

What is our role?

The College of Medical Laboratory Technologists of Manitoba is the regulatory body for the profession of medical laboratory technology in Manitoba.

Medical laboratory technologists must be in possession of a valid Certificate to Practice and be on the register of the College of Medical Laboratory Technologists of Manitoba in order to perform duties related to the profession.

This process ensures that a medical laboratory technologist has the competencies required to practice in the fields specified on their Certificate to Practice. The CMLTM has the mandate and the responsibility to ensure all competencies are met including all required continuing education.

We work closely with government to ensure testing and analysis tools used in Manitoba are maintained to the highest standard.

We remain connected to similar colleges in other provinces to monitor standards of practice across the country in order to keep the Manitoba government informed.

What we are not.

The College of Medical Laboratory Technologists of Manitoba is not an association or an advocacy body. Our primary purpose is to set practice standards and codes of ethics for MLTs and to investigate complaints in order to protect the public.

However, in our role of patient protection, we have committed to increasing public awareness of the skills and education of MLTs in the province, the wide array of competencies and the sophistication of the profession.



MLT Competencies:

- **Knowledge**
MLTs must possess specific scientific knowledge of the theory, techniques and clinical application of medical laboratory procedures.
- **Safe Work Practices**
MLTs must practice according to established protocols, safety guidelines, existing legislation and environmental considerations.
- **Data Collection, Specimen Procurement and Collection (Phlebotomy) and Handling**
MLTs verify relevant data and ensure that appropriate specimens are procured in accordance with established protocols.
- **Analytical Techniques and Instrumentation**
MLTs understand the principles and perform analytical techniques on a variety of specimens and ensure accuracy of analyses.
- **Interpretation and Reporting on Results**
MLTs evaluate the technical accuracy of test results and ensure that reports are issued in an appropriate and timely manner.
- **Quality Management**
MLTs practice and promote the principles of quality management.
- **Professional Responsibility**
MLTs understand and abide by the CMLTM Code of Professional Conduct.

The purpose of this regulatory process is patient protection.

Everyone agrees that having competent MLTs also protects the profession by building confidence and trust among all medical professionals as well as patients.

The CMLTM also follows up on and investigates complaints. While this rarely happens, the College performs objective investigations and validates complaints with regard to competency, code of conduct etc.

The CMLTM can be influential.

- The CMLTM was contacted by an MLT who needed assistance. He was being told by the nurses in the facility in which he was working to ignore the professional standard of positively checking a patient's identification before collecting the sample. The facility had a practice of allowing patients to cut off their ID band so they could use them for their next stay.

The CMLTM contacted the CEO of the health region, the CEO of the facility, the Minister of Health and the deputy Minister of Health to inform them of the situation. The practice was changed not long after that.

- Manitoba Health and the College of Physicians and Surgeons of Manitoba requested the opinion of the CMLTM on a situation where RNs were performing RH testing. Our recommendations were respected and ultimately were followed.
- The CMLTM is considered a medical/healthcare authority and is often contacted by media outlets for comments on laboratory related issues in the news.



Expanding our sphere of influence

CMLTM representatives sit on numerous boards including:

- Manitoba Institute for Patient Safety (*Vice-Chair*),
- Manitoba Alliance of Health Regulatory Colleges (*Chair*),
- Manitoba Health Point of Care Testing (*working group*),
- Manitoba College of Social Workers (*Public Representative on Board*),
- Association of Professional Engineers and Geoscientists of Manitoba (*Public Representative on Investigation Committee*),
- Canadian Medical Association Assembly of Health Science Professions (*Vice-Chair*).

Manitoba Health has consulted CMLTM on various laboratory related issues including non-MLTs performing laboratory tests, point of care testing, and integration of internationally educated MLTs into the workforce.

In order to fully understand the role of the CMLTM it is helpful to refer to the mission, vision and values of the organization.

Mission

Protection of the public with regard to ethical and competent laboratory services through regulation and leadership of the medical laboratory technologist (MLT) profession.

Vision

Excellence in medical laboratory diagnostics and patient safety through the regulation of Medical Laboratory Technologists.

Values

- **Professionalism:**
By ensuring our members participate in continual competency and maintaining up to date training.
- **Integrity:**
The College will conduct itself in a fair and honest manner. Our business will be conducted in a transparent manner to our members and the public.
- **Accountability:**
We must be accountable to the public, government and our members by following policy and conducting investigations in a fair, equitable and confidential manner.

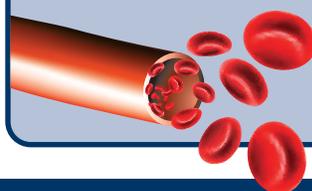
Public Relations Initiatives

For the past several years the CMLTM has initiated a number of public information programs which help grow understanding of the profession while providing support to our public protection message.

As a regulatory body we cannot be seen as promoting the profession as a primary objective.

However, we do recognize a significant value in helping the public understand the responsibilities, scope of practice and competencies of medical laboratory technologists in Manitoba.

All PR initiatives are designed with both key messages in mind.



Patient protection is our concern.