



REGULATOR REVIEW *Fall 2025*

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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.



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ACTING REGISTRAR’S REPORT

Tricia VanDenakker, BSc, MLT, ART

The last several months have been a time of change, learning and growth... and yes, even an old dog can learn new tricks.

I started my role as Acting Registrar for CMLTM on April 21, 2025 and moved from my comfortable part time position that I knew very well to working full time and assuming responsibility for the entire organization. There were no written procedures to follow and so as the previous Registrar trained me on his day-to-day activities I created “training notes” to help guide me and relied on Janelle’s organizational knowledge.

These include:

- Financial matters: receiving and coding invoices, payment of invoices, sending receipts to accountant, reviewing monthly financial reports for errors, payroll functions, audit review and approval.
- Regulatory functions of registration, upgrading, closing, exam approval, complaint investigation, letters of standing, advising IEMLTs on PLA and exam process, education options, language requirements.
- Preparation for Council, Committees and Annual meetings (creating agendas, supporting documents, issue papers, annual reports and audited financial statements).
- Reporting to CIHI (Canadian Institute for Health Information), FRPO (Fair Registration Practises Office)
- Daily communication with members, stakeholder groups
- Building maintenance.

In amongst the day-to-day activities there is also the project work which I have highlighted below.

Alignment with CAMLPR

Much of the work has been to realign CMLTM policies and processes with the transition from the CSMLS entry-to-practice exams and Prior Learning Assessment process to the CAMLPR field-of-practice exams and Prior Learning Assessment process. All regulated provinces except Quebec and Alberta have agreed to transition to the CAMLPR process.

CSMLS discontinued its PLA process for the CAMLPR group on May 30, 2025. CAMLPR soft-launched its new PLA process on June 16, 2025.

CSMLS will discontinue its exam process for the CAMLPR group after the February 2026 exams. CAMLPR is currently offering its first exam in October 2025. As of Nov 1, 2025, CAMLPR exams will become mandatory for IEMLTs and non-traditional applicants. On March 1, 2026, the CAMLPR field-of-practice exams will become mandatory for domestic applicants. These exam changes apply to the CAMLPR signatories. Exam applicants will be required to write individual exams in any practice area of interest.

All CMLTM Board of Assessor Policies have been updated to align with transition to CAMLPR Field-of-practice exams and PLA process.

CMLTM website information for internationally educated applicants has been updated to align with new CAMLPR Prior Learning Assessment process.

Practice Direction Update

The CMLTM practice direction on **Inter-professional** Collaborative Care has been updated in conjunction with other health regulatory bodies who were signatory to the original practice direction. This update was due to evolution to the expectations around **inter-professional** practice.

Launch of New Jurisprudence module

A new jurisprudence learning module titled “Introduction to Indigenous Inclusion and Cultural Safety” was launched in the spring. Completion of this module is now required for registration and for the 2026 renewal.

RHPA Work

Since July, I been meeting every second week with the Legislative Unit to finalize the draft regulations submitted in fall of 2024. This means the transition to the RHPA is now on the horizon. The CLXTs will be included in the transition to the RHPA. This will require new by-laws for the organization and policy revisions. Stay tuned for working group opportunities and or feedback surveys to assist with the process. A proposed name change for CMLTM is still under consideration.

Medical Laboratory Science Program Changes

RRC Polytech is removing the competitive entry process (pre-requisite year and interview process) to the Medical Laboratory Science program at the request of the Minister of Advanced Education but supported by Manitoba Health. During my meeting with the Department of Health, I was able to confirm that an interview could still be required.

The program has made the decision to replace the CASPer interviews with a self-directed video recording where applicants will answer specific questions about their knowledge of the program and the profession. CMLTM will be monitoring program attrition and success closely because the pre-requisite year and MMI process was implemented to address previous high attrition rates and lower than expected examination pass rates.

The transition to CAMLPR exams will add complexity to this monitoring. Likely CMLTM will have to use data from other programs (without changes) to assist with the monitoring.

Government Announcements

CMLTM was very happy to hear that the Government of Manitoba is investing in a second MLT program and the first CLXT program in Manitoba. Both of these programs will be delivered at Assiniboine College in Brandon. The anticipated start date is 2027.

Continuing Competency Audits

Because of all the new responsibilities many of the Continuing Competency Program audits to be conducted in 2025, have been delayed. All members selected for audit have been notified of the delay.

In addition, the work of the TRC Committee has been put on hold.





MEET JANIE McBEY– CMLTM’S NEW REGISTRAR

Janie McBey, MLT

I have been a Medical Laboratory Technologist in Manitoba since 2010, beginning my career with Trainor Laboratories before joining Dynacare. I completed the Cytology Training Program at NAIT in 2009 and have since built a rewarding career in laboratory science and leadership.

Since 2022, I have served as Charge Technologist at Dynacare, where I’ve supported my team and helped foster a culture of quality and collaboration. A strong advocate for workplace safety, I also served for many years as the employee co-chair of the Joint Health and Safety Committee, ensuring that safe practices and staff well-being remained a top priority.

Beyond the laboratory, I’ve been actively involved in professional regulation and advancement, including serving as Chair of the CMLTM Complaints Committee from 2018 to 2020. I’ve also collaborated with CAMLPR on the Flexible Pathways Project and contributed to cytology exam development as a Subject Matter Expert.

I’m excited to step into the role of Registrar and look forward to working with the CMLTM community to continue supporting excellence, safety, and integrity in medical laboratory practice across Manitoba.



Kevin Simonetto is finishing a 3-year term on Council.

Kevin held the executive position of Treasure for the 2023-2025. He took every opportunity to increase his knowledge of budgets, monthly financial statements and the financial audit process.

Kevin was an active Council member and questioned CMLTM processes with the eye of improvement.

Although eligible to serve a second term on Council Kevin, has decided to consider an opportunity with the Manitoba Association of Health Care Professionals.

We thank you for your service to the profession and wish you all the best.



Richard Panciera (known as Rik) joined CMLTM Council late in 2024 as our newest Public Representative.

Rik is retired from his position as an executive assistant to the National President of Canadian Union of Public Employees (CUPE). Rik is also a conciliator.

Rik is married with 3 fur-kids (2 dogs and 1 cat)

CMLTM would like to officially welcome Rik to Council.

CMLTM CALL FOR MEMBERS TO SERVE ON COUNCIL

Nomination forms were emailed to all CMLTM members and posted on the CMLTM website on June 13, 2025. There were two (2) Council seats available. These Council positions commence after the 2025 CMLTM Annual General Meeting (AGM), September 20, 2025.

No nominations were received before the deadline of July 18, 2025. As a result, there are two (2) vacant Council positions for the term of January 1, 2026, to December 31, 2028. In this situation, Council has the authority to appoint a member to serve on Council.

Council is looking for CMLTM members 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 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 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 eligible for Continuing Competency hours (Category 4) towards your professional portfolio.

Please consider giving back to your profession by volunteering to serve your College.

List of volunteer benefits adapted from CMLTA Volunteer Value Proposition Statement

2026 RENEWAL INFORMATION

The renewal notice for the 2026 practice year was emailed on October 3, 2025, however an unexpected error occurred with the renewal process that is still being investigated.

CMLTM will issue a new renewal notice when the issue has been corrected.

The deadline for renewal is **currently extended to November 30, 2025 in light of the delay with the error.** Please remember to renew before the deadline to avoid the late fee penalty (20% of registration fee).

FEES:

The Active: Practicing [registration fee](#) for the 2026 practice year is \$541.68.

LEARNING MODULES:

The New Jurisprudence Module: Introduction to Indigenous Inclusion and Cultural Safety must be completed by all members as part of the renewal requirements for 2026.

All jurisprudence e-Learning modules must be done on a 5-year cycle. It has come time for the Social Media Awareness module to be repeated by all those who first completed the module in 2020. **The RHPA 101 may also be due for members who last completed it in 2020.**

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

YOU DO NOT REPEAT MODULES THAT ARE NOT EXPIRING (EG HEALTHY 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 of whether 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 if 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.

SECURITY CHECKS:

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.

NORTH OF NORTH

"North of North is a Canadian produced sitcom set in the fictional Arctic hamlet of Ice Cove, Nunavut. Created by Inuk filmmakers Stacey Aglok MacDonald and Alethea Arnaquq Baril, the series follows Siaja (Anna Lambe), a young Inuk mother who dramatically exits her marriage in a very public way—sparking a journey of reinvention in a place where everyone knows your business."

– WikipediaNetflixVulture

"This warmly comedic show is set and filmed in the reality of Iqaluit, Nunavut—the first TV series of this scale shot in the Canadian Arctic—bringing breathtaking landscapes and authentic community life to the screen. Inuit art, fashion, and local talent—and even local storytelling traditions—infuse every frame."

– NetflixABCTIME

"As Siaja navigates her new life—juggling single motherhood, quirky jobs at the community center, reconnecting with family, and exploring new romantic possibilities—the series blends lighthearted humor with heartfelt moments. It truthfully reflects themes of identity, Indigenous resilience, and cultural vibrancy while also addressing more serious issues through thoughtful storytelling"

– VultureDeciderTIMECinemablend

In short: *North of North* is a sweet, quirky, and culturally rich sitcom—rooted in Inuit experiences—that offers both laughter and nuanced reflection as Siaja finds her own true north.





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

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