



REGULATOR REVIEW Fall 2024

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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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CMLTM CALL FOR MEMBERS TO SERVE ON COUNCIL

Nomination forms were emailed to all CMLTM members and posted on the CMLTM website in May 2024. There were two (2) Council seats available. These Council positions commence after the 2024 CMLTM Annual General Meeting (AGM), September 21, 2024, with a term running from January 2025 to December 31, 2027.

CMLTM received one (1) nomination before the deadline, July 12, 2024. As a result, there is a vacant Council position for the term of January 1, 2025, to December 31, 2027. In such a situation, Council has the authority to appoint a member when there are vacancies on Council.

Council is looking for a CMLTM member interested in serving on Council.

The CMLTM Council is responsible for the overall governance of the College. Serving 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.

List of volunteer benefits adapted from CMLTA Volunteer Value Proposition Statement

CORRECTION NOTICE FROM THE SPRING 2024 NEWSLETTER

*A Personal Reflection on "The Northwest is Our Mother" by Jean Teillet
was written by Nicole Evans from the CMLTM Truth and Reconciliation Committee.*



FAREWELL TO PUBLIC REPRESENTATIVE ON COUNCIL

Cynthia Rempel Patrick has served on the CMLTM Council as a Public Representative since September 2018 when she was appointed. Cynthia has taken on additional responsibilities with other organizations and has made the decision not to continue her appointment with the CMLTM now that her term has come to an end.

The CMLTM Council and staff would like to express our appreciation for Cynthia's dedication, contribution, and service on the Council in the governance of CMLTM. In addition to serving on the Council, Cynthia also took on the role of Council Liaison to the Truth and Reconciliation Committee.

Cynthia's was an outspoken member of Council, always willing to speak on matters and make or second a motion. Her experience and insight will be missed! Thank you, Cynthia, and we wish you all the best.

2024 AGM QUESTION AND ANSWER SESSION

Approved minutes from the AGM will be posted on the [CMLTM Website](#) when they have been approved by Council.

As per the AGM agenda, "Item 15: New Business" allows attendees to ask questions and raise concerns. Any issues raised may be brought forth for future consideration by Council.

Q1 Jodi Kristinnson, MLT: Is it my understanding that in the future, all MLAs will need to be certified and registered with the College to work in Manitoba?

- **Matthew Bueno de Mesquita, MLT, Council Chair:** That is a goal for the College to regulate all medical professionals who have contact with the public. It is not a certainty and is not currently a part of the RHPA application.
- **Adam Chrobak, BSc, MBA, MLT, Registrar:** We did apply and were asked to submit a proposal to regulate the medical laboratory assistants (MLAs). After several months of looking at our proposal, the government has decided not to move forward with the regulation of MLAs in Manitoba. However, in Nova Scotia, MLAs will be regulated under the Nova Scotia College of MLT (NSCMLT). We still have hope that it will happen in the future, especially once Nova Scotia does so.

Q2. Paul Conyette, MLT: What is the process of an MLA who may have been trained on the job to apply for membership leading to becoming a regulated member?

- **Matthew Bueno de Mesquita, Chair:** There is not currently a process for an MLA to apply for regulation under the CMLTM. To become regulated, MLAs should petition the government for regulation of their profession.

Q3. Jody Kristinnson, MLT: What about MRTs who are on the job trained in the lab for Point of Care (POC) testing, will they be regulated at all?

- **Matthew Bueno de Mesquita, Chair:** It is not just medical radiation technologists (MRTs). I think this speaks to a broader discomfort between MLTs and Medical Laboratory Professionals that we have with some practices where individuals who do not necessarily have what we would consider in depth adequate training performing laboratory testing. This is not just MRTs who are being put in this situation. This is largely due to staffing issues, but also due to choices that have been made across the province.
- **Adam Chrobak, Registrar:** MRTs are not currently regulated in Manitoba. They have applied to be regulated under the RHPA, but that may take several years. What Matt is alluding to is that laboratory tests are not a reserved act under the RHPA. Based under that model, it appears that almost anyone could do lab tests, but that would be a risk for employers, and they will not be doing that. When we find out about new health care personnel performing lab tests and POC, we do investigate. Because it's not a reserved act, we cannot say they can't do it. We must take a different approach. Our approach is generally to say that we know we can't tell them not to do it, but that we do expect that the people who do it have received the appropriate education, clinical experience, as well as had their competency assessed to ensure that they're competent to do those tests. We also expect that they will have continuing education (CE) requirements to maintain their competency, and annual/regular competency assessments to ensure they maintain their competency.

Q4. Amina Khizar, MLT: After our profession transitions to the Regulated Health Professions Act (RHPA) and the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR), what changes are expected in our liability insurance? Currently the Canadian Society for Medical Laboratory Science (CSMLS) offers professional liability insurance (PLI).

- **Adam Chrobak, Registrar:** I am one of the CAMLPR project team leads, and I was tasked with investigating and researching the professional liability insurance (PLI) options. There are two (2) PLI currently available to MLTs: CSMLS and Medical Laboratory Professionals Association of Ontario (MLPAO). Part of the RHPA raised the question if the \$2,000,000 requirement was enough or if it needed to be raised. It was determined that it was sufficient, and it will not change when we move to the RHPA. However, the impact of what is happening with CAMLPR Flexible Pathways Project may have an impact on how future registrants get PLI. One of the requirements to obtain PLI through CSMLS is that you must have (a) passed the exam and (b) maintain your membership. Once we move under the CAMPLR PLA/Exam process, those registrants will not meet the CSMLS requirements to get the lower priced PLI. I am in the process of writing a briefing note for CAMLPR to consider a potential policy that I was able to develop with a broker. The purpose of this new product will be to address those individuals that are going through the CAMLPR process and not be able to access the CSMLS PLI. Once I get more decisions from CAMLPR and how we will be moving forward with that product, I will notify the CMLTM Council and our membership.

Q5. Paul Conyette, MLT: How many MLTs/MLPs are currently, if any, involved in out of scope practices in Manitoba (blood pressures, injections, IVs, patient assessments, etc)? Any stats on this? Nova Scotia and British Columbia are really pushing for this.

- **Adam Chrobak, Registrar:** We do not have the statistics on this. Monitoring blood pressure is not a reserved act, so I suppose MLTs could be doing it. However, injections and IVs are reserved acts, and I highly doubt any MLTs are doing that in Manitoba. As far as I know, they're the same in other provinces. I have not heard of any MLTs doing this outside of Manitoba.
- **Tricia VanDenakker, Deputy Registrar:** There were MLTs performing injections (vaccinations) during COVID, and it was requested during the RHPA along with the nasopharyngeal swabs. But because that was a specific public health situation, that it was not going to become part of our scope of practice.
- **Matt, Chair:** Our fields are evolving scientifically and in scopes of practice. Healthcare is changing and understaffed in all areas. It is not surprising to me that inventiveness and efforts to push boundaries. If you see something dangerous happening around you that is a danger to the public, please notify the CMLTM. That is what we are here to do, to help prevent healthcare issues through regulation.

CMLTM TRUTH AND RECONCILIATION COMMITTEE REPORT

Nicole Evans, MLT, Truth and Reconciliation Committee 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 a list of committee activities and the 2024 Action List:

- Reviewed and revised the CMLTM Land Acknowledgement Statement
- Land Acknowledgment added to website and staff signatures
- Actions to Date table added to ReconciliACTION page
- Link for members to provide suggestions for content added to ReconciliACTION page
- 3 Activities added to page
- 2 member communications sent regarding special Indigenous dates (June 30 National Indigenous Day, Sept 30 National Day for Truth and Reconciliation)
- Action Plan review with Braided Circle Consulting
- Creation of Indigenous Culture and Cultural Safety Learning Module
- Monitoring members inclusion of

ReconciliACTION page activities in Professional Portfolios

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

If you have a suggestion or item to add [please contact us.](#)

PERSONAL REFLECTION OF THE MOVIE “INDIAN HORSE”

Gloria Mactavish

The movie, “Indian Horse”, is based on the novel “Indian Horse” by Canadian First Nation author Richard Wagamese. It is a brief look at life in a Residential School from the point of view of one of its survivors.

Saul Indian Horse is an eight year old First Nation boy from the First Clan Tribe in Northern Ontario. He lives with his parents John and Mary, his brother Benjamin, his sister Rachel and his grandmother Naomi. Saul spent a lot of time with his grandmother, listening to her stories about their ancestors and being taught about their customs and culture.

One day his parents, who love to party, leave home, leaving Saul and his siblings in Naomi’s charge. During this time, Benjamin and Rachel are kidnapped by Government Agents and taken to a “Christian” school run mainly by priests and nuns. The purpose of these schools was to remove the “Indian” from the children. Saul and his grandmother escape to God’s Lake which is believed to be the home of their ancestors. Because they wouldn’t survive winter there, they undertake a canoe journey to Minaki. They encounter fierce winds and snow. They make their way to the highway on foot. Government agents, who were passing by, stop and apprehend Saul. At this point Naomi dies and her body is left by the roadside. Saul is taken to St. Jerome’s Residential School where there were several other Indigenous children. He experiences and witnesses several acts of abuse.

A young priest, Father Gaston Leboutelier, befriends Saul. Father Leboutelier starts a hockey team at the school. Saul watches the practices and games. He becomes obsessed with hockey. Because he is too young to play, he is given the task of maintaining the rink. He rises early in the morning and sneaks out to practice and build his skills. With Discipline and dedication and the help of Father Leboutelier, he becomes an enormously skilled hockey player. Although still too young to join the team, he is given the opportunity to fill in for a player who is unable to play. He becomes a member of the school’s hockey team. Once Saul becomes a teenager, the school allows him to leave. He is fostered by an Indigenous family and joins a hockey team, The Moose, a team that plays against other reserve teams. He leads his team to many victories and eventually captures the eye of an NHL scout. He is invited to try out for the Toronto Monarchs, a farm team of the Toronto Maple Leafs. He is offered a position and agrees to join the team. He faces racism from other teams, spectators, the media and his own teammates. Angry and overwhelmed, he lashes out by attacking other players who come after him. Father Leboutelier makes a surprise visit to Saul, telling him how proud he is of him. He tells Saul the church is sending him to Africa. This visit brings flashbacks of his time at St. Jerome’s. He realizes he had been sexually abused there. He leaves the team and after several low paying jobs, bouts with alcoholism, severe liver disease and treatment, he visits the abandoned school where he realizes he was abused by Father Leboutelier. He makes his way to God’s Lake and finally returns to and is welcomed by his foster family.

My brief overview of the movie is just that - BRIEF. There is much more to the plot. This movie, although based on a book classified as fiction, left me feeling very sad, ashamed and embarrassed of the way Indigenous, particularly First Nations, people were treated. It made me realize that conditions at residential schools were, more than likely, worse than depicted in the movie. It also made me more aware of the trauma facing residential school survivors and the present day effects it has on their families. Saul’s parents were given the stereotype of irresponsible alcoholics who cared more about drinking binges than their children. Shared with us at the viewing, was that Clint Eastwood, the Executive Director of this movie, requested this movie be shown to as many people as possible. The sad part is, it cost \$80,000,000 to make and had a box-office draw of \$20,000,000. I have encouraged others and I encourage you to see “Indian Horse”, the movie, or read the book. I think I was very fortunate in having the opportunity to see this film at the Icelandic Museum during the 2023 Gimli Ice Festival (shown as part of Gimli’s Truth and Reconciliation).

REMINDER: 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 registration status of an MLT 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 footprint, CMLTM has moved to a paper-less system. CMLTM has discontinued the printing of the Certificate to Practice (card) and income tax receipts. Registrants can print/view their Certificate to Practice and income tax receipts from their CMLTM on-line account by clicking on the “My Account” tab.

2025 RENEWAL

The renewal notice for the 2025 practice year has been emailed on October 2, 2024.

The deadline for renewal is November 15, 2024. Please remember to renew before the deadline to avoid the late fee (20% of registration fee).

The Active: Practicing [registration fee](#) for the 2025 practice year is \$525.90.
Jurisprudence Module: Regulated Health Professions Act (RHPA) 101

All jurisprudence e-Learning modules must be done on a 5-year cycle. It has come time for the first module (RHPA 101) to be repeated by all those who first completed the module in 2018 or 2019.

The table on the right side of the renewal page will tell you what year you completed the module. If you are unsure if you must repeat the module, please email janelle@cmltm.ca and our Administrative Assistant will be able to check on that for you.

DO NOT REPEAT SOCIAL MEDIA AWARENESS OR HEALTH EQUITY AND CULTURAL HUMILITY.

The database is not set up to record new results for completed modules. It must be reset for every attempt, or the results will not be saved.

Please remember that a certificate does not indicate that a module has been passed. A certificate of completion is issued automatically by the system regardless if the module is passed or not. A passing score of 60% is required.

RESULTS ARE CHECKED MANUALLY BY CMLTM STAFF A FEW TIMES A DAY.

You will receive an email if you have not passed the module, and it needs to be repeated. If you do not receive an email indicating that you need to repeat the module, then check back the next business day and you should be able to proceed with your renewal.

Please remember that you might be required to update your record checks. CMLTM members are required to submit the following updated record checks every five (5) years.

- Criminal record check (with vulnerable sector check)
- Child abuse registry check
- Adult abuse registry check

Record checks must be up to date before you are able to complete your renewal.

WAS THERE AN ERROR MADE ON YOUR PORTFOLIO AUDIT?

Tricia VanDenakker, MLT

I am the CMLTM Continuing Competency Program (CCP) auditor. My name is Tricia VanDenakker, the Deputy Registrar for the CMLTM.

During the 2024 audit season, I was inadvertently making errors by recategorizing registrants' portfolios. I would like to thank Amina Khizar for bringing the error to my attention and allowing me to share the screenshots of her online portfolio.

I decided to review this error through the newsletter, in case it affects you.

First a quick review:

Category 1 activities: Activities with documentation and a test of learning
Category 2 activities: Activities with documentation and no test of learning.

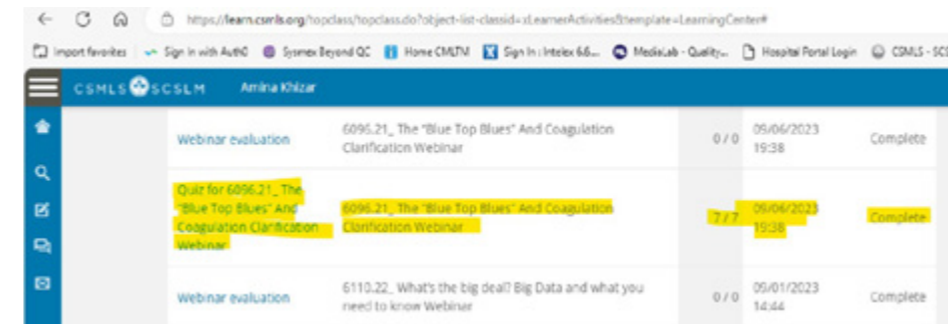
SITUATION:

Amina had correctly classified some CSMLS activities to Category 1. These activities included a test of learning but there was no information on the certificate that indicated a test of learning was passed. (See picture below)

During the audit of her portfolio, I reclassified them to Category 2.



Amina contacted me with the information that the activities did have a test of learning. I asked her if she had any additional documentation to demonstrate the test of learning. She provided me with a picture from the CSMLS online learning management system which captured the test results for the activity (see picture below).

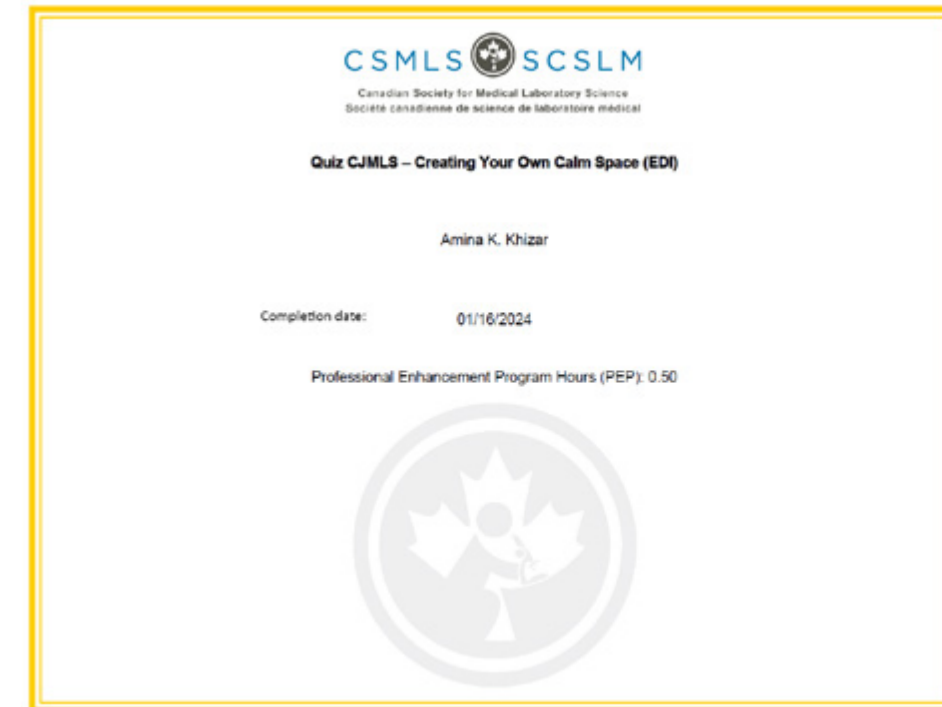


The additional documentation clearly demonstrates that a test of learning was both completed and passed successfully.

I advised her to upload the additional documentation for all activities that I reclassified in error and let me know which activities this was done for. I then went back and corrected them.

WHY DID I MAKE THE ERROR?

I was used to seeing the certificate below for Category 1 activities from CSMLS that clearly indicated the activity included a Quiz.



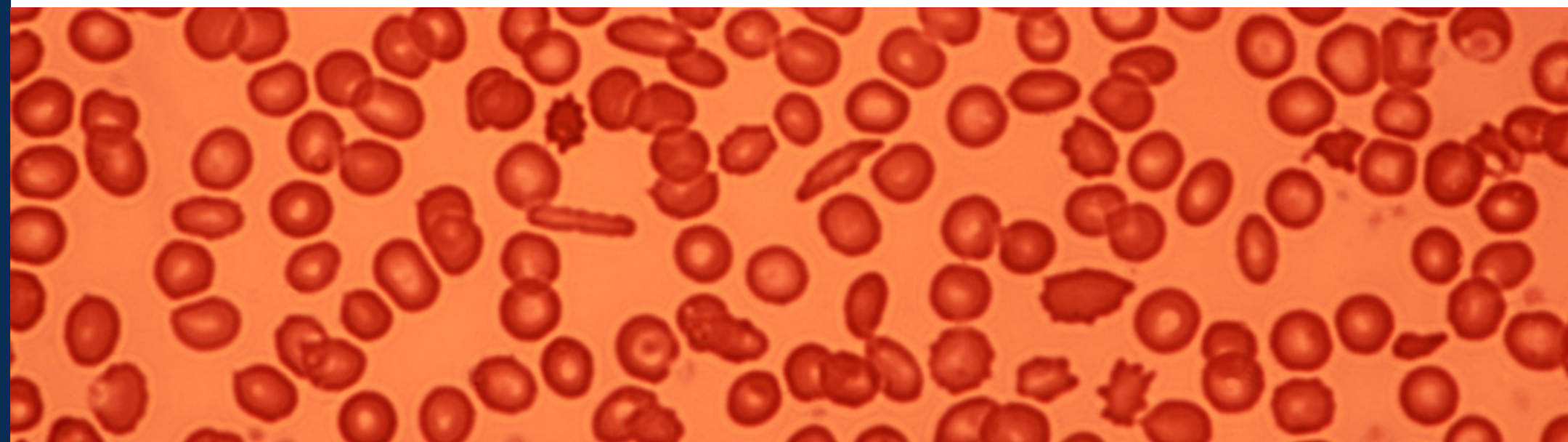
WERE YOU AUDITED THIS YEAR, AND DID I DO THE SAME THING TO YOU?

If you would like your portfolio corrected, please upload the additional supporting documentation and send me an email listing the activities that were recategorized in error. I will review and correct them in the online system.

REMINDERS:

If the certificate is not clear on a test of learning, always upload additional supporting documentation to your portfolio to avoid this error.

If the activity hours aren't clear, add additional documentation (eg agenda for the day) to justify hours claimed.



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 Psychiatric Nurses of Manitoba (CRPNM), 2022

Manitoba Health, Legislative Unit, has been 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)
- The College of Licenced 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. They are still waiting to receive their draft regulations.

CMLTM RHPA Regulation

This is a review of activities presented in the Spring 2024 Newsletter.

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.

During the June 12, 2024, Council meeting, Council has made a commitment for CMLTM to become more inclusive and sensitive. As CMLTM transitions from the Medical Laboratory Technologists Act to the Regulated Health Professions Act (RHPA), and the combined laboratory and x-ray technologists (CLXTs) will be included in the new regulations. Also, the fact that Manitoba Health is still considering including the regulation of medical laboratory assistants (MLAs) in the new regulations.

Council considered if the current name, College of Medical Laboratory Technologists of Manitoba (CMLTM), still represented all the members (current, new, and potential) under the RHPA.

Council has decided to approve a name change from the College of Medical Laboratory Technologists of Manitoba (CMLTM) to the College of Medical Laboratory Professionals of Manitoba (CMLPM). Council is developing an implementation plan for the new name including developing a new logo. Council will consult with members/registrants on the proposed new logo designs.

The name change will be implemented when CMLTM transitions to the RHPA and the new Regulations are approved by the Government and come into force.

The Manitoba Health legislative unit have updated policy drafts to include the new name (CMLPM). The CMLPM General Regulation policy draft and the Practice of MLT/CLXT Regulation policy draft have been completed and forwarded to the Manitoba Health legal drafter for development of the regulations. We expected to receive the first draft of the Regulations in September 2024. Council will review and approve the draft regulations when we receive them. The new Regulations will go to a 60-day public consultation period once the Council approves them. The draft regulations will be forwarded to the Manitoba Government for approval after the public consultation period.

In preparation for the transition to the RHPA, CMLTM is in the process of reviewing and updating several documents including the by-laws, Standards of Practice, Code of Ethics, Practice Directions, and policies. CMLTM is looking for volunteers to participate in working groups and focus groups for these projects. Please contact CMLTM for more information.

CANADIAN ALLIANCE OF MEDICAL LABORATORY PROFESSIONALS REGULATORS (CAMLPR) PROJECT UPDATE

Adam Chrobak BSc, MBA, MLT Chair

The Employment and Social Development Canada (ESDC) funded project, [CAMLPR Flexible Pathways to Registration for MLTs](#) is in the final stages of implementation.

The overall goal of the “CAMLPR Flexible Pathways to Registration for MLTs” Project was 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 the country. These were some of the important project goals/activities:

- Reviewing and revising the entry-to-practice competency profiles to 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](#) was 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 have verified and validated the competency profile. The finalized competency profile has been forwarded to CAMLPR for approval and implementation. The CAMLPR member organizations have approved the CAMLPR National Entry-to-Practice Competency Profile as that will be used to assess the competency of all applicants for registration, including internationally educated and domestically educated applicants.

Directions is finalizing and validating the key parts of the assessment process including...

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

The Flexible Pathways project has an agreement with the Michener Institute for the development of bridging courses for the fields of practice.

On August 13, 2024, CAMLPR released the following announcement regarding the project.

Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) Releases New Competency Profiles for Eight Fields of Practice

Toronto, Ontario — August 13, 2024 — The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) announces the release of new competency profiles for the eight fields of practice within the medical laboratory technologist (MLT) profession. These competency profiles will be used by the CAMLPR affiliated authorities and other jurisdictions for the assessment and registration of all applicants for registration with health regulatory Colleges for medical laboratory technologists.

The newly developed competency profiles provide a comprehensive framework outlining the essential skills, knowledge, and judgment required for safe, efficient, and ethical practice within each field of MLT. These profiles serve multiple purposes:

- Standardizing Assessments: Ensuring that the assessment of education and practice is consistent across various settings, thereby upholding public safety and performance standards.
- Defining Ethical Expectations: Supporting professional integrity by detailing the ethical conduct expected from practitioners.
- Guiding Professional Development: Offering a clear pathway for practitioners to assess and enhance their competencies for career growth.

Development Process:

- Spring 2023: Subject matter experts were engaged to verify and clarify the knowledge required of entry-level practitioners.
- Summer 2023: The Competency Development Advisory Committee (CDAC), comprising representatives from CAMLPR, the Canadian Society for Medical Laboratory Science (CSMLS), MLTs, educational institutions, and other key stakeholders, provided input on the competencies.
- Fall 2023: MLT stakeholders, including clinical practitioners, employers, educators, and government representatives, reviewed the competency profiles through an online survey.
- Winter 2023-24: Employers were surveyed regarding techniques and competencies required in Core Lab Settings.

The CAMLPR Steering Committee refined the draft competency profiles based on feedback from each stage of the process. This approach ensures the profiles reflect current requirements and are adaptable to future changes within the medical laboratory technology sector.

Next Steps:

CAMLPR is currently preparing assessments based on these new competency profiles to examine both internationally educated MLTs, non-traditionally educated applicants (BSc, MSc, PhD) and domestically educated applicants. These assessments will streamline the registration process, ensuring that new registrants possess the current knowledge and skills necessary for public safety.

Starting November 1, 2025, all internationally educated medical laboratory technologists (IEMLTs) and non-traditionally educated applicants (BSc, MSc, PhD) must follow the CAMLPR Pathways application and registration processes. These include prior learning assessments and competency assessments (entry-to-practice exam).

Beginning March 1, 2026, CAMLPR will administer these assessments to all registration applicants, including those educated domestically, based on the new CAMLPR competency profiles. Those entering an accredited medical laboratory sciences program on or after March 1, 2026, will be required to pass the CAMLPR assessment (exam).

For applicants who have not been registered for practice prior to these dates, CAMLPR will work with key partners to develop a transition plan.

Quotes:

“Canada’s health sector, in which Medical Laboratory Technologists play a crucial role, is experiencing a significant shortage of workers,” explained Adam Chrobak, CAMLPR’s Chair and Registrar of The College of Medical Laboratory Technologists of Manitoba (CMLTM). “CAMLPR is taking steps to accelerate and smooth entry to practice in Canada to help address this shortage by increasing the supply of qualified specialists within the MLT fields of practice.”

Janice Jones, CAMLPR’s Project Lead and Registrar of the Nova Scotia College of Medical Laboratory Technologists (NSCMLT), added, “Reviewing and revising the competency standards for the profession will ensure that new registrants possess the current knowledge they need and ensure public safety. All registrars believe that meeting established standards of practice ensures that the public continues to receive consistent and high-quality service.”

About CAMLPR:

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) is committed to enhancing the regulation and practice of medical laboratory technologists in Canada. Through initiatives like the Flexible Pathways to Registration for Medical Laboratory Technologists project, CAMLPR aims to support the healthcare system by ensuring a steady supply of qualified MLTs across the country.

For more information, please visit [CAMLPR Website](#).
Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR)

CAMLPR is currently working with the Canadian Society for Medical Laboratory Science (CSMLS) on the transition to the new competency profile, prior learning assessment (PLA) process, and entry-to-practice competency assessment/exam.



Newsletter Policy

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