

The logo for the College of Medical Laboratory Technologists of Manitoba (CMLTM) features a stylized blue sail or wing shape above the letters 'CMLTM' in a bold, blue, sans-serif font. The entire logo is enclosed in a blue-bordered rounded rectangle.

**CMLTM**

# REGULATOR REVIEW

College of Medical Laboratory Technologists of Manitoba

## ***CMLTM Needs You***

Spring is an important time of the year at the CMLTM office. That is when there is a mass mailing of nomination ballots to all members for openings on Council. When your chance to nominate or be nominated rolls around what will you do? A lot of you probably feel you do not have the time or you are not qualified for a position on Council. Not so fast!

The fact is when you serve on Council you work as a team. All members, regardless of experience are welcome. You will get orientation, training opportunities, and you are never left on your own to make decisions. The Registrar is there to support Council members. The workload is what you make it. Usually the time commitment averages a few hours a month.

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146 - 2025 Corydon Avenue  
Winnipeg, MB R3P 0N5



...CMLTM Needs You continued

You may say "I can't get the time off work, or I have a busy family life and I can't get away". These are valid concerns which the Council understands. Employers know about the legislation, the requirement of the College and the need for members to serve. If you are interested it is worth a discussion with your employer and colleagues. There is funding for lost wages if necessary. It is optimal to attend Council meetings in person, however if circumstances do not permit you to attend all meetings in person, technology can be utilized such as teleconference and Skype. There are approximately six Council meetings per year. Most of Council work is completed during, before and after scheduled meetings. Council work can also be conducted by e-mail or Skype. Travel expenses are covered by the College. If elected, your term will be two years in length.

A misconception may be that you have to wait to be nominated. If you are interested, have the conversation with your colleagues. Tell them that you will be asking for their support when the nomination forms arrive. Don't wait to be asked as you are missing a great opportunity by doing so.

Serving on Council, or serving on one of the many Council Committees is rewarding and interesting. You will be involved in conversations with the Registrar, government and employers working on patient safety concerns, continuing education requirements, licensing requirements and other regulations.

This is your chance to meet dynamic, talented and interesting colleagues from around the province and public representatives with a wealth of knowledge and experience. But most of all this is a chance to make a difference in your profession. The CE credits are an added bonus, as well as a valuable addition to your resume.

Take the time this year and consider being nominated, or to nominate a colleague. Don't forget recent grads and retired technologists. Remember the saying "many hands make light work". Thank you to those who have served in the past or are serving on our behalf on various CMLTM endeavors.

Barbara Lyons MLT  
Nominations Committee CMLTM Council 2014

## **Message from the Registrar's Desk** **Did You Know?**

CMLTM will be required to add new requirements for registration and renewal when the new Regulated Health Professions Act (RHPA) comes into force. CMLTM will be required to obtain criminal record checks, child abuse registry checks, adult abuse registry checks and vulnerable person's registry checks on all practicing members upon registration and updated every 5 years. Currently CMLTM relies on members to annually self-declare any criminal convictions that may affect their ability to practice. This self-declaration will not meet the new requirement under the RHPA. CMLTM Council has decided to implement the new requirements October 1st, 2015 for all new applications and renewals. Effective October 1st, 2015 all new applications and renewals submitted will require the four previously mentioned records checks to be submitted before the application or renewal will be approved. All practicing members will be required to update the record checks (new record checks for all four checks) every five years. For the years between submissions members will still need to self-declare any criminal convictions.

The 2014 renewals have been completed. There were a number of registrants that retired in 2013 and failed to notify CMLTM which resulted in renewal notices (registered mail) being sent to these registrants. Please inform CMLTM of any changes in your contact information, employer or employment status. I have recently attempted but was unable to complete the CMLTM annual data report to Manitoba Health due to incomplete data. Approximately 250 registrants failed to report their 2013 annual practice hours when they renewed. These reported practice hours are used to calculate the required practice hour for registration (1200 practice hours over the last 5 years). It is very important to report your annual practice hours.

Submitted by Adam Chrobak  
Registrar/CEO



## 2013 Council Synopsis by the Outgoing Chair

In 2013 CMLTM Council continued to build upon the solid regulatory foundation previously established and began to look towards improving our daily processes. We began setting up committees to aid in the development of our new Regulations to be submitted for the new Regulated Health Professions Act (RHPA) deadline that is rapidly approaching. We also continued to research the possibilities of MLA regulation and develop the relationships necessary to support this endeavor.

Our Complaints and Inquiry Committees have been working diligently to establish set processes for their members while continuing to review and resolve complaints received. The Continuing Competency Committee has assembled in order to complete CE Audits throughout the year. All our subcommittees have worked hard to complete their assigned tasks with CMLTM mandates in mind. As the outgoing Council Chair, I am very appreciative of all the support provided and effort contributed by all of the Council members, Committee Chairs and volunteers in order for CMLTM to perform our essential functions.

Education and training continue to have high priority for CMLTM and in keeping with this; all members and

volunteers are strongly encouraged to attend a variety of courses and lectures to assist them in their tasks. Those that attended sessions throughout the year have found them very beneficial in supporting their duties and helping understand their responsibilities in the regulation process.

I was pleased and honored to accept the Chair position for CMLTM Council again in 2013. I feel that CMLTM has taken giant steps forward and everyone involved has greatly contributed to our many accomplishments. I would like to take this opportunity to congratulate all new members of Council and look forward to supporting the new Chair, Jumir Encarnacion in 2014.

Thank you again to all the many volunteers and members that helped to realize the various goals established for the organization in 2013. I hope that there are more members that would like to volunteer for the many opportunities to work with these amazing, dedicated individuals. Please contact Adam or Janelle at the CMLTM office if you feel there is any area that you would like to provide your expertise.

*Noelle Cater, MLT*

## Professional Development Funds

On behalf of the Manitoba Association of Medical Laboratory Sciences (MAMLS) Professional Development Committee, we would like to remind CMLTM members that many opportunities for funding exist for Medical Laboratory Technologists and Medical Laboratory Assistants wishing to participate in Continuing Education in the medical laboratory profession. This may include any related courses, attendance at provincial or national Congress, certificate programs or distance education courses.

For members of MAMLS, the Hilda Fleming Fund offers Medical Laboratory Technologists assistance. Hilda Fleming was an active member and strong advocate of the profession as well as a founding member of the

original Manitoba Branch of the Canadian Society of Laboratory Science (CSLT), predecessor to the Canadian Society of Medical Laboratory Sciences (CSMLS). CSMLS also offers funding for both Medical Laboratory Technologists and Medical Laboratory Assistants for continuing education.

Please visit your MAMLS (or CSMLS) website for further information or contact the Professional Development Committee:

[www.mamls.ca](http://www.mamls.ca)

[www.csmls.org](http://www.csmls.org)



**MAMLS**

MANITOBA ASSOCIATION FOR  
MEDICAL LABORATORY SCIENCE



## ***The Birth of a College; Did you ever wonder how the College of Medical Laboratory Technologists of Manitoba (CMLTM) came into being?***

Here is a brief summary of the events leading to the formation of the CMLTM.

In the late 1960s, early 1970s, the Manitoba Branch- CSLT decided the Medical Laboratory Technologists (MLTs) in Manitoba, who were under the jurisdiction of the College of Physicians and Surgeons of Manitoba (CPSM), like the doctors and nurses, should be independently licensed. The technologists involved in spearheading this quest were Helmut Friesen, Jerry Elias, Terry Klassen, and Adrian Delaat among others. The Manitoba Branch Executive spent many evenings in the board room of the law office of Gallagher, Chapman, Greenberg, McGregor and Sheps drafting a proposal to present to the Government. The proposal was finally presented, as a private member's bill, to a Member of the Legislative Assembly (MLA) who was not a Cabinet Minister. This bill went nowhere... alas, a lot of time and several thousand dollars in legal fees had been spent to no avail.

The Manitoba Society of Medical Laboratory Technologists (MSMLT) made a proposal for self-regulation to the New Democratic Party (NDP) Minister of Health, the Honourable Laurent Desjardins. The bill passed the first and second reading of the Legislative Assembly, however, it was never proclaimed as the NDP Government of Howard Pawley was defeated in the May 1988 election. The MLT quest for self-regulation remained dormant for approximately five years.

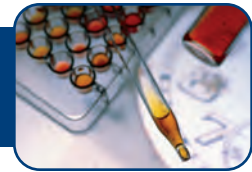
Fortunately, after his 1989-91 term as Vice President, President and Past President of the Winnipeg Academy Luis Martinez, a Technologist working in the Health Sciences Centre Clinical Chemistry Laboratory, decided MSMLT should continue the quest for MLT self-regulation. He was given a box of all the previous documentation MSMLT had on attaining self-regulation. Although he did not believe we would be successful, Adrian Delaat from Cadham Provincial Laboratory volunteered to help Luis. In 1992 Luis became Vice President of MSMLT. He visited several clinics and hospital laboratories in Winnipeg and in the rural areas. He questioned technologists as to what they would like the MSMLT to do for its members. Technologists told Luis that they felt we were not respected like other professionals. It was very clear the MLT self-regulation seemed to be the number one priority. Once Luis became President (1993) a new attempt to obtain self-regulation was started. Luis asked Bill Younger, who due to his term of office with the

Canadian Society for Medical Laboratory Science (CSML, formerly CSLT) was familiar with the self-regulation process in other Canadian provinces, to run for Vice President of MSMLT. The decision was made that technologists would try to achieve self-regulation with a "right to practice".

Since Judy Wasylycia-Leis was the MLA for St. Johns (Luis's constituency), he called the NDP caucus office to arrange a meeting. Judy returned his call and they met at her office in the Legislative Building. She told Luis it was almost impossible for MLTs to achieve self-regulation as they are governed by CPSM and there have been no reported problems to date. She explained MLTs must have a government sponsor as self-regulation for MLTs could not be introduced as a private member's bill. Judy said she was unable to help as she was going to run for federal politics. She referred Luis to Dave Chomiak, MLA for Kildonan. Luis and Bill Younger had a meeting with Judy Wasylycia-Leis and Dave Chomiak. They indicated they could not do anything until the NDP formed the government.

In 1995 Bill Younger was appointed to the Provincial Laboratory Committee. Lee Grabner, MSMLT President, replaced Bill on this committee and attended some meetings. She was over whelmed and felt someone with experience dealing with government should sit on this committee. Luis Martinez was appointed as the new MSMLT member. The MSMLT and The Manitoba Association of Health Care Professionals (MAHCP) had thirty-eight recommendations which were presented and adopted by the Provincial Laboratory Committee. Later that year, Luis, Trish VanDenakker and Adrian Delaat had a meeting with the Honourable Darren Praznik, Minister of Health. They were told CPSM performs well in management of laboratories in this province and there would have to be reasons to change the status. Mr. Praznik arranged a meeting with Heather McLaren, government policy writer/analyst. Her response was the same as that of the Minister of Health, there is no reason to change the current act.

A Federal Election was called for June 1997. Luis helped Judy Wasylycia-Leis with her campaign. He recruited several technologists to help put up signs and deliver pamphlets. She won the Winnipeg-North riding. Judy hosted a yearly fundraising Christmas dinner that was attended by several technologists. MLA, Gord Mackintosh sat with the technologists to listen to their concerns. A provincial election was called for September 1999. Once again, Luis and his recruited technologists helped Dave Chomiak with his campaign. Not only did he win his constituency, once again the NDP formed the Government. Luis waited six months before he contacted Judy's MP office and she



recommended that the MSMLT go for the "right to title", rather than the "right to practice" (only Doctors and Lawyers have the "right to practice"). Six months passed with no word from any of the ministers. Finally, Luis was told that Gord Mackintosh would introduce the bill in the government's third year. Luis was not happy with this because if a new government was elected, the bill for MLT self-regulation would die on the floor again. The NDP appeared confident they would still form the government. The NDP Provincial Secretary informed MSMLT that the government has staff that would write up proposals at no cost, therefore the MSMLT did not have to spend large sums of money on the bill proposal.

In 1999 Luis was appointed the Government Liaison Officer for MSMLT. A Committee for Licensure was formed. Committee members included, Trish VanDenakker, Ole Hellsten Bev Haas, Theresa Wiwchar, Bob Jonuk, Adrian Delaat and others. They worked on converting the Physiotherapists Act to the Medical Laboratory Technologists Act. After approximately two years, Adrian and Ole resigned. Helmut Friesen joined the Committee. Luis was informed by a cabinet minister the Committee would be hearing from Heather McLaren in the near future. Heather requested a meeting with the Committee at the Manitoba Health office. She informed us that a list of all of the bills for that government session would be going through the Legislature and showed Bill #13 as missing. This missing bill was later revealed to be the Medical Laboratory Technologist Act. The bill passed the first, second and third readings in the legislature. It received Royal Assent on July 25, 2002.

A Transitional Council of the College of Medical Laboratory Technologists of Manitoba, consisting of Terry Goertzen, Barbara Miller, Theresa Thevenot-Alec, Bob Jonuk, Lloyd McCabe, Dr. Jenisa Naidoo, Dr. Paul Van Caseeles, Sharryn Morris, Willie Laidlaw, Henry Maryniuk, Dr. Bill Pope, and Leanne Matthes was formed to draft regulations and by-laws and to set up the two main committees, the Board of Assessors and the Continuing Competency Committee.

The Medical Laboratory Technologist Act was proclaimed by the Lieutenant Governor of Manitoba on February 1, 2007.

*Narrated to Adam Chrobak and Gloria Mactavish by Luis Martinez  
Written by Gloria Mactavish, MLT*

## My Portfolio

When asked to write an article detailing my experience completing my portfolio for the CMLTM audit, I was very hesitant. My feelings at the time that I received the letter notifying me of the audit included stress and uncertainty. To explain those feelings, I must admit that prior to receiving the letter all my papers, course certificates, uncompleted self-evaluation and empty log pages were stuffed in a semi-organized pile in a folder in my desk. Don't get me wrong, I had attended two sessions detailing how to set up a portfolio. Those certificates were included in the file. It was supposed to be my "winter" project.

As I am sure some of you have done in the past few years, I had started off slowly compiling hours for my portfolio with the majority of my continuing education completed in the 2013 year. But my audit was from 2008-2012! I found myself asking a lot of questions - Did I have enough? Didn't they know that during those years, we weren't totally sure what we needed to do? Would the credits I had be accepted? What happens if I don't have enough? All of these questions almost paralyzed me at first.

Where to start? I went to the CMLTM web site. There I found the career summary sheet which solved the dilemma of not having a recent resume. I found the log sheets and the summary forms there as well. I used the computer to fill in these forms, saved them and have since edited them to reflect the new five year frame (2009-2014). Those who know me know that if I can do it anyone can. Computers in general are not my friend. It took me three evenings to complete my portfolio. One to organize the semi-organized pile, and two evenings to fill out the forms, print them off and organize them in a binder. I must admit however that I did not feel comfortable submitting my portfolio by email. I did it the old fashioned way, I hand delivered my binder.

For me, the hardest part of the whole portfolio was completing the self-assessment and setting professional goals. These are new experiences in my career. The first time I completed the self-assessment I sounded incompetent, the second time like a super tech, and finally I really thought long and hard for a true picture of myself as a technologist and found indeed that I am somewhere in the middle of these two extremes. Most of the technologists I have spoken with

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## Identification of and Intervention in Post-Partum Depression

As members may be aware, a case last summer of serious post-partum depression resulted in a tragic outcome in the death of a mother and 2 children. Just before Christmas, the Chief Medical Examiner referred this matter to the College of Physicians and Surgeons of Manitoba and after careful consideration it became apparent that all health care professionals need to be aware of the identification and intervention in post-partum depression.

In discussion with the Manitoba Alliance of Health Regulatory Colleges, the Winnipeg Regional Health Authority, the Mood Disorders Association, The College of Registered Psychiatric Nurses of Manitoba, the College of Pharmacists of Manitoba and the College of Registered Nurses of Manitoba, The College of Physicians and Surgeons created a similar notice as follows:

It is important that all medical laboratory professionals be aware of the insidious nature of post-partum depression. The following internet links present various materials that medical laboratory professionals may provide to their patients. It is very important that all medical laboratory professionals be aware of the potentially tragic results that can occur when a mother who has serious post-partum depression slips through the cracks or intervention is not started early enough. Post-partum depression may become a serious life threatening illness.

### Please read the following material and consider it carefully:

#### Key Messages on Post-Partum Mental Health Awareness for Health Care Regulatory Colleges

April 2014

#### Goals

1. To create awareness amongst health care professionals about post-partum mental health.
2. To stress the importance of early recognition of symptoms of post-partum depression, anxiety and psychosis.
3. To support health care professionals in finding the tools and resources needed to best serve their patients.

#### Key Messages

1. Attention to perinatal and post-partum mental health is crucial to the well-being of both mother and child.
2. Awareness and early recognition is essential because postpartum mental health issues can be silent. Helpful treatment options include counselling, medication and support.

3. Health care professionals must work together to provide comprehensive care to women and children during the perinatal and post-partum periods.
4. You can find resources to support your practice in the following places:
  - WRHA Perinatal Quick Reference Guide for Health Care Providers:  
[http://www.wrha.mb.ca/healthinfo/prohealth/files/MentalHealth\\_Perinatal.pdf](http://www.wrha.mb.ca/healthinfo/prohealth/files/MentalHealth_Perinatal.pdf)
  - Mental Health Resource Guide for Winnipeg  
[www.cmhawpg.mb.ca/resources.htm](http://www.cmhawpg.mb.ca/resources.htm)
  - Fact sheet for public education on postpartum depression  
[www.heretohelp.bc.ca/publications/factsheets/postpartum](http://www.heretohelp.bc.ca/publications/factsheets/postpartum)
  - Culture of Wellbeing: Guide to Mental Health Resources for First Nations, Metis and Inuit People of Winnipeg  
[www.wrha.mb.ca/aboriginalhealth/services/resources.php](http://www.wrha.mb.ca/aboriginalhealth/services/resources.php)
  - [www.postpartum.org](http://www.postpartum.org)
  - [www.postpartum.net](http://www.postpartum.net)
  - Women's Health Clinic (204) 947-1517
5. Crisis resources are available in the following places:
  - Crisis Services  
<http://www.gov.mb.ca/healthyliving/mh/crisis.html>

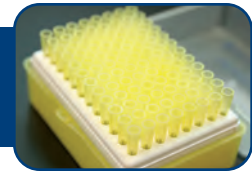
This document has been adapted with permission from the College of Physicians and Surgeons of Manitoba.

#### ...My Portfolio continued

have a hard time with professional goals. In truth when I started it was a job. You went to work to help people and get paid. I doubt the auditors would accept these as professional goals. To a certain extent, we have had to change the way we see our "job" as it has morphed into a career that requires continuing education and a professional portfolio.

When all was said and done, I did indeed have enough credits for my portfolio, even a couple to spare. I passed my audit and was told it was a good portfolio. The next time that dreaded letter arrives, I will be better prepared. Hopefully I will keep it current but even if I fall a little behind, I will definitely be less stressed. The unknown is often the worse. It wasn't as bad as I thought it was going to be.

Michelle Moroz, MLT



## CMA Conjoint Accreditation Services

### Why is accreditation important?

Accreditation is the public recognition that an education program has met national standards. The goal is to ensure that programs enable their students to acquire the knowledge, skills and attitudes they need to function as competent health practitioners for the benefit of all Canadians.

### Who benefits?

Better training means better care for all Canadians.

The **public** benefits from quality health care provided by competent professionals. All **physicians** and **employers** benefit from the assurance that diagnostic and therapeutic services are provided by personnel who have attained the competencies required for high-quality patient care.

**Students, prospective students** and **graduates** benefit from the assurance that their education has met national standards.

**Education programs** and their parent institutions benefit from the external stimulus accreditation provides for critical self-assessment and continuous quality improvement. They also benefit from the public recognition that results from achieving accreditation status at a national level.

**Faculty** benefits from access to expertise of their peers in clinical and educational settings across the country. Accreditation also provides faculty with an opportunity for professional development through participation in accreditation surveys of other programs.

Accreditation benefits **certification and licensing** bodies by providing them with a reliable basis for decisions about the eligibility of candidates for their examination or other processes for entry to the profession.

## WE NEED YOU!

### WOULD YOU LIKE TO BE INVOLVED IN A NATIONAL EVENT RELATING TO TRANSFUSION MEDICINE?

YOU GET CREDIT FOR YOUR VOLUNTEER HOURS TOWARDS YOUR ASSOCIATION REQUIREMENTS!

WE ARE IN INITIAL PLANNING STAGES TO HOST:

### WINNIPEG 2015

### THE CENTRE OF CANADA: WHERE THE PAST AND FUTURE MEET



WE WILL NEED VOLUNTEERS TO HELP WITH ONE OR MORE OF THE COMMITTEES; LOGISTICS, REGISTRATION, PROGRAMMING, SOCIAL EVENTS AND MORE!

TO VOLUNTEER, CONTACT SHERYL CHALMERS 204-789-1099  
or by email to [SHERYL.CHALMERS@BLOOD.CA](mailto:SHERYL.CHALMERS@BLOOD.CA)



## LABCON2014: Your Time to Shine

LABCON2014 is the place for delegates to shine, through unique learning opportunities, face-to-face interaction with experts and time to connect with colleagues and friends from across the country. The conference will take place at TCU Place in Saskatoon, SK from June 21st to 23rd, 2014.

CSMLS is proud to present exciting educational sessions that will give attendees an opportunity to learn about news within the laboratory, discover innovative trends and developments, discuss common issues and advance their overall understanding of topics in the industry.

In his plenary session, Dr. Fergall Magee will fascinate delegates with "Changing Practice in Laboratory Medicine", providing an understanding of the impending changes in laboratory medicine. In the coming decades, a higher number of aging Canadians will result in increasing demands of laboratory medicine. Dr. Magee will discuss this topic in terms of the expansion of knowledge, new diagnostic technologies, the pressures to decrease costs within the lab and the increasing demands for improved quality.

Dr. Michael Noble will host the captivating "Risk and Error and Costs in the Medical Laboratory" plenary session. He will touch on how costs of poor quality are of rising concern in the medical laboratory and the strategies used to deal with them. This presentation will delve into recognizing error dynamics, its relationship to risk and how it is an important step towards controlling and containing both.

Of course, no LABCON would be complete without pre-conference workshops. This year's line up includes full day

workshops on Quality Control, Dealing with Conflict and Writing Quality Exam Questions with a half-day session on Biosafety Legislation.

The LABCON2014 schedule is packed with speakers to help delegates discover state-of-the-art technology and new procedures that can be used in their everyday work. Roundtable and panel discussions, along with plenaries and industry showcases will engage delegates while exploring timely topic areas.

Visit [labcon.csmls.org](http://labcon.csmls.org) for a complete list of topics and full session descriptions.

### Money-sense: Getting to LABCON

With restricted budgets and cutbacks, it can be difficult to ask your supervisor for funding to attend a conference. Keep in mind that even though the economy has declined, the need for continued education hasn't. If you believe that your career and your workplace can benefit from LABCON (and we think it will), you have to give it a try.

CSMLS has compiled some talking points to help you start the conversation, supplied pointers to prepare a formal proposal, as well as a letter template outlining all the benefits of attending LABCON2014, to submit to your supervisor. So plan your strategy now and secure your approval to go.

Visit [labcon.csmls.org](http://labcon.csmls.org) for more information and to register today!

## 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.