarding vaccine hesitancy and the recent resurgence of measles cases in Canada.

Vaccine hesitancy is described as a delay in acceptance or refusal to vaccinate, despite the availability of vaccination services. According to the World Health Organization (WHO) vaccine hesitancy is now one of the top 10 threats to global health, despite robust evidence showing the effectiveness and safety of vaccines. The WHO also acknowledges that health care professionals are among the most trusted sources of information when parents make decisions regarding vaccination.

Dr. Theresa Tam, Chief Public Health Officer of Canada, issued a [statement](#) on March 12, 2019 regarding the current measles outbreak and vaccine hesitancy. In this statement, she urged her fellow healthcare provider colleagues to take the time to answer the questions of concerned parents and direct them to credible and reliable sources of information.

As funders of health workforce professionals practicing in Canada, and as those ultimately responsible for oversight on licensing and practice through your regulatory colleges, provincial jurisdictions would like to take this opportunity to remind you that when it is within their scope of practice, licensed health care professionals can play a critical role in promoting vaccine acceptance in Canada. They can do this by communicating sound, evidence-based advice in their daily practice.

Given reports of health professionals promoting disproven vaccine “alternatives”, we want to remind you of your responsibility as regulatory colleges to ensure, through monitoring and evaluation and follow up on complaints, that the members of your college provide scientifically valid information on vaccines and do not promote anti-vaccination messages or “alternative therapies” when it is within their scope of practice to comment on vaccines. Professions where commenting on vaccines is not within their scope of practice must not provide any vaccine information, opinions or advice. While social media influencers have made a significant negative impact on the perception of vaccination in recent years, a parent’s trust in their health care provider remains one of the most important predictors of vaccine acceptance. Therefore, health care professionals should be closely monitored through their colleges and encouraged to take advantage of their trusted role. This includes the provision of science-based advice and options when discussing vaccination with parents, when it is in their scope of practice to do so.

To ensure that health workforce professionals, for whom vaccination is within their scope of practice, have access to the best and most up-to-date science-based resources on vaccination in Canada, colleges are encouraged to share the following national resources and links to provincial/territorial ministries of health:

- [Government of Canada, Vaccines and Immunization](#)
- [Immunize Canada](#)
- [Canadian Paediatric Society](#)
- [Provincial and territorial ministries of health](#)
- [Canadian Vaccination Evidence Resource and Exchange Centre \(CANVax\)](#)

Health workforce professionals in Canada must consistently deliver sound care based on the best evidence. They must also play a leadership role in helping combat misinformation and decrease the rate of vaccine-preventable diseases like measles, pertussis and influenza, to name a few. Therefore, in closing, we remind you of your college’s responsibility to prevent anti-vaccination messaging from being promoted by your members, and ensuring Canada’s professional health workforce is appropriately informing parental decision-making on vaccination.

Committee on Health Workforce Co-Chairs

Jeannine Lagassé, Associate Deputy Minister
Nova Scotia Department of Health and Wellness
1894 Barrington Street, PO Box 488, Halifax, NS, B3J 2R8

Abby Hoffman, Assistant Deputy Minister
Strategic Policy Branch, Health Canada
200 Eglantine Driveway, Ottawa, ON, K1A 0K9





World Patient Safety Day 17 September 2019

September 17, 2019 is the first World Patient Safety Day!

Globally, 134 million adverse events contribute to 2.6 million deaths each year due to unsafe care. At 28,000 deaths per year in Canada, patient harm ranks third in mortality after cancer and heart disease.

The Canadian Patient Safety Institute, in partnership with Patients for Patient Safety Canada, Health Standards Organization (HSO) and CAE Healthcare, is commemorating the first World Patient Safety Day by offering a featured screening of *To Err is Human*. This patient safety documentary interviews healthcare leaders, highlights real-world efforts toward safer care and explores one family's compelling journey from victimhood to empowerment.

After the film, CPSI Senior Director, Sandi Kossey, Leslee Thomson, President and CEO of HSO and Accreditation Canada, Robert Amyot, from CAE Healthcare, and Co-Chair of Patients for Patient Safety Canada, Allison Kooijman, will discuss important healthcare issues facing Canadians today.

This is both an in-person event in Ottawa and an online event. The event begins at 1:30 Central Time.

For information and to register, [visit here.](#)

FALLING THROUGH THE CRACKS: GREG'S STORY

A film screening and patient safety forum



November 1, 2019

Free Event, Open To Everyone



St. Boniface Hospital Research Centre, Sam Cohen Auditorium - 351 Tache Avenue

(live stream film available at Basic Medical Sciences Bldg - Theatre C, as well as other sites/regions)

Film Screening

12:00 - 1:00 PM

Falling Through the Cracks: Greg's Story gives a glimpse of who Greg was, and focuses on the events of his healthcare journey that ended in his unexpected and tragic death. [Watch the trailer here.](#) Question & Answer with the Price family to follow.

Out of respect for the Price family, please attend on time and plan to attend the full screening, until 1:00 PM.

Patient Safety Forum

1:00 - 3:00 PM

The Forum will have facilitated group discussions with shared learning. Available in-person only, on-site rooms to be announced.

A light lunch will be available to those attending the patient safety forum at St. Boniface and Basic Medical Sciences Building.



Registration Required for Each Event

The film screening and forum are registered events. Space limited, please [register here](#).

For those who would like to host a live streamed event, please email admin@mips.ca.



Mark Your Calendar!

June 5 – 7, 2020 • Winnipeg, MB

Notez les dates!

Du 5 au 7 juin 2020 • Winnipeg (Manitoba)

Featuring:

Dr. Matthew Gilmour,

BSc, PhD, ARM CCM

Scientific Director General

National Microbiology Laboratory

Canada's only level 4 laboratory!

Conférencier principal :

Dr Matthew Gilmour

BSc, PhD, ARM CCM

Directeur général scientifique

Laboratoire national de microbiologie

Le seul laboratoire de niveau 4 au Canada!

**2020 features MORE education
to meet your needs!**

**Managers' Intensive Program
Friday, June 5**

This full-day program is designed for those who manage others in the lab. Sessions led by industry experts will help you navigate the potential challenges in your specific work environment.

**Le congrès de 2020 vous offrira ENCORE PLUS
de formation pour répondre à vos besoins!**

**Programme intensif pour les gestionnaires Le
vendredi 5 juin**

Ce programme d'une journée complète est conçu pour celles et ceux qui gèrent d'autres personnes au laboratoire. Les sessions se déroulent en anglais et sont présentées par des experts de l'industrie qui vous aideront à naviguer les défis pouvant se présenter dans votre milieu de travail particulier.

labcon.csmls.org

Newsletter Policy

The College of Medical Laboratory Technologists of Manitoba is responsible for distributing current information about services or relevant information to the membership. This is done through a newsletter which will be distributed electronically or through the mail.

The Council is Responsible for Reviewing All Submitted Content

The College is not responsible for any opinions expressed in the newsletter and nor are they responsible for the accuracy of the content published. The information presented in the newsletter can not be reprinted without the written consent of the Registrar/CEO