

Regulator Review

College of Medical Laboratory Technologists of Manitoba



OTHER ARTICLES INCLUDED:

- From the Registrar
- From the Council Chair
- Med Lab Week Award
- New Volunteer
- Council Election
- Call for Volunteers
- Changes to the Renewal Process
- Changes to the Online Portfolio
- Expiring Registration Requirements
- Indigenous Racism Questionnaire
- Interesting Links
- Important Dates & Events
- CMLTM & LOAs/Retirement

CCP - Did you know...?

... reading the CMLTM Newsletter is worth Continuing Education hours! You can earn 0.50 hours in Category 3: Non-Documented.

... 2026 is the last year that the CMLTM is accepting physical portfolios! Starting in 2027, all portfolios must be submitted online. Start uploading yours now!

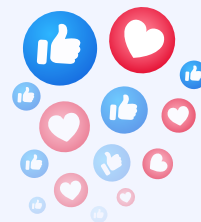
... a new step is being added to the renewal process this year: CE Attestation! Read all about it on page 5 of the newsletter in our "Upcoming Changes to the Renewal Process" article.

CMLTM and Social Media

Did you know that the CMLTM is active on X (formerly Twitter), Facebook, LinkedIn, and YouTube?

Every week this year, we have ran a weekly campaign on different topics, including... information about CE opportunities through our TRC page and a breakdown of our Continuing Competency Program. Currently, we are detailing our By-Laws and what they mean to you!

If you haven't already... Give us a follow!



Message from the Registrar

By **Janie McBey, MLT**

The last number of months at CMLTM have been filled with updates, new relationships, and future planning projects.

CMLTM has hosted several virtual chats and advisory group meetings with Medical Laboratory Assistants/Technicians (MLA/T). Our goal is to work with the provincial government on transitioning the College to the Regulated Health Professions Act (RHPA) and regulating MLA/Ts and Combined Laboratory and X-ray Technologists (CLXT). I have also had the opportunity to present to MLA students in Winnipeg about the future of Regulation in Manitoba. Meeting with these groups provides us with opportunities to engage in conversation, ask questions, and for the College and Council to be knowledgeable about the items of importance to MLA/Ts and CLXTs working in Manitoba.



Work has continued with the Manitoba Health, Seniors, and Long-term Care Legislative unit in reviewing draft regulations for CMLTM under the RHPA.

On June 16, 2026, the Manitoba government welcomed Massage Therapists to the RHPA as the newest regulated profession in Manitoba. There are now six (6) health care professions under the RHPA.

My personal work has been focused on education of Manitoba's history and current state of inequalities in healthcare for indigenous peoples. I have been working through two (2) courses, the first through Manitoba Agencies, Boards and Commissions: "Our Shared Journey Towards Truth and Reconciliation" and the second is titled, "We will take good care of the people" through the University of Manitoba.

I hope to use my knowledge and experience to support the CMLTM Council and Committees in improving processes, strengthening communication with members and the public, and advancing accessibility and culturally safe practices.

This work is a continuation of the CMLTM motion 23:46 which is a part of CMLTM's commitment to the Truth and Reconciliation Calls to Action by providing staff and volunteers with training.

I look forward to continuing to work with Council and Committee members as we plan for our 20th AGM on September 19, 2026, and formulating the next Strategic Plan for the organization in October.

This year's AGM also marks the conclusion of Jackie Tower's term as Chair of Council. Jackie has been a dedicated member of Council who provided steady leadership through Adam's departure, the transition to an interim Registrar, and the successful recruitment of a permanent Registrar. Her unwavering commitment and dedication to the profession have been evident throughout her service, not just in the past 3 years.

Jackie served as Council Chair for 2 years, and Vice-Chair the year prior, as well as both a Member at Large and Treasurer during previous terms, and countless hours over the years volunteering as an Investigator for the Complaints Committee. I am especially thankful to have had Jackie's support as I have navigated my new role at CMLTM and wish her all the best in her retirement.

From the Council Chair

By Jackie Tower

It has been a couple wild years! As Chair of Council, I have been reflecting on what has been an incredibly rewarding journey. Serving alongside such dedicated Council members has been both a privilege and an honour, and I am proud of what we have accomplished together.



In my time as Chair, Council has devoted many hours and worked diligently to strengthen the CMLTM and position it for the future. Among our most significant achievements has been the successful recruitment of our new Registrar/CEO, Janie McBey, whose leadership will help guide the organization through its next chapter. We have also made governance a priority by championing ongoing board training and development, ensuring Council is well equipped to meet its responsibilities with confidence and integrity.

I have done my best to foster a Council culture built on respect, collaboration, and open dialogue. Strong relationships and a shared commitment to our mandate enable us to navigate challenges thoughtfully and work together in the best interests of the public and the profession.

My term on Council is coming to an end. As I look ahead, I do so with deep gratitude for the opportunity to have served for our college and have confidence in the organization's future. I am proud of what we have achieved together and know that Council is well positioned to continue building on this strong foundation.

Volunteering for our college has been a great experience and I learned so much. I would encourage anyone to take some time to think about what being on council or a committee could do for you and your colleagues. Be proud of your profession and what it means to be self-regulated. I look forward to seeing more of you at our upcoming AGM.

Med Lab Week 2026 - Award Winner!



Thank you to everyone who submitted nomination forms for our first Med Lab Week Excellence in Patient Safety award! It was fantastic to see so many MLTs being recognized by their peers.

After much deliberating, we picked a winner...
Natalia Lebusun!

We're proud to have recognized her dedication, precision, and commitment behind the scenes that play a vital role in ensuring accurate results and safer outcomes for every patient.

Thank you for making a difference every day!

New Committee Member

CMLTM would like to welcome **Ashley Bauch** as a new volunteer to the Complaints Committee! She has attended her first meeting, jumping in feet first to all the work that the Committee has underway. We are excited to have her on board and we're looking forward to working with her.

Welcome to the team!

Council Elections

Have you voted in the Council Elections?

Check your email for your personal voting link from "Election Buddy"  **ElectionBuddy**

There are three nominees!

1) Lloria Alejandro Yarema

Lloria is currently serving as Council Vice-Chair. Her first 3-year term is coming to an end, but she has expressed that she would like to volunteer for a 2nd term (2027-2029). She is interested in remaining in her position of Vice-Chair, or taking on the responsibilities of being Chair if she is elected to remain on Council.

2) Cairo Moosetail

Cairo is interested in serving on Council as she would like to contribute to her professional community. She is interested in professional regulation and patient safety, and believes her experience in accreditation and quality assurance would be a benefit to the Council.

3) Ivana Angeleska

Ivana is interested in contributing to the MLT profession through volunteering on Council. She believes that there is a lot that MLTs can do, but also that there is always more to contribute to the field of healthcare in Manitoba.

If you're interested in volunteering with the CMLTM... Send a letter of interest and current resume to janelle@cmltm.ca

VOLUNTEERS NEEDED

Participation on CMLTM Committees is eligible for up to 6 hours of Continuing Education credits under Category 4 of the CMLTM Continuing Competency Program.

Committees meet at least once a year **and as required** during the course of the business required in the terms of reference 

Board of Assessors

The Board of Assessors make a determination as to whether an applicant meets the registration requirements as set out in the Medical Laboratory Technologists Act and Regulations.

Inquiry Committee

The Inquiry Committee's purpose is to act upon referrals from the Complaints Committee, pursuant to sec.29 of the Medical Laboratory Technologist's Act.

Truth and Reconciliation Committee

The TRC Committee is looking for someone who self-identifies as Indigenous to join them! The Committee reviews the work of the TRC Commission and provide recommendations for actions to the CMLTM Council to meet the intent of the Calls to Action in the report.



Upcoming Changes to the Renewal Process

Big changes are coming to the online renewal! In order to renew online, members will now need to complete a “Continuing Education (CE) Attestation” at the time of their renewal.

What is the attestation?

Members will need to click “yes” on the following attestation to continue with their renewal.

“I have completed and recorded a minimum of 45 continuing education (CE) hours as described in the Continuing Competency Program (CCP) in the past 5 years. If I have worked as an MLT for less than 5 years, I have completed and recorded some CE hours as described in the CCP.”

What happens if I click “no”?

You will not be able to renew and will have to upload to your online portfolio page the amount of CE hours required to meet the minimum 45 hours of CE over 5 years.

Why do we have to do this?

This is a standard practice with other professional regulators across Canada. According to the [MLT Regulations](#) 14(1)(b): 

Renewal of practising registration

14(1) A medical laboratory technologist is entitled to have his or her registration renewed if he or she (b) provides evidence of continuing competency for renewal of registration in accordance with the requirements under section 19

We have noticed an increased number of members completing CE hours after the call for audit, which is outside the audit period. We must remind all members that when you receive an audit notice, the time being audited for CE hours is from the **PREVIOUS** 5 years. For example, if you receive an audit notice in February 2027, the audit period time frame is January 1, 2022, to December 31, 2026.

The Renewal CE Attestation process is designed to ensure that all practicing members are keeping up with the Continuing Competency Program and will have the required CE hours already uploaded when they are pulled for audit the following year.



Changes to the Online Portfolio



Now that CMLTM has transitioned to all portfolios being submitted online, we have done our best to make the process easier for our members!

- ✓ Members no longer need to submit a Resume/CV/Career Summary Form
- ✓ Members do not need to email the CMLTM office when their portfolio is complete
Just click on the “SUBMIT” button in the online portal

We’ve also updated the [Continuing Competency Program Handbook](#)! 



EXPIRING REGISTRATION REQUIREMENTS

RECORD CHECKS

Well before we reach the renewal period, we want to remind members that some record checks are set to expire this year.

Maintaining current record checks is an essential requirement for registration and continued good standing with the CMLTM. Expired documentation may delay your renewal, so we encourage you to review your record checks early and **plan ahead**.

Processing times can vary, especially during renewal season, and submitting your updated documentation earlier in the year will help ensure a smooth and uninterrupted renewal.

The record checks required by the CMLTM are:

- Criminal Record Check with Vulnerable Sector Check ([Winnipeg Police Service](#) or your local RCMP detachment)
- [Child Abuse Registry Check](#)
- [Adult Abuse Registry Check](#)



If you are unsure about your record check expiration dates, please contact the CMLTM office for clarification.

Taking action now will help ensure your renewal process is seamless and stress-free!



ELEARNING MODULES

We would like to remind members that eLearning Modules completed in **2021** are set to expire this year. The modules affected are:

- Introduction to the Professional Regulation in Manitoba: The RHPA
- Pause Before You Post: Social Media Awareness

If you last completed the above two eLearning Modules in **2021**, you will need to complete them again before submitting your renewal to remain in good standing.

To avoid delays during the renewal process, we encourage you to confirm the year you last completed your eLearning Modules. You can view the dates on the Renewal tab after logging in to the CMLTM website

Renewals begin on October 1, 2026, and the deadline to renew is November 15, 2026.

If you have questions about the eLearning Modules expiration date or renewal requirements, please contact the office for assistance.

Do NOT complete the eLearning Module if you are not due to repeat it. If your module is not reset first, your new score will not save and a new completion date will not be applied



Upcoming Questionnaire on Indigenous Racism

By Nicole Evans, MLT
CMLTM TRC Committee Chair



In 2024, CMLTM met with *Braided Circle Consulting* to review the CMLTM Truth and Reconciliation Committee actions to date. The review found that CMLTM was doing a good job of raising awareness of the “Truth” and the need for reconciliation and was focused on providing education opportunities to registrants. The review suggested that future work could focus on advocacy for system change by looking at racism in the workplace.

The CMLTM Truth and Reconciliation Committee has been working on a survey that will be sent to those who have self-identified as Indigenous this fall. Through the survey, the Committee hopes to:

- Learn about racism experienced by Indigenous MLTs in Manitoba
- Reduce racism experienced by staff and patients within the Medical Laboratory Science communities
- Advocate for system changes to reduce racism
- Help retain indigenous MLTs in the workforce as per [Truth and Reconciliation Commission of Canada: Calls to Action](#) specifically action 23ii

All responses received will remain anonymous. General themes may be shared with CMLTM members and employers if anonymity can be maintained.



Check These Links Out!

Want some CE hours?

There are free webinars being offered during Truth and Reconciliation Week (Sept 21 - 25, 2026)!
[TRC Week Lunch and Learns.](#)

Regulatory Updates

- [Massage Therapists are a regulated profession now!](#)
- [Practice of Massage Therapy Regulation, M.R. 48/2026](#)
- [The Regulated Health Professions Act \(RHPA\)](#)

Social Workers Support from Regulator

- [Open Letter to Obby Khan, Manitoba Leader of Opposition](#)
- [PC Leader Delivers Apology to MB Social Workers - MCSW](#)
- [Obby Khan Post Meeting Message, May 19, 2026](#)





Important Dates & Events



Council Meetings

All regular Council Meetings are open to the public. As they are done via Zoom, please contact the CMLTM office at janelle@cmltm.ca to receive the meeting link and information.

Please note that public attendees are not allowed to participate/ask question during the meeting, will not receive meeting materials, and will be asked to leave if the Council goes "in camera".

- Friday September 18, 2026 - 5:30 PM
- Friday October 23, 2026 - 5:30 PM
- Wednesday December 9, 2026 - 5:30 PM

Annual General Meeting

Date: Saturday September 19, 2026

Time: 11:00 am

Guest presentation starts 10:00 AM

Venue: Webcast (Zoom)

[REGISTER NOW!](#)



What is a "Coffee Chat"?

It's a half-hour or so where the Registrar will give a small presentation and field questions on the topic to foster open discussion and help educate MLTs on some of what the CMLTM does. Make yourself a coffee at home or work, have a snack, and join in!

Coffee Chats with the Registrar

Our Registrar/CEO, Janie McBey, would like to invite you to join her for a "Coffee Chat" or two over Zoom before the renewal season begins!

She will be doing 3 sessions regarding the "Continuing Competency Program (CCP) & Renewal Updates".

Attendees will be tracked through Zoom, and the Coffee Chats are eligible for 0.50 hours of CE for your professional portfolio. Click the links below to register!

- [September 19, 2026 at 1:00 PM](#)
- [September 30, 2026 at 10:00 AM](#)
- [October 1, 2026 at 4:00 PM](#)



Celebrate Patient Safety

Canadian Patient Safety Week

October 26 - 30, 2026

"What Shapes Safer Care?"

Why Notify CMLTM About a Leave of Absence or Retirement?

By Janie McBey, MLT

As I have been out in the big wide world, I have found this to be a notable conversation topic while talking about CMLTM and professional regulation with MLTs. Many MLTs were surprised to know that you are not eligible for audit if you are on the Inactive register with CMLTM!

To back up a bit, you can be a member with CMLTM under a few different registers:

1. Active Practicing
2. Inactive Non-Practicing
3. Conditional (practice under direct-on-site supervision) 
4. Retired
5. Honorary
6. Temporary (emergencies such as a pandemic)



According to the CMLTM Continuing Competency Policy, CCC-5, all Inactive members will not be called for audit. The policy also states that all members are expected to maintain their professional portfolio and be prepared for an audit at any time despite this disqualification. Likewise, Retired and Honorary members are also inactive, and therefore will not have their professional portfolios audited.

The other good news is that it's so easy to transition to the Inactive Non-Practicing or Retired Registers! Simply call us at 204-231-0311 or email us at janelle@cmltm.ca or cmltm@cmltm.ca. Be sure to contact us the same way **BEFORE** you return to practice to upgrade your registration.

There are always a few awkward conversations every round of audits, such as "I'm on parental leave" or "I retired last month". Save yourself that phone call and the stress it may cause by notifying us in advance. This also saves the office time and makes us more productive!

TLDR: Notify CMLTM when you go on a 'leave of absence' or have a scheduled retirement date to avoid the stress of being called for audit of your professional portfolio. Just make sure to call us again **BEFORE** you return to work!

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.