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The Impact of Covid-19 on the RRC Medical
Laboratory Sciences Program



College of Medical Laboratory Technologists of Manitoba

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College of Medical Laboratory Technologists of Manitoba
245 Lilac Street, Winnipeg, Manitoba, R3M 2S2, Canada

NOTICE OF ANNUAL GENERAL MEETING

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

The Council has called the 14th Annual General Meeting of the College of Medical Laboratory Technologists of Manitoba as follows:

Date: **Saturday, September 26th, 2020**

Time: 10:00 hours, (Registration 09:30 hours)

Guest Speaker Presentation to start at 10:00 hours

Location: **Webcast hosted in the CMLTM Boardroom**
245 Lilac Street
Winnipeg, Manitoba

NOTE: Due to COVID-19 there will be no-in-person attendance spaces available.

The CMLTM Council has invited Keli Wiebe and Faye Tardiff, WRHA Indigenous Health, to be guest speakers before the AGM begins. Ms. Wiebe and Ms. Tardiff will be speaking on “The Truth & Reconciliation Commission (TRC) and Cultural Safety for Medical Laboratory Technologist Practitioners”.

In an effort to be more cost effective, inclusive, and proactive in reducing the spread of COVID-19, CMLTM will be hosting the AGM as a webcast only. Those members in attendance 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.

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.

If you have questions 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).

Important Reminders:

- All meetings of the College are smoke-free and scent free.
- All **Active** and **Inactive** members on the register as of September 26th, 2020 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.
- Due to COVID-19 there will not be any in-person attendance space available.
- Webcast Only: CMLTM membership will be verified upon registration by CMLTM Staff.

Any updates to this information will be posted on the College website: www.cmltm.ca

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.

If you would like to ensure that you have a copy, please click on the links below.

- [2020 AGM Notice](#)
- [2020 AGM Agenda](#)
- [2019 Annual Report](#)
- [2019 AGM Minutes](#)

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 TRUTH AND RECONCILIATION COMMISSION (TRC) WORKING GROUP UPDATES

The CMLTM Council has created a working group to investigate The Truth and Reconciliation Commissions’ recommendations and Calls to Action. CMLTM Council has made a commitment to investigate ways to implement the Calls to Action that relate to the MLT profession.

To date, the CMLTM TRC working group developed several Acknowledgement statements and made a recommendation to Council. CMLTM Council has approved the following statement of Acknowledgement

“We (I) would like to begin by acknowledging that the College of Medical Laboratory Technologists of Manitoba is built on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and on the homelands of the Métis Nation. We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.”

CMLTM continues to explore positive ways to become more aware of the Calls to Action and how they apply to the work of CMLTM and the Medical Laboratory Technologists profession. Recently the Council participated in an educational session delivered by Keli Wiebe and Faye Tardiff from the WRHA Indigenous Health. The presentation provided an introduction to Cultural Safety. Council is now working on a communication strategy for the CMLTM Acknowledgement Statement and an ongoing plan for cultural safety education/training for CMLTM staff, volunteers, and registrants.

Future plans include:

- Mandatory Cultural Safety education for all CMLTM staff, Council, and Committee Chairs,
- Possible development of a new eLearning module dedicated to the TRC and Cultural Safety for all registrants,
- Recognition of Cultural Safety continuing education within the CMLTM Continuing Competency Program (CCP),
- Evaluating our membership to determine if there is a representative number of indigenous practitioners.



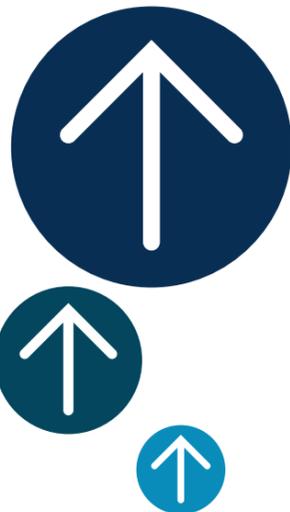
CMLTM COVID-19 UPDATES

As Manitoba, Canada, and the World continues to try to address and adapt to the COVID-19 pandemic, CMLTM would like to remind our registrants to continue to do their part to slow the spread of the SARS-CoV-2 virus by:

- Visiting the Manitoba COVID-19 website to stay informed of the current situation
- Follow the recommended and mandated guidelines, including;
 - Wearing a non-surgical face covering (mask)
 - Regular handwashing/disinfection especially after being in contact of common surfaces
 - Maintain 2-meter (6 foot) distance
 - Cover your nose and mouth when coughing or sneezing in public (use elbow, sleeve or tissue and wash/disinfect hands immediately after disposing of the tissue)
 - Avoid settings where physical distancing is not possible or difficult
 - Follow current guidelines for public gatherings
 - Restrict unnecessary travel and self-isolate/self-monitor when required after returning from travel outside of the province.

The CMLTM office is currently open with limited in-person interaction. Please contact the CMLTM office if you require in-person services to arrange a time. CMLTM asks that anyone exhibiting symptoms, has returned from travel outside of Manitoba, or has been exposed to someone that has tested positive for SARS-CoV-2, to refrain from entering the CMLTM office. CMLTM has not yet instituted a mandatory mask policy but will strictly enforce physical distancing, frequent hand hygiene protocols, and the use of masks when physical distancing is not possible for extended periods of time.

CMLTM DATABASE UPGRADE



The current CMLTM servers have reached their expected usable life-span and need to be replaced or migrated to the cloud. It became very obvious that the best solution was to upgrade the database (contact management system (CMS)) and office network to the most current cloud-based version and decommission the old CMLTM servers.

CMLTM is currently in the final phases of the major upgrade to the CMLTM information technology (IT) network including the CMS and office network which will ultimately result in a transition to cloud-based services as a subscription (SaaS) model. As a result, there may be some disruptions in access to services on the on-line member site.

You will notice that the new member site has a fresh new look with upgraded self-serve options including:

- The ability to print your registration verification and income tax receipt
- Update your employment information
- More user-friendly dialog boxes when entering CE activities and uploading supporting documents
- Easy to navigate home page
- Built-in logic for the renewal pages

If you experience difficulty accessing your CMLTM on-line account, please contact the CMLTM office and we will be happy to assist you.

NEW REQUIRED JURISPRUDENCE eLEARNING MODULE

In 2019 CMLTM worked collaboratively with several other regulated health professions to develop the next jurisprudence eLearning module on the social media awareness for healthcare professionals. Titled, Pause Before You Post: Social Media Awareness.

This new eLearning module will provide an opportunity for you to learn about your professional obligations while using social media in your professional practice and private life.

The Pause Before You Post: Social Media Awareness, eLearning module has been developed, beta-tested, and posted to the CMLTM Learning Management System (LMS). However, CMLTM is currently in the process of implementing a major update to the CMLTM database. This includes updating the link from the LMS to the CMLTM database for the new module. If you are experiencing problems finding the link from you on-line CMLTM account you may use [the direct link to the CMLTM LMS](#) . Use your on-line CMLTM login credentials to log into the LMS.

Early in the year Council decided to make the successful completion of the new eLearning module a requirement for the 2021 renewals. Registrants will be required to complete and pass the module by the renewal deadline of November 15, 2020. Registrants will not be able to renew their registration until they have successfully completed the eLearning module.

All new registrants will be required to complete both the Manitoba Regulated Health Professions Act (RHPA) 101 and Pause Before You Post: Social Media Awareness jurisprudence eLearning modules to ensure they are aware of their professional responsibilities as they enter professional practice in Manitoba.

REQUIRED RECORDS CHECKS FOR REGISTRATION AND 2021 RENEWAL

As you are aware, CMLTM began making it a requirement for all registrants to submit the following record checks under the RHPA. The record checks must be updated every 5 years. Those who submitted their record checks in 2015 will be required to submit new record checks in 2020. The checks are as follows:

- Criminal Record Check (with vulnerable sector check)
- Child Abuse Registry Check
- Adult Abuse Registry Check

Due to the pandemic situation, some record checks may be harder to get or be delayed. Because of this, CMLTM Council has pushed the deadline for all records checks due in 2020.

All registrants with record checks that expire this year will have until November 15th, 2021 to submit.

You can check to see when your record checks expire on the “Required Documents” section (3rd page) of the online renewal form once you have logged into the [Member Portal](#) of the CMLTM website.

If you receive your record checks before the deadline, we highly recommend submitting them immediately as record checks are only valid for 6 months following the date they are issued. Please DO NOT submit your record checks online. We are currently in the process of updating the database and you are not able to upload new record checks online at this point in time.

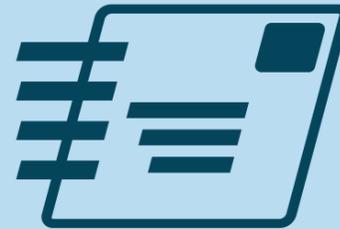
PLEASE SUBMIT RECORD CHECKS TO THE CMLTM OFFICE AND WE WILL ADD THEM TO THE DATABASE.

All practicing members will be required to update the record checks (new record checks for all four checks) every five years. For the years between submissions members will still need to self-declare any criminal convictions. The record checks submitted must be current at the time of renewal or application (valid for 6 months from the date they are issued as per [BOA-16](#)). Please remember to expect at least 2-6 weeks for requests to be processed. If you are required to submit finger prints for an extensive criminal/vulnerable record check, the process will be further delayed.

Please apply for your record check well in advance to ensure you have the required documents in time for renewal or application.

For further information regarding the records checks and where to get them, as well as what you might need to apply and the fees necessary, [please review this document that CMLTM has prepared with all the necessary information.](#)

IT'S ALMOST TIME TO RENEW YOUR REGISTRATION!



Renewal notices for the 2021 practice year will be sent out by email on October 1, 2020. Only on-line renewals with electronic payments will be accepted.

The deadline for 2021 renewals is November 15, 2020.

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 requirement to complete and pass the new eLearning module, [Pause Before You Post: Social Media Awareness](#), before you will be able to renew your registration.

Please visit the CMLTM website's Resource Library for the CMLTM 2020-2023 Fees schedule.

RETURNING FROM EXTENDED LEAVE

If you are currently on the Inactive: NonPracticing roster and you are returning to work from an extended leave you must contact the CMLTM office **before** your scheduled start date to reinstate your Active: Practicing registration.

You are not able to reinstate your Active: Practicing registration on-line. The Board of Assessors (BOA) must approve all registrations including reinstatements. The reinstatements are normally processed and approved the same or next day, but it relies on the availability of the BOA. Please contact the CMLTM office at least one week before your scheduled return date to ensure your registration has been reinstated before you return to work.

Laboratory supervisors are responsible to verify the registrations status of MLTs before they are allowed to return to work. Laboratory supervisors are asked to request to see a current Certificate to Practice from returning MLTs or visit the CMLTM website and use the [Member Search](#) link.

In an effort to become more efficient and reduce our carbon foot-print, CMLTM is moving to a paper-less system. CMLTM will be discontinuing the printing of the Certificate to Practice (card) and income tax receipts. Registrants will be able to print/view their Certificate to Practice and income tax receipts from their CMLTM on-line account by clicking on the “My Account” tab.



THE IMPACT OF COVID-19 ON THE RRC MEDICAL LABORATORY SCIENCES PROGRAM

Heather Mauthe, Academic Coordinator MLS Program

March 13, 2020 seems like such a long time ago. Remember back then, when the world seemed “normal?” That was the last day any Medical Laboratory Sciences student set foot on a Red River College campus. Red River College, following guidelines from Public Health and the Department of Education, closed the doors to all Campuses effective March 14, 2020.

We suspended all first year courses for a week and pulled students from their clinical training. The first year instructors tried to make plans for what might come, but as soon as we made some decisions another directive would make us start over. By the end of the week it was apparent that the students would not be returning to campus and we had to come up with a plan to complete the Term 2 theory and labs by alternate delivery. Fortunately, that included only 3 weeks of content and labs. They had already spent over 6 months in the classroom and the labs so we felt confident that the students had good foundational skills.

We had to be creative and think outside of the box, but we were able to get the rest of the material delivered. Staff were allowed on campus to take videos or pictures in the labs. We were able to connect online with the students using WebEx. The live classes went very well with lots of participation from the students. Labs were transformed into online material which included: differentials from photos, case studies and projects.

We were not able to return for our short Term 3, that includes courses on Communication & Professionalism, Coagulation, Molecular Diagnostics, Parasitology & Mycology and specific instrumentation in Chemistry (HPLC, GC, and Immunoassay). Again, faculty worked very hard to make the learning as authentic as possible through videos, pictures, projects, home labs for DNA extraction, to name a few. The format of letting them work at their own pace and meeting with instructors at designated times worked well. Some preferred the flexibility to the actual classroom.

The clinical students were allowed back into the hospitals on May 25 to finish their last rotation in their clinical training.

All post-secondary schools, and all MLS programs, across Canada were affected by the pandemic, putting a halt on didactic and clinical training to varying degrees. The Canadian Society of Medical Laboratory Sciences (CSMLS) added additional exams to accommodate the graduating students. Our graduates would usually complete their training at the end of May and write the June CSMLS exam. This year they finished at the beginning of July and were able to write at the end of August.

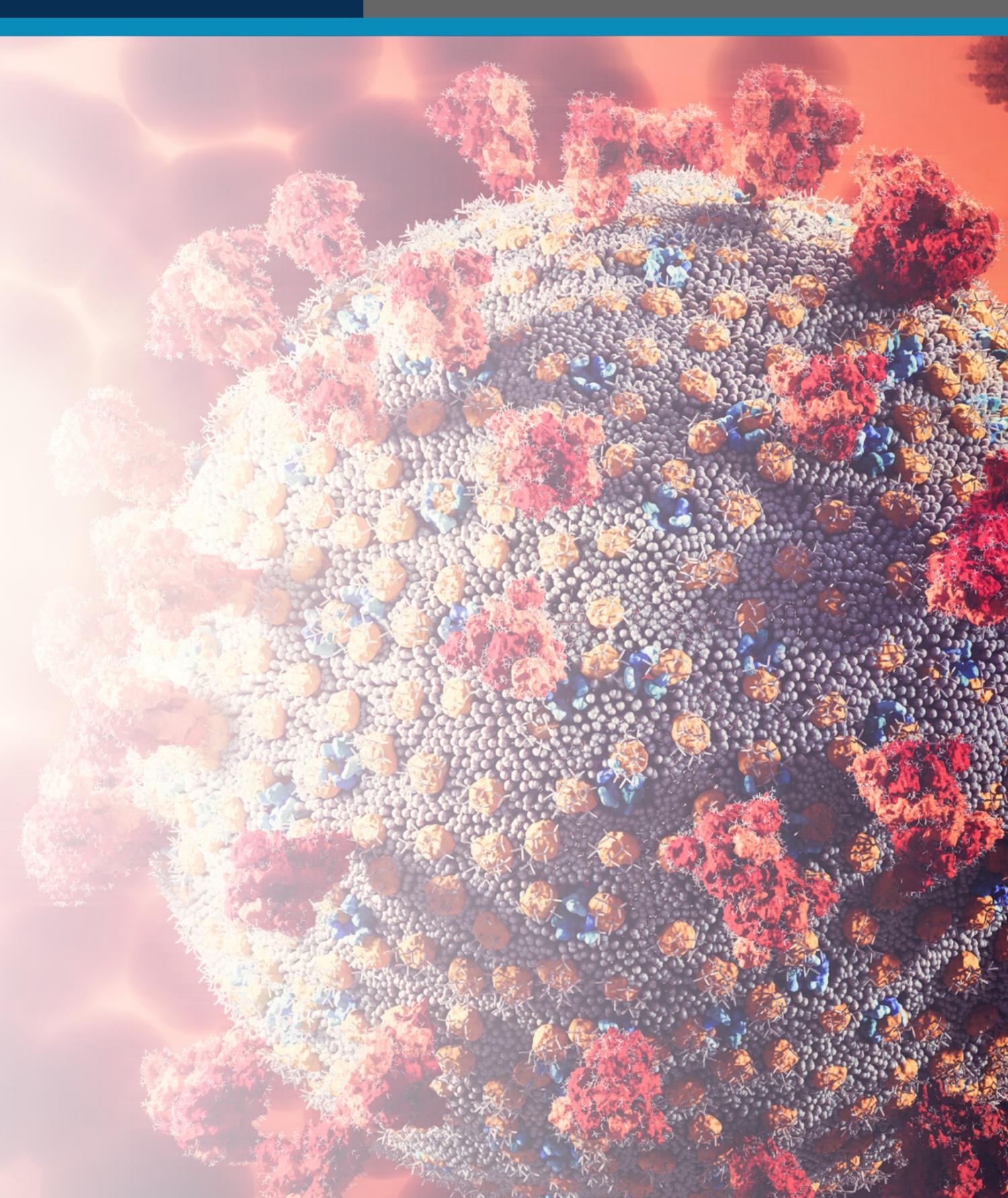
The students that just completed their first year had a slight delay in the start of their clinical but will be completing this, in the usual 44 weeks, from September 14, 2020 to July 30, 2021.

The MLS program will not be having students this fall as there was no guarantee we could have any hands-on labs. We have moved the start date of our program to January 2021 hoping we can have essential, small group labs, on campus. Theory for all RRC programs will be delivered in the flexible online delivery method.

It was a school year like none we have experienced before. I wish to thank all the fabulous RRC MLS staff for adapting their courses so quickly while maintaining our high standards of programming and keeping students engaged. There was even some sharing of ideas and experiences with other MLS instructors across Canada.

I wish to thank our clinical partners from Shared Health and Canadian Blood Services to help accommodate our students during trying times and CMLTM for granting conditional certificates to practice in record time.

I also want to thank the first and second year MLS students for their patience and adaptability. We truly were all in it together. I wish all the grads the best in your future as Medical Laboratory Professionals.



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

