

Medical Laboratory Assistant (MLA) Regulation in
Canada

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Farewell & Thank You to CMLTM Volunteers

Farewell to Jackie Tower

**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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MED LAB WEEK

National Med Lab Week in 2023 will be April 9th to April 15th, 2023.

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.



MESSAGE FROM COUNCIL CHAIR

Matthew Bueno de Mesquita, BSc, MSc, MLT, Council Chair

When a friend recommended I put my name forward as a volunteer to serve on the CMLTM Council I did not foresee becoming so actively involved let alone serving a term as the Chair of the CMLTM Council.

One of the first CMLTM activities I took part in was the development of the current Strategic Plan. This activity was difficult for me as I attempted to reconcile my personal desires for change at the CMLTM with the task for which the CMLTM exists: protecting the public through the creation and enforcement of regulatory standards for MLT practice.

On the surface, creating rules that MLTs must abide by and enforcing these rules feels adversarial and feels like added burden. It wasn't until many hours into the Strategic Planning session I made the realization that has motivated my continued involvement and increased involvement as a volunteer with the CMLTM. I realized that we are all in this together.

We are MLTs who do our best to provide quality healthcare through the art of diagnostic science. We are professionals who are proud of our expertise and the impact we have on the healthcare system. We are also members of the public who rely on the healthcare system to be there in our times of need.

For me, holding this in mind makes the CMLTM more than a government mandated entity to self-regulate. The CMLTM is our opportunity to take part in making sure that our expertise and reputation as MLT professionals is respected and protected, and, more importantly, that our healthcare system has quality diagnostic laboratory services.

We are all in this together. I encourage everyone to read the current Strategic Plan that guides the CMLTM. I'm proud of it and the work we did to develop it. I look forward to doing my best to work toward these goals during my term volunteering with this organization.

MEDICAL LABORATORY ASSISTANT (MLA) REGULATION IN MANITOBA

Adam Chrobak, BSc, MBA, MLT, Registrar/CEO, CMLTM

The College of Medical Laboratory Technologists of Manitoba (CMLTM) has been regulating medical laboratory technologists (MLTs) practicing in Manitoba since the Medical Laboratory Technologist Act/Regulations come into force on February 2, 2007.

MLT representatives lobbied the Manitoba government to include the regulation of MLAs during the development of the CMLTM Regulations (2002-2006). At that time, Manitoba Health, Seniors, and Active Living (MHSAL), and the key stakeholders did not support the regulation of MLAs.

Since the creation of CMLTM, the CMLTM Council has identified the importance of MLA regulation. In 2013 the CMLTM Council issued a Position Statement on the regulation of MLAs. The Position Statement was re-affirmed and updated in 2019.

In 2009 the Regulated Health Professions Act (RHPA) was passed. The RHPA will replace 21 profession specific acts, including the Medical Laboratory Technologist Act. Manitoba Health informed the 21 regulated health professions that they are required to develop new Regulations in order to transition from their Act/Regulations to the RHPA. Manitoba Health will identify the order of professions for transitioning to the RHPA and contact them to develop their new regulations.

In late 2021, Manitoba Health requested CMLTM to resume work on the transition to the RHPA and submit our proposed revised regulations. In early 2022, CMLTM received a request from Shared Health Services

Manitoba (SHSM) to include the regulation of MLAs in the new CMLTM regulations. Following that request, several key stakeholders, including SHSM, submitted letters of support to the Minister of Health.

The Minister of Health directed CMLTM to explore the regulation of MLAs in response to a request from SHSM (major employer of laboratory professionals in Manitoba). This gave CMLTM the authority to conduct research and submit the application for the regulation of MLAs in Manitoba even though CMLTM does not represent the profession.

CMLTM conducted a survey and collected information regarding the number of MLAs practicing, level of education, eligibility to write or those who wrote an MLA entry-to-practice exam, and level of support for regulations. The majority of the MLAs that responded to the survey were in support of regulation.

In September 2022, Manitoba Health requested CMLTM to include information related to the regulation of combined laboratory & x-ray technologists (CLXTs) along with the regulation of MLAs.

On November 18, 2022, the final combined report (Support for the Regulation of MLAs and CLXTs under CMLTM) was submitted to MHSAL for consideration.

The Minister of Health/Manitoba Health has not provided a decision regarding the regulation of MLAs or CLXTs under CMLTM in Manitoba.

TOWN HALL APRIL 22ND AT 1030hrs

Matthew Bueno de Mesquita, BSc, MSc, MLT Council Chair

To say that the last few years have been difficult and trying for the medical system would be an understatement. MLTs have faced unprecedented challenges and continue to do so in all corners of the province. The CMLTM as a regulatory body is tasked with protecting the public by setting the requirements to practice as an MLT. No single organization can solve the problems MLTs are facing, but as a self-regulated profession we can listen to each other and share information because we all want the same thing, quality healthcare for Manitobans.

A Town Hall as a physical place refers to a location where administration and local government performs their work. The College of Registered Nurses are located at 890 Pembina Hwy Winnipeg, the College of Pharmacists of Manitoba are located at 200 Tache Ave Winnipeg, and our regulatory body, the College of Medical Laboratory Technologists is located at 245 Lilac St. Due to the pandemic not many members have had an opportunity to visit the home of the CMLTM, so with no remaining pandemic restrictions on gatherings please consider joining us in person for this event.

A Town Hall as a meeting is defined by Wikipedia as a way to, “meet with constituents either to hear from them on topics of interest or to discuss specific upcoming legislation or regulation.” Our hope is to do both. Recently an email was sent to our membership asking for input on what you’d like to hear about at our Town Hall. We’ll do our best to answer questions and raise topics that you want to hear about. The CMLTM is also in the midst of several large and impactful projects. These include the Regulated Health Professions Act (RHPA) and the Reserve Acts application, and we hope to use this opportunity to share the exciting progress being made.

Manitoba is a large province with MLTs practicing in a wide range of specialties and situations. The Town Hall will be held virtually as well as in person in hopes of making this event accessible to every member of our community. An invitation to join the Town Hall will be emailed soon. Please consider attending and participating.

CONTINUING COMPETENCY PROGRAM AUDIT NOTICE

The Continuing Competency Committee has agreed to audit registrant portfolios this year.

The Continuing Competency Program policy requires that a minimum of 20% of CMLTM Active: Practicing registrants be audited per year. This translates to roughly two hundred (200) registrants. Three (3) audits are held per year, with 60, 80 and 80 registrants being audited.

Using a random number generator, the CMLTM’s administrative assistant selects all 200 registrants at the beginning of the year and divides them into three groups.

The audit period for this year is January 1st, 2018 to December 31st, 2022.

The first audit notice was sent January 18th, 2023 to the first eighty (80) registrants and all portfolios were received by the due date.

The second audit notice was sent March 10th, 2023. Please check your e-mail (and junk folder). If you have received a notice of audit, please note that the deadline is Friday, April 14th, 2023.

CMLTM TRUTH AND RECONCILIATION COMMISSION WORKING GROUP 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 Working Group created a plan with specific actions to advance this important work. The working group meets bi-annually to review the plan and monitor its progress.

Here is the progress on items since the last newsletter:

CMLTM has affirmed its commitment and all current and future Council members will complete the Manitoba Indigenous Cultural Safety Training (MICST) within their first term.

Stay tuned. CMLTM is creating a TRC page to add to the website. This new area is in development, but the committee plans to include resources, activities for personal growth on Indigenous historical trauma and its impacts, and progress on the CMLTM action plan to address the TRC and other reports calling for action.

Now recruiting

CMLTM is looking to recruit new members to the Working Group. If you are of Indigenous heritage and interested in volunteering and supporting the CMLTM work on Truth and Reconciliation, this opportunity may be perfect for you.

The committee meets 2-3 times per year. Meetings are usually scheduled on a weekday evening. Meetings can be attended virtually, if you are not residing in Winnipeg and also if you do live in Winnipeg.

Interested members please submit a resume which includes a statement on why you are interested in this work to [Janelle Baril](#).

REGULATED HEALTH PROFESSIONS ACT (RHPA) UPDATE

[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, bring 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. Professional self-regulation will continue under the RHPA. Each profession will continue to have a college, regulations, code of ethics, and 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 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

Reserved Acts Update

Manitoba Health, Legislative Unit, is actively working with three health professions, College of Licensed Practical Nurses of Manitoba (CLPNM), College of Physiotherapists of Manitoba (CPM), and College of Medical Laboratory Technologists of Manitoba (CMLTM), to develop profession specific regulations and transition to the RHPA.

Manitoba Health, Legislative unit, notified CLPNM, CPM, and CMLTM that the deadline to complete and submit the reserved act submission was February 17, 2023. Following that, key stakeholder consultations will be scheduled to review the submissions. CMLTM conducted a survey of the members to validate the reserved acts performed by MLTs. The survey response rate was 32%.

As an incentive for survey participation, there was a draw for a \$50 gift card. The winner of the gift card was Dana Funnell. CMLTM would like to thank the members that took the time to complete the survey.

The following are the reserved acts CMLTM feels (verified by the survey) are applicable to Medical Laboratory Technologist practice and have been included in the CMLTM reserved act submission. 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.

Reserved Act # 2 - Ordering or receiving reports of screening or diagnostic tests.

CMLTM feels that MLTs routinely add and cancel tests using laboratory protocols and algorithms for reflux 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 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.

Reserved Act #10(e) - Applying or ordering the application of X-rays or other ionizing radiation for diagnostic imaging or therapeutic purposes, including computerized axial tomography, positron emission tomography and radiation therapy.

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.

There are many other activities that are a critical part of the work of MLTs that are not on this list. MLTs should not be discouraged by the relatively small number of reserved acts that CMLTM can apply for.

It is also important to note that the Manitoba Health has not recognized any “laboratory specific” acts like the importance of ensuring an instruments performance through quality control and calibration procedures. The list 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.

CMLTM RHPA Regulation Updates

The Minister of Health requested CMLTM explore the regulation of medical laboratory assistants (MLA) and combined laboratory & x-ray technologists (CLXT). Key stakeholders have submitted letters of support for the regulation of MLAs and CLXTs by CMLTM.

CMLTM has submitted a report related to the regulation of MLAs and CLXTs to Manitoba Health, Legislative Unit. CMLTM has not received a response from Manitoba Health, Legislative Unit, or the Minister of Health’s office.

The work on the MLT regulations is on pause until the review of the CMLTM reserved acts submission has been completed.

Manitoba Health, Legislative Unit, has appointed Kathy Doerksen as the lead for the reserved act application review process.

REGULATORY REFORM IN CANADA

The British Columbia legislative assemble has completed first reading of [BC. Bill 36](#). Bill 36 was developed to implement the recommendations from the [Cayton Report](#) (2018) to modernize the regulation of health professions.

This trend in regulatory change is very important for Council and CMLTM members to understand, especially when CMLTM is a single mandate college. CMLTM must regulate our members and make decisions in the best interest of the public.

The Cayton report was a result of the BC government becoming aware that the College of Dental Surgeons of BC (CDSBC) were not acting in the best interest of the public. In fact, the Council had lost sight of their mandate and were concentrating on member related issues. The BC government took control of the CDSBC, replaced the Council, and installed a supervisor to run the College. They also commissioned Harry Cayton to investigate what happened and make recommendations on how to reform the health regulatory system in BC.

The BC government began to implement all of the recommendations which resulted in Bill 36.

Here are some of the more important changes for health profession regulation in BC.

- Amalgamation of similar professions into 6 umbrella colleges
 - College of Physicians and Surgeons of BC
 - BC College of Nurses and Midwives
 - BC College of Oral Health Professions
 - Pharmacists
 - Regulatory College of Complementary and Alternative Health and Care Professionals
 - Regulatory College of Allied Health and Care Professionals
- Legislation is more prescriptive on how a profession regulates their members
- More government oversight and reporting requirements
- Central Independent complaint investigation, discipline process

- Competence criteria for Council members
- Council appointed based on their competence, no elections
- 50% of Council must be public representatives
- And more.

Several provincial governments are moving in this direction, including Alberta, Ontario, and more recently Nova Scotia.

On March 6, 2023, Manitoba Health issued a news release, [Manitoba Government Introduces Regulated Health Professions Amendment Act](#) (Bill 17). Bill 17 will amend the RHPA to extend the following authority of the Minister under the RHPA to health profession regulatory bodies, which have not yet transitioned to the RHPA and are still governed under their own profession-specific Acts:

- (i) to appoint a person to inquire into and develop recommendations in respect of any aspect of the administration and operation of a college;
- (ii) to issue a directive to a college based on the results of an inquiry; and,
- (iii) to appoint, by order, one or more persons as administrators of a college and to carry out, as specified in the order, any of the powers and duties of the college, its council, officers or committees.

All of the regulated health professions will be subject to this authority once they transition to the RHPA; however, the transition of regulated health professions to the RHPA has taken longer than anticipated due to the complexity of the work and intervening events, including the COVID-19 pandemic.

The concern that prompted the change was the recognition of the time that it is taking to transition professions to the RHPA and a desire to ensure that the Minister has the necessary tools that may be required if issues arise in the future until all regulated health professions are under the RHPA.

The Bill can be accessed [here](#). ➡

CMLTM CALL FOR NOMINATIONS AND IMMEDIATE OPENINGS

Sajjid Janjua, MLT, Nominations Committee Chair

Call for Nominations Term 2024-2026

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 2023 CMLTM annual General meeting, September 23, 2023, with a term of January 2024 to December 31, 2026.

Immediate Openings

CMLTM currently has one (1) Council vacancy.

Council will appoint an MLT for the remainder of the vacant Council position term, January 1, 2023, to December 31, 2025.

If you are interested in this appointment to Council, please email a current CV and a brief paragraph describing why you would like to be on Council. Emails can be sent to janelle@cmltm.ca.

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 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.

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

FAREWELL AND THANK YOU TO CMLTM VOLUNTEERS



Many of us MLTs are familiar with regulation through interaction with organizations like the College of American Pathologists and MANQAP. It takes time and effort to make sure that the intent of the regulations are interpreted and met correctly and fully. Taking part in the self-regulation of our profession is no different and we would like to thank our outgoing volunteers for their time and efforts with the CMLTM.

There aren’t too many individuals who have dedicated more time to the MLT profession than the outgoing chair of the Board of Assessors (BOA), Gloria MacTavish. Her years involved with the CMLMT have made innumerable positive contributions and we are grateful to announce that, though stepping down as Chair, she has agreed to remain a part of the BOA to help the transition with the new BOA Chair, Prashant John.

Many in our community know Heather Mauthe through her work at the RRC Polytech. She is also the outgoing Chair of the Continuing Competency Committee (CCC) and will be remaining active as the new CCC Chair, Natalie Chaput, takes on this role. Thank you, Heather, for all that you have done for our profession.

Though their time with Council was short, we would like to thank Kamran Bashir and Jackie Tower for serving as volunteers with the CMLTM Council. They were active participants during meetings, and the points of view that they provided were valuable additions to discussions.

Council member Amina Khizar will be taking over as Chair of the Inquiry Committee, as Brad Collignon has decided to step away from volunteering with the CMLTM. Brad has been a member of Council in one form or another for many years and we are certainly sad to see him go. His hard work and efforts have been invaluable, and we thank him for all that he has contributed over the years.

With the close of 2022, we have also sadly bid goodbye to previous Council Chair, Sajjid Janjua. Though his term on Council has come to an end, Sajjid has agreed to remain a volunteer with the CMLTM on the Nominations Committee where he will be an active part of recruiting volunteers for Council and Committee. Thank you for your work on Council over the years, Sajjid, and we look forward to your continued contributions on the Nominations Committee.

The CMLTM committees are the lifeblood of the organization. A heartfelt thank you to the Committee members who have completed their terms: Trevor Kotowich (BOA), Shiby Kuriakose (CCC), Julie Burgoyne (CCC), and Vetrina Elumba (CC).

The CMLTM is primarily an organization led by volunteers who give their time to perform the often-difficult task of regulating the MLT profession here at home in Manitoba. If you would like to take part, please consider volunteering with the CMLTM either through committee membership or putting your name forward at election time to serve on CMLTM council.

Sincerely,
Matthew Bueno de Mesquita, BSc, MSc, MLT
Council Chair

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