

REGULATOR REVIEW *Spring 2024*

Council Update

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Do you have an interesting article that you would like to see published in the CMLTM Newsletter?

Send it in to the CMLTM at janelle@cmltm.ca for consideration!
All articles are reviewed and approved by Council.



College of Medical Laboratory Technologists of Manitoba

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COUNCIL UPDATE

We are sad to announce that **Jesziel LaForrest** has had to step down from Council. We are grateful for the time that she has given and her efforts on Council, and hope that she can volunteer again in the future.

CMLTM Council would like to welcome back **Jackie Tower** to the Council. As a long-time veteran of the CMLTM and volunteering, Jackie has agreed to serve in the position of Vice-Chair.

We also welcome **Llora Alejandro-Yarema** and **Curtis Born** to Council as new volunteers starting this year. We are looking forward to their contributions during meetings.

Jocelyn Almeda-Benedicto has started volunteering with the Board of Assessors. Welcome to the team, everyone!

CALL FOR VOLUNTEERS

The CMLTM is still looking for volunteers interested in serving on the following Committees:

- Continuing Competency Committee
- Complaints Committee

If you or anyone you know is interested in volunteering with the CMLTM, please contact **Janelle** for more information.



CMLTM COUNCIL CALL FOR NOMINATIONS 2025-2027

CMLTM will be sending out the “Call for Nominations” email soon. The email will include links to the nomination forms that will be posted on the CMLTM website.

There will be two (2) vacant Council seats. These positions commence after the September 21, 2024, CMLTM annual General meeting, with a term of January 2025 to December 31, 2027.

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 assist them in their roles 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 elected 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 profession-led 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 is considered eligible professional development activities (category 4) towards your professional portfolio.

For more information related to the Council positions and responsibilities visit the CMLTM website and the Resource Library, [Council nomination Information](#).

MED LAB WEEK

NATIONAL MED LAB WEEK
IN 2024 WILL BE
APRIL 14TH — APRIL 20TH

How will you be celebrating?

Send pictures of how your lab is celebrating National Med Lab Week to janelle@cmltm.ca to be shared on the CMLTM Social Media Pages.



THE JURISPRUDENCE MODULE REQUIREMENTS FOR RENEWAL

The CMLTM Council reviewed and updated the requirement to complete jurisprudence modules for registration and renewal.

The updated policy ([BOA-18](#)) is available on the CMLTM website under the Resource Library tab.

All current registrants must successfully complete the online Jurisprudence Modules every five (5) years. Please be sure you have completed the jurisprudence modules within the past five (5) years before you attempt to renew your registration. You are able to check when you completed a module and when it will expire on the renewal page when you are logged in to your online CMLTM account. The Regulated Health Professions Act (RHPA) 101 jurisprudence module was first released in 2018. A majority of CMLTM members completed this module in 2018. This means their completion status will expire in 2024 and they will not be able to renew for 2025 until they have completed the module again.

Each Module may take approximately one (1) to one and a half (1.5) hours to complete. Registrants have the option to start and stop the Module as needed, so you do not have to complete it in a single sitting. Please be aware that when you are returning to the module a dialog box will open, "Would like to resume where you left off?", make sure to click Yes and you will be returned to the last slide you viewed. If you click no, you will be taken to the beginning of the module and you will not be able to skip forward.

To access the Jurisprudence Module, follow these steps:

1. Log in using the [member login](#) page on the CMLTM website
2. Click on the "Renew" or "Continuing Education" tab
3. Click on the "Jurisprudence Module" link to be taken to the learning management system (LMS)
4. Click the "Log In" button at the top right of the page
5. Click "Log In" again on the Login page
6. Click "View Course" to start the Jurisprudence Module

Once you have completed the Module and come to the last slide, you will have the option to print a certificate for your records. Printing the certificate is not required as the learning management system will send (push) the notification to the CMLTM membership database upon completion of the module. (This push occurs hourly, so if you delay your review of the module until the last minute, it will delay your renewal process.) Please note that the certificate is not eligible for the CMLTM Continuing Competency Program as this Module is a requirement for your registration with CMLTM.

The module was tested on numerous types of devices prior to launch to ensure that it functions as intended. However, due to the variability of operating systems, browsers and firewalls, some members may experience some difficulties due to computer settings on the device being used.

If you encounter difficulties, please check that the following issues have been addressed on your computer/ network:

- You are using the most current version of the browser (make sure your device is up to date with updates)
- Make sure the pop-up blocker has been turned off
- Clear your browser cache and history
- If you have a firewall on your internet system, add [learning.cmltm.ca](#) to the whitelist or add it as a safe site.

These things have helped other CMLTM members that have had trouble completing the module.

If you still have problems or questions, please do not hesitate to contact the office at 204-231-0311, or email [Janelle Baril](#).

CONTINUING COMPETENCY PROGRAM AUDIT SELECTION

Nat Chaput, Chair of the Continuing Competency Committee

In the past, members being called for audit was based on random selection. This was accomplished by using a number generator that would randomly produce numbers which would correspond to the CMLTM registration number of the selected members. Numbers would be generated until 20% of Active: Practicing members were selected.

In theory, this would give all members an equal chance of being selected for audit. However, many members have noted that this method seemed unfair as it would lead to some members being audited more frequently than other members. Additionally, it would not ensure that all members were complying with the continuing competency program requirements as some members could go years without being selected for audit.

Therefore, the Continuing Competency Committee has decided to change the selection process. This new method of selection will be a stratified random selection. In this method, all eligible members will be placed in the pool for audit selection and 20% of those members will be selected randomly every year from this pool. Once a member has been selected for audit from this pool, their names will be removed. The following year, 20% of eligible members will be selected from those remaining in the pool. Once all members have been audited, the pool will be reset with all members becoming eligible for audit once again.

This method will ensure that the College is monitoring all members for compliance with the Continuing Competency Program. On average, every 5 years all portfolios will be reviewed. This will ensure a more fair process for all members and improve program quality.

This method of selection was approved by the committee late last year. This new selection process has now been implemented by the College and was the method of choice when selecting members for audit this year.

NOTICE NOTICE NOTICE NOTICE

FIVE YEAR FINANCIAL PLAN (2025-2029)

Registration Fee Increase

The privilege of profession-directed regulation provides recognition to the profession, legitimizes the unique contribution that MLTs provide to patients and the healthcare system every day, and provides accountability for MLT practice where it belongs... within our profession.

As the regulatory body for the profession, CMLTM is funded solely through the registration fees of the registrants. The Council has a fiduciary responsibility to ensure that CMLTM has the resources to meet its regulatory responsibilities as set out in the Manitoba Medical Laboratory Technologist Act established by the province of Manitoba.

The 2019-2020 CMLTM strategic plan identified financial stability and accountability as one of the strategic goals. As a result, a five-year financial plan was developed with specific goals:

- Reduce and eliminate the accumulated financial deficit.
- Increase the legal reserve fund to \$500,000.
- Create and build a capital reserve fund.
- Create an operating reserve fund.
- Reduce discretionary spending.
- Develop a predictable, fair, sustainable fee increase plan.

Council approved the 2019-2023 financial plan with the following key points.

- Annual 3% registration fee increase for 2019-2023.
- Implement a \$100/year special levy fee for 2020-2023.
 - Special levy revenue was allocated to the legal reserve fund.

Outcomes of the financial plan include:

- In 2020 during Covid, Council decided to eliminate the 3% fee increase for the 2021 registration fee and adjusted the five-year plan.
- In 2022, after successfully achieving the goal to build the legal reserve fund, Council decided to eliminate the \$100 special levy for the 2023 registration fees.
- CMLTM applied for a CEBA loan to fund an upgrade to the database.
- At the end of the five-year plan, CMLTM was able to eliminate the operating deficit.

In an effort to keep member costs at a minimum, The CMLTM budget strives to maintain a lean budget with a minimal buffer for contingency planning.

The budget is very sensitive to inflationary pressures especially when inflation is significantly higher than traditionally expected (2-3%).

In 2023, inflation was significantly higher than expected and impacted all aspects of the economy. This included a significant impact on the CMLTM budget.

Council extensively considered and reviewed the 2025-2029 proposed budget prepared by the Registrar/CEO, Adam Chrobak. As part of the review process, Council consulted with financial experts to review and provide comments regarding the proposed budget.

After considerable debate and discussion, Council tasked the Executive Committee to consider the budget and present their recommendations to Council. The Council Executive Committee reviewed the proposed budget considering the financial advice provided by the Council appointed accountant and auditors in developing their recommendations to Council.

During the February 7, 2024, Council meeting, Council approved the Executive Committee recommendations to implement the following fee increases:

- 3.5% fee increase for 2025. [\$525.90]**
- 3.0% fee increase for 2026. [\$541.68]**
- 2.0% fee increase for 2027, 2028, and 2029.**

For more information, the CMLTM fee schedule has been updated and posted on the CMLTM website.

NOTICE NOTICE NOTICE NOTICE NOTICE NOTICE NOTICE NOTICE

REGULATED HEALTH PROFESSIONS ACT (RHPA) UPDATE

Submitted by Adam Chrobak, BSc, MBA, MLTk, | [Click here for more info](#) 

Regulated Health Professions Act

In 2009, the Regulated Health Professions Act was passed by the Manitoba Government. The RHPA will change the way health professions are regulated in Manitoba and replace current legislation, bringing all the regulated health professions under one umbrella act. The RHPA will set consistent rules and processes for governance, registration, complaints, and discipline.

Each profession-specific legislation will be repealed when the profession transitions to the RHPA. Profession directed regulation will continue under the RHPA. Each profession will continue to have a regulatory college, regulations, code of ethics, and practice standards to govern its members. The RHPA is a new model for health profession regulation. It is based on a model that regulates the provision of specific health services/procedures identified as “reserved acts.” The RHPA defines twenty-one (21) reserved acts. Health professions authorised to perform the reserved acts must have the appropriate education, competence, and skill required to perform the reserved act safely.

Profession-specific regulation will identify the reserved acts a profession is authorized to perform, and the limits or conditions related to those reserved acts. Under the RHPA, reserved acts are not exclusive to any one health profession.

The RHPA was proclaimed in 2014 when the College of Audiologists & Speech Language Pathologists of Manitoba (CASLPM) transitioned to the RHPA.

The following professions have transitioned to the RHPA.

- The College of Audiologists & Speech Language Pathologists of Manitoba (CASLPM), 2014
- The College of Registered Nurses of Manitoba (CRNM), 2018
- The College of Physicians & Surgeons of Manitoba (CPSM), 2019
- The College of Paramedics of Manitoba (CPMB), 2020
- The College of Registered Nurses of Manitoba (CRPNM), 2022

Manitoba Health, Legislative Unit, is actively working with four (4) health professions to develop profession specific regulations and transition to the RHPA.

- The College of Medical Laboratory Technologists of Manitoba (CMLTM)
- College of Licensed Practical Nurses of Manitoba (CLPNM)
- The College of Physiotherapists of Manitoba (CPM)
- Psychologists Association of Manitoba (PAM)

The general regulation and practice regulation policy drafts for CLPNM, CPM, and PAM have been completed and forwarded to the Manitoba Health legal drafter to develop the regulations.

During the February 2024 Council meeting the final version of the CMLTM general regulations and practice regulation policy drafts were reviewed. The director of the Manitoba Health Legislative Unit, Donna Hill, attended the meeting to discuss the process of developing the regulatory policy drafts and to address any questions or concerns. The regulation policy drafts have been forwarded to the Manitoba Health legal drafter. Council will review the regulations when the legal drafter has provided the final version and before they are released for the public consultation period.

CMLTM RHPA Regulation

The Minister of Health requested CMLTM explore the regulation of medical laboratory assistants (MLA) and combined laboratory & x-ray technologists (CLXT).

CMLTM submitted a proposal for the regulation of MLAs and CLXTs to the Manitoba Health Legislative Unit.

In April 2023, the Deputy Minister of Health decided not to include the regulation of MLAs and CLXTs under the CMLTM RHPA Regulations at that time. The proposal was referred to the Assistant Deputy Minister of Health Office to conduct further investigation. The decision to regulate MLAs and CLXTs was deferred to a later date.

In November 2023, Donna Hill, Manitoba Health Legislative Unit, informed CMLTM that the Health Minister approved the proposal to regulate CLXTs under the CMLTM regulations. The CLXTs have been included in the general regulations and practice regulations policy drafts.

Here are some highlights of the changes included in the new general regulations and practice regulations policy drafts.

- New descriptors for registration classes on member profiles
 - Current Member Type will be changed to a Register.
 - A membership class will be added.
 - The registration status will not change.
 - Speciality currently used to list the areas of practice a member is registered for will be changed to Field of Practice.
 - The list of Fields of Practice will be updated.
 - Practice restrictions (no change).
- New membership classes under the RHPA
 - Medical Laboratory Technologist (MLT)
 - ◇ MLT Full, Currently the Active: Practicing registration.
 - ◇ MLT (Temporary), same as current, used for MLTs coming from other regulated jurisdictions for a specific purpose for a maximum term of three months. An example is the Canadian Forces MLTs working during the pandemic.
 - ◇ MLT (Graduate), new class used for new graduates or internationally educated applicants (IEA) that are eligible to write the exam or are waiting for their results from the exam. Supervised practice required. Converted to full when they pass the exam. Closed if they fail the exam twice.
 - ◇ MLT (Conditional), used for all other applicants that require supervised practice, i.e. re-entry to practice, or IEA. Note: members that require supervised practice as a result of a complaint decision will not be placed in this class but will have a practice restriction added to their registration.
 - ◇ MLT (Substantive Equivalence), use for candidates where BOA-20 applies. They are able to complete learning plan and supervised practice requirements.
 - ◇ MLT (Non-Practicing), replaces the current Inactive: NonPracticing registration. Will not be able to use the title MLT.
 - Combined Laboratory and X-ray Technologist (CLXT)
 - ◇ CLXT Full, this is the CLXT practicing registration.
 - ◇ CLXT (Temporary), will be used for CLXTs coming from other regulated jurisdictions for a specific purpose for a maximum term of three months.
 - ◇ CLXT (Graduate), new class used for new graduates or internationally educated applicants (IEA) that are eligible to write the exam or are waiting for their results from the exam. Supervised practice required. Converted to full when they pass the exam. Closed if they fail the exam twice.
 - ◇ CLXT (Conditional), used for all other applicants that require supervised practice, i.e. re-entry to practice, IEA. Note: members that require supervised practice as a result of a complaint decision will not be placed in this class but will have a practice restriction added to their registration.
 - ◇ CLXT (Non-Practicing), Will not be able to use the title CLXT.
- A member's registration and Certificate to Practice will list the fields of practice they are registered to practice.
- Members (MLT and CLXT) that fail to renew their registration will be placed on the Non-Practicing roster until their registration is reinstated. They will not be able to practice as an MLT or use the title.
- Requirement to have \$2 million professional liability insurance (PLI) has not changed. Practicing MLTs will be required to carry their own PLI; will not be able to rely on employer liability insurance.
- The Student registration will be discontinued. Student will continue to require direct on-site supervision.
- Requirements for members supervising students or members requiring supervision have been included in the regulations. A practice direction will be developed for supervised practice and supervision of members and students.

Reserved Acts

The CMLTM MLT Reserved Acts submission has been approved by the Minister of Health. The following are the reserved acts approved for Medical Laboratory Technologist (MLT), and Combined Laboratory and X-ray Technologist (CLXT) practice and have been included in the practice regulation policy draft. Some of these activities are performed routinely and some are performed after additional education, and some are performed discreetly by only a few practicing MLTs or CLXTs.

Reserved Act # 2 - Ordering or receiving reports of screening or diagnostic tests. CMLTM feels that MLTs and CLXTs routinely add and cancel tests using laboratory protocols and algorithms for reflex testing. (eg. Adding a differential to a CBC or cancelling it. Adding or cancelling urine microscopic examination. Adding factor assay testing when INR or APTT are prolonged.) In some rare cases MLTs and CLXTs also receive reports. (E.g. Stem Cell Therapy Laboratory when determining donor suitability.)
Reserved Act #3(a) - Performing a procedure on tissue below the dermis. This Act describes the procedure of phlebotomy and skin puncture which are routine procedures for many practicing MLTs and CLXTs.

Reserved Act #10(e) - Applying or ordering the application of X-rays or other ionizing radiation for diagnostic imaging.

MLTs who have completed the 6-month x-ray assist program at Red River College routinely perform x-rays and therefore should be granted this reserved act.

The CLXT competency profile and education includes the application of x-rays for diagnostic imaging.

There are many other activities that are a critical part of the work of MLTs and contribute significantly to safe patient care that are not on this list.

It is important to note that the Manitoba Health has not recognized any “laboratory specific” acts or procedures, like the importance of ensuring an instruments performance through quality control and calibration procedures, as a reserved act. The list of reserved acts recognized by the Manitoba Health focuses on procedures performed on patients directly. Most of the important work of MLTs is not performed directly on patients but is performed for patients.

MLTs currently “cross-trained” (MLTX) and performing x-ray procedures are required to provide verification that they have completed an x-ray education program to continue performing x-ray procedures after the transition to the RHPA.

The CMLTM General Regulation policy draft and the Practice of MLT/CLXT Regulation policy draft have been completed and will be forwarded to the Manitoba Health legal drafter for development of the regulations.

In preparation for the transition to the RHPA, CMLTM will need to review and update several documents and standards, including the by-laws, Standards of Practice, Code of Ethics, and Practice Directions. CMLTM is looking for volunteers to participate in working groups and focus groups for this project. Please contact CMLTM for more information.

CMLTM TRUTH AND RECONCILIATION COMMITTEE REPORT

Cindy Balfour, MLT TRC Working Group Chair

CMLTM has made a commitment to reconciliation with Indigenous peoples and focus on the Truth and Reconciliation Commissions (TRC) Calls to Action that apply to regulated health professionals. The TRC Committee created a plan with specific actions to advance this important work. The committee meets bi-annually to review the plan and monitor its progress.

Here is the progress on items since the last year:

- CMLTM recognized the important work and has formalized the working group to the CMLTM Truth and Reconciliation Committee.
- CMLTM has affirmed our commitment, and all current and future Committee members will be eligible to complete the Manitoba Indigenous Cultural Safety Training (MICST) within their first term on a Committee.
- The CMLTM Land Acknowledgement Statement was reviewed and updated.
- A CMLTM TRC page titled Truth and ReconciliACTION has been add to the website.

The page includes the 4 resources which are guiding the work of the Committee and activities for members personal growth on Indigenous historical trauma and its impacts.

The activities include courses, books, movies, series, and webinars. All activities have been approved for CE credits by the Continuing Competency Committee.

The CMLTM office has already received feedback from a few members regarding the new page.

SV wrote "Thank you for making these courses worth CE credit and available to us. Now we have a place to start with learning what being indigenous in Manitoba is really about."

JS reached out and recommended two additional books to add to the reading list.

If you have a suggestion or item to add please contact tricia@cmltm.ca

A Personal Reflection on "The Northwest is Our Mother" by Jean Teillet

"The Northwest is Our Mother" by Jean Teillet is a historical and cultural exploration of the Métis people, focusing on their unique identity, struggles, and contributions to Canadian history. Teillet traces the Métis journey from their origins as the offspring of Indigenous women and European fur traders to their pivotal role in shaping the Canadian West. Through vivid storytelling and meticulous research, the book sheds light on the complex relationships between the Métis, Indigenous peoples, and European settlers, highlighting their resilience and ongoing quest for recognition and justice.

Welcomes and Farewells

This year we welcomed 4 new members to the Committee.

- Daria Gnutel
- Cristal Cizik
- Felicia Fermin
- Gloria McTavish

We are sad to say goodbye to Cindy Balfour, one of our founding members and Committee Chair. Thank you for your inspiration and contributions.

CANADIAN ALLIANCE OF MEDICAL LABORATORY PROFESSIONALS REGULATORS (CAMLPR) PROJECTS

CAMLPR has applied for and been awarded two Employment and Social Development Canada (ESDC) funded projects:

- The [CAMLPR MLT Gateway](#) Project (1)
- The [CAMLPR Flexible Pathways to Registration for MLTs](#) Project (2)

The CAMLPR Gateway Project (1) has three (3) pillars:

- Website/portal, a "one stop shop" for registration
- MLT Language competency validation and benchmarking (English and French)
- Virtual Clinical Skills assessments

The website/portal has undergone beta testing and is currently undergoing revisions and updating. The website is expected to go live very shortly.

The MLT profession specific language competency validation and benchmarking project was conducted by the Centre for Canadian Language Benchmarks (CCLB) and has been completed. The final reports can be found in the CMLTM Resource Library, *Research study to support the review of English Benchmarks*, and *Revisiting the English Language Benchmarks for MLTs*.

CAMLPR used the CCLB reports to develop the National Language Competency policy. CMLTM is in the process of updating the CMLTM policy, BOA-17, to align with the CAMLPR national language policy guidelines.

Several virtual clinical skills assessment tools have been developed and are undergoing beta testing. Some aspects of this part of the project have been carried over to the Flexible Pathways Project (2).

The overall goal of the CAMLPR Flexible Pathways to Registration for MLTs Project (2) is to investigate and develop flexible pathways to help support an increased supply of field of practice specific MLTs in Canada and address shortages currently being experienced across Canada. These are some of the important project goals/activities:

- Reviewing and revising the entry-to-practice competency profiles so they reflect current practice requirements.
- Streamlining the recognition process for internationally educated MLTs (IEMLTs) and individuals educated in Canada whose education and experience is related to MLT areas of practice and may be registered via a flexible pathway.
- Identify ways applicants can demonstrate they meet required competencies.

[Directions Evidence and Policy Research Group](#) has been contracted to manage the project.

The development of the competency profile is an important and foundational component for the establishment of transparent and flexible pathways to registration.

Subject matter experts (SMEs) from across Canada have been utilized to develop, verify, and validate the competency profile and exam questions. The SMEs have finalized their work, and the Directions team are verifying and validating the draft competency profile. The finalized competency profile has been forwarded to CAMLPR for discussion and approval.

Directions is finalizing the development of the key parts of the assessment process including...

- Development of an online self-evaluation for readiness tool for the fields of practice,
- Development of interactive and immersive assessment/exam items for the fields of practice clinical competency assessments,
- Development of written tests of knowledge in the fields of practice, and
- Development of an assessment/exam delivery platform.
- Development of bridging courses for the fields of practice.

Both ESDC funded projects are entering the final stages of the project and entering the project evaluation stages.

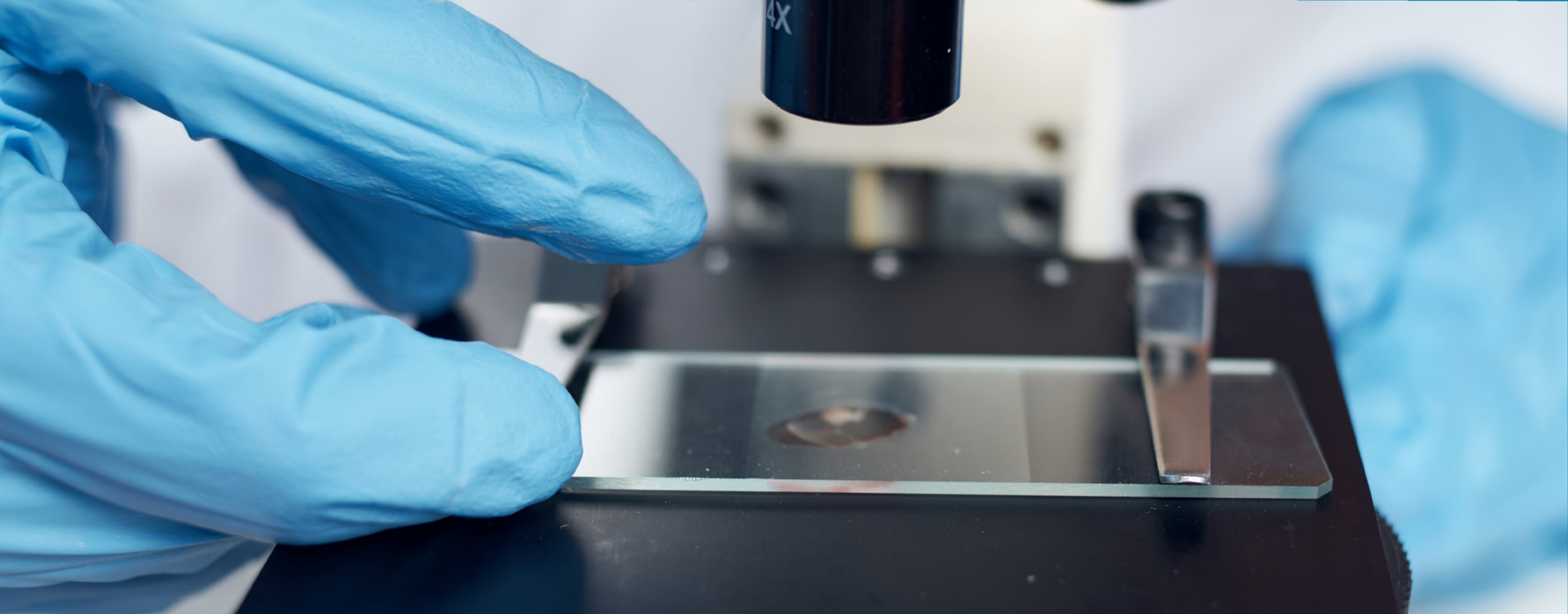
CAMLPR will review the project outcomes to determine how the CAMLPR MLT Competency Profile and assessment/exams will be used for registration.

On March 6, 2024, CAMLPR met and approved the CAMLPR National MLT Competency Profile for the project and agreed to bring the competency profile to their Councils to adopt.

CAMLPR also recognizes that there is a potential issue for the MLT profession with having two (2) competency profiles and assessment processes. CAMLPR will consider and resolve this in the near future.

Issues to consider related to having two (2) competency profiles.

- Unfairness with two (2) different paths for assessment and registration - Fair Registration Practices
- Potential risk of challenges if applicants are unsuccessful.
- Validity and reliability with two (2) different competency profiles and assessment pathways to succeed
- Labour mobility



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