



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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October 14, 2021

Professional Expectations of MLTs During COVID-19

The COVID-19 pandemic has put unprecedented strain on our health system, and Medical Laboratory Technologists (MLTs) have been among the forefront of the response for over a year and a half. As public health measures continue to evolve to mitigate the spread and impacts of the virus and its variants, it is essential that all MLTs understand their professional responsibilities when responding to public health orders or making public statements on this important topic.

Because MLTs are trusted and respected healthcare professionals within the health system and the community, any statements MLTs make in public forums or on social media have the potential to influence the public and be taken as an expression of professional views or advice.

MLTs are expected to practice in accordance with the practice expectations, practice directions, and *Code of Ethics*. This includes expectations to:

1. use the best current and accurate scientific evidence to inform decisions in medical laboratory technologist practice, including public advocacy; and
2. to demonstrate professional behaviours and act as a role model in regards to observing public health measures that contribute to public safety;

The CMLTM strongly encourages all MLTs to reflect on these and all related professional obligations (including any applicable workplace policies) before engaging in a public forum, and to avoid expressing views that are not supported by evidence such as anti-masking or anti-vaccine viewpoints or recommending unapproved treatments for COVID-19. All MLTs are expected to observe and comply with all applicable public health orders as set forth by the Chief Provincial Public Health Officer, including but not limited to, masking requirements, self-isolation requirements, and vaccination/testing requirements for designated persons.

Regarding COVID-19 Vaccination and Testing Requirements for Designated Persons

All MLTs should inform themselves about employer/workplace policies regarding COVID-19 vaccination and testing requirements as well as where and to whom the public health order applies. They should be prepared for individuals, including patients/clients, to inquire about their vaccination/testing status, and be prepared to provide information on the applicable policies in place to ensure adequate protections from COVID-19.

Guidance for the public regarding COVID-19 Vaccination and Testing Requirements

The CMLTM encourages members of the public to review the [public health order](#) as vaccination and testing requirements may vary by health care setting. Members of the public should feel empowered to advocate for their care, including asking the facility or health care provider about their policies regarding vaccination/testing for MLTs.



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Maintaining dialogue, professional conduct, and compliance with public health orders

It is possible to encourage dialogue or suggest improvements to the current pandemic response without contributing to the distribution of scientifically unreliable or inaccurate information that is harmful to the public interest. Any reports of such conduct or reports of an MLT violating an applicable public health order that are brought to the CMLTM's attention may be subject to further investigation or steps to ensure accountability.