



REGULATOR REVIEW

FALL 2016



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

REGULATOR REVIEW FALL 2016

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HOURS OF OPERATION

Monday to Friday - 8:00 AM to 4:00 pm

Please call the office before coming in to ensure
that someone will be here.

NEWSLETTER POLICY



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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MESSAGE FROM THE REGISTRAR'S DESK – THINGS YOU SHOULD KNOW

Adam Chrobak, BSc, MLT, Registrar, CEO



As a reminder to our members, CMLTM has moved to exclusive electronic communications with our registrants. The goal is to reduce printing and postage costs, and to achieve efficient communication with our membership. This includes communication such as the newsletter, nominations, elections, AGM notices and renewal notices. **CMLTM will be accepting only on-line renewals beginning this fall for the 2017 renewals. The 2017 renewal notices will only be sent out by email.** To ensure you receive all of the important communications that CMLTM sends out, please make sure to provide us with a current valid email address. **Personal email addresses are preferred.** When sending emails to CMLTM, please remember to use appropriate subject titles and document names.

For the past 55 years the Canadian Medical Association (CMA) Conjoint Accreditation Services (Joule) has been accrediting the medical laboratory sciences training programs for the Canadian Society for Medical Laboratory Sciences (CSMLS) and the MLT regulators in Canada, including CMLTM. Earlier this year CMA announced that it will be divesting itself of the accreditation of allied health professions training programs. As of February 2018 CMA will no longer be accrediting the MLT training programs in Canada. In light of this announcement, the members of the Canadian Alliance of Medical Laboratory Professions Regulators (CAMLPR), CSMLS and other stakeholders

have been working together to find and/or develop a new accreditation model for the medical laboratory science training programs in Canada. CSMLS and CAMLPR are in the process of finalizing an interim plan to ensure MLT graduates are able to write the CSMLS Certification exams.

CMLTM has identified a critical shortage of MLTs in Manitoba. This shortage is caused by the fact that the number of new MLTs graduates from the Red River College MLT program (approximately 30) is not adequate to offset the number of MLTs that retire annually (50-60) resulting in an annual deficit. In an effort to try to address this shortage the RRC MLT program has increased the number of new students from 38 to 40. Eight of the 40 spots will be dedicated to students willing to complete the clinical portion in Brandon.

CMLTM is currently looking for volunteers to be investigators for the Complaints Committee. CMLTM will provide the appropriate investigator training and pay for expenses incurred during an investigation. If you are interested in becoming a Complaints Committee investigator, please contact the CMLTM office for more information.

DEPUTY REGISTRAR ANNOUNCEMENT

The CMLTM Council had decided during strategic planning meetings that there was a need to create a new Deputy Registrar position. The purpose of this position was to relieve some of the increased workload in the CMLTM office and to deal with the risk identified in contingency/continuity planning.

The roles and responsibilities of the Registrar have been growing to a point where it was making it difficult for the Registrar to take holidays and/or attend meetings. Important decisions and/or communications at times were delayed because of this situation.

An invitation to apply for the new Deputy Registrar position was sent out to CMLTM members. Several applications were received and interviews of the qualified applicants were conducted.

CMLTM is pleased to announce that the successful candidate and new Deputy Registrar is Tricia VanDenakker, ART, MLT. Ms. VanDenakker will assume her new role as Deputy Registrar of CMLTM on September 19, 2016. Ms. VanDenakker will be attending the CMLTM AGM on September 24, 2016 were you can personally congratulate her in her new position.

Welcome to the CMLTM team Tricia!



DEPUTY REGISTRAR INTRODUCTION



My name is Tricia VanDenakker and it is my honour to introduce myself as the new Deputy Registrar for the College of Medical Laboratory Technologists of Manitoba. Please allow me to start by explaining a little about myself.

I AM A COMMITTED EMPLOYEE.

I started as a general duty technologist at the Health Sciences Centre 35 years ago. I practiced in several traditional roles for 25 years and recognize the ever-growing demands on our profession. I have enjoyed every position that I have held over my career thus far. There are many reasons why one would change jobs. For me, I change jobs for growth and opportunity, leaving behind regret for the relationships that may fade and the work left undone.

I AM A LIFE-LONG LEARNER.

From an academic perspective I am a General Medical Laboratory Technologist with Advanced Certification, a Bachelor of Science degree, a diploma in Health Services Leadership and Management from Red River College (RRC), and a Certificate in Advanced Medical Laboratory Science from the University of Manitoba. My current area of interest is in Leadership Development. I recently became a LEADS certified trainer through the Canadian College of Health Leaders.

I AM AN AVID VOLUNTEER.

Volunteering is something that I have done for most of my professional career. It has given me a broader understanding of my profession and allowed me develop leadership skills when I was not in a leadership position. I am always volunteering for committees, working groups, professional recruitment events and fund-raising activities. I have served on the boards of the Manitoba

Society for Medical Laboratory Technologists (MSMLT), now the Manitoba Association for Medical Laboratory Science (MAMLS) and the Canadian Society for Medical Laboratory Science (CSMLS). This has given me an awareness of the critical issues facing the laboratory profession such as impending human resources shortages and the laboratory's role in patient safety. One of the highlights of my career was being elected President of the CSMLS by my peers across the country. This is an honour for which I will be forever grateful and forever committed to the work of our professional associations. Recently I have entered into the realm of professional mentorship through the CSMLS online Mentoring Program. It provides an opportunity to share my knowledge and experience with the goal of helping others to succeed.

I AM PASSIONATE ABOUT OUR PROFESSION AND MAKING A DIFFERENCE.

I am always looking for opportunities to improve the profession and help others. Over the years I have demonstrated this in a few ways.

For a long time I have believed that our science and technology driven profession should be degree entry as it is in every other country in the world. When the MLT program closed at Red River College, I worked with a group of committed professionals on a new training model which included a degree-completion option through the University of Manitoba for MLTs (general and cytology), Medical Radiation Technologists, and Radiation Therapists. While this program was approved by the University Senate, government funding never flowed to the University. Without dedicated funding the U of M Faculty of Medicine was unable to deliver the approved optional degree completion year, so it died on the books. I consider this the greatest failure in my career.

It is no secret that Manitoba has a chronic shortage of MLTs. This is due in part to the shutdown of the RRC MLT program for 5 years. In my work with Diagnostic Services Manitoba (DSM), I saw an opportunity to create a Bridging Program to assist Internationally Educated Medical Laboratory Technologists (IEMLTs) who were under-employed as Medical Laboratory Assistants in successfully practicing their profession in Canada. This unique employer-based program has provided a supplemental source of MLTs to help and address the labor shortage of MLTs.

In addition to the above, I also chaired the MSMLT Self-Regulation Committee that led to the proclamation of the Medical Laboratory Technologists Act and the creation of this College. While the work of the College is focused on patient safety, it does come with benefits for the profession as a whole. Government self-regulation elevates the practitioner to a professional. It gives the profession an equal voice with other regulated health care providers (doctors, nurses, pharmacists, physiotherapists, etc) in policy decisions. It provides the profession with a voice to advocate directly with government on issues which have the potential for negative patient outcomes (like the MLT shortages). It also raises public awareness of the important work we do. This was a long-standing goal of the profession; one which was worked on by many of our colleagues over the years; one which we should all proudly embrace.

In closing, I believe my initiative, energy and professionalism will benefit CMLTM in many regards. I look forward to working with the elected Council and our members in my new role.

Tricia VanDenakker, BSC, ART, MLT



MESSAGE FROM THE COUNCIL CHAIR

Brad Collignon, MLT



Wow, where did the last year go? In the last nine months as Council Chair I have been honoured to oversee our move into our new facility, renovations, the leasing out of extra space, and finally the hiring of a new Deputy Registrar to help out in the office. Thank you to the staff of CMLTM and our dedicated Council members for their hard work seeing us through it all.

With all that has been done, there is still plenty more to do! The Council has been tasked with updating many of our policies and the creation of a board metric system for Council, all to be completed within the next couple of months.

Make sure to RSVP for our Annual General Meeting on Saturday, September 24th. It will be held at the Canad Inns Destination Centre by the Health Sciences Centre. If you should have any suggestions, comments, or concerns please don't hesitate to contact myself or Adam in the office.

With our upcoming strategic planning sessions in October we hope to have a clear directive for the next one to three years.

I would like to thank all Council members and Adam for making this transition to Chair memorable and enjoyable.

NOTICE OF ANNUAL MEETING

THIS NOTICE IS PROVIDED PURSUANT TO BY-LAW
ARTICLE IV: I (1.1)

**The Council has called the 10th Annual General Meeting of the
College of Medical Laboratory Technologists of Manitoba as follows:**

DATE

Saturday, September 24th, 2016

TIME

- 11:00 hours, (Registration 10:30 hours)
- Complimentary lunch served at 12:30 hours
- Guest Speaker Presentation to start at 11:00 hours

LOCATION

Canad Inn Destination Centre,
Health Sciences Centre
720 William Avenue
Winnipeg, Manitoba
Phone: 204.594.9472

CMLTM Council has invited Judy Wasylycia-Leis to be a guest speaker before the AGM begins. Ms. Wasylycia-Leis will be speaking on "The devolution of the Healthcare system by the Federal government and its impact on the Provincial Healthcare system".

Those members in attendance will receive 1 hour of CE credit in the non-formal documented category. A certificate of attendance will be sent after the AGM.

IMPORTANT:

- All meetings of the College are smoke-free and scent free.
- All Active and Inactive members on the register as of September 24th, 2016 are eligible to vote on motions.
- Other registered members and guests are welcome to attend but are not entitled to vote.
- Members planning to attend must provide appropriate registration identification (CMLTM Certificate to Practice Card) in order to vote.

Any updates to this information will be posted on the College website: cmltm.ca



NOTICES & ANNOUNCEMENTS FROM THE CMLTM OFFICE

COUNCIL VOTING ANNOUNCEMENT

At the beginning of August, a poll was e-mailed out to all Active and Inactive members to vote for the CMLTM 2017 Council members. The polling window closes on September 9th at 12:00 PM EST.

If you haven't voted already, please make sure to do so before then. Once you have completed the poll, you will get an e-mail to confirm your ballot. CMLTM Council and Staff value your opinion. If you do not confirm your ballot, your vote will not count.

2017 RENEWAL

It's almost time to start renewing for the 2017 year! Renewal notices will be e-mailed out on October 3, 2016. Only email notices will be sent out and only on-line renewals will be accepted.

Make sure you have updated your personal email address with CMLTM by contacting us at 204-231-0311 (ext 0), by e-mail at janelle@cmltm.ca, or online by logging in to your CMLTM account at www.cmltm.ca.

Keep an eye on your inboxes for the 2017 renewal notices!
The renewal deadline is November 15, 2016.

CONTINUING COMPETENCY FALL AUDIT

The third and final audit for the 2016 year is coming up quick! It will be held Saturday October 1st in the CMLTM boardroom at 245 Lilac Street.

If you are interested in being a volunteer auditor, please contact the CMLTM office at 204-295-0964 or e-mail our Administrative Assistant at janelle@cmltm.ca

Eighty (80) active practicing members were randomly selected to submit their portfolios to the CMLTM office. Notices were mailed out on August 11th and e-mailed shortly after. Portfolios are due no later than Friday September 16th.

SAVE THE DATES! Please Save Them.

SEPTEMBER 24, 2016, 10:30 AM – 3:00 PM

The CMLTM Annual General Meeting will be on Saturday September 24th at 720 William Avenue. It is the Canad Inns Destination Centre, by the Health Sciences Centre.

Registration starts at 10:30am and a presentation by a guest speaker begins at 11:00am. A lunch will be served at 12:30pm.

RSVP by e-mail (janelle@cmltm.ca) or by phone (204-231-0311, toll free: 877-331-0311). If an RSVP is not received, a meal cannot be guaranteed.

TUESDAY, OCTOBER 4, 2016 – WEDNESDAY, OCTOBER 5, 2016

Valley Plains Academy of the Manitoba Association of Medical Laboratory Science will be hosting the Manitoba Congress of Medical Laboratory Science (MCMLS) in Portage la Prairie, Manitoba!

Where

The PCU Centre, 245 Royal Road South, Portage la Prairie

When

Tuesday, October 4, 2016 and Wednesday, October 5, 2016

For more information contact MAMLS or visit [the MAMLS website, www.mamls.ca](http://www.mamls.ca)



WHEN WORK HURTS: TAKING THE PAIN OUT OF THE JOB

Cathy Bouwers

For many people, aches and pains are considered all in a day's work. The idea that humans need to adapt to the demands of the work is an antiquated concept that no longer has a place in today's workforce.

Ergonomics is a familiar term often associated with office work. However, ergonomics is not just about adjusting the height of a chair, or any other work implement. It's about creating a work environment that is productive while focusing on the human element of the work.

“Workplace culture plays a role in health... no one wants to be seen as weak or unable to do their job because they are uncomfortable or in pain.”

The Association of Canadian Ergonomists defines ergonomics as the “scientific discipline concerned with interactions among humans and other elements of a system (e.g. the tools, equipment, products, tasks, organization, technology, and environment)”. The laboratory setting has unique challenges to the adaptability of the environment versus the humans working in the environment. In an office setting, it's common to find ergonomically correct desks, chairs, hand and back supports. These items are relatively inexpensive and easy to find in local office supply stores. Laboratory equipment is another story.

Tables, benches and workstations are highly customized to the work. They can be expensive and limited by supplier availability. Ergonomics in the laboratory becomes a question of immediate expense, rather than long-term health and wellness of the employees.

We humans are highly adaptable and flexible. We are willing to bend, twist, reach and contort our bodies in an effort to get the job done. Often time, this is when injury occurs. Injuries to muscles, tendons, ligaments, nerves, blood vessels, and joints of the neck, shoulders, arms, wrists, legs, and back are called musculoskeletal injuries (MSI) or musculoskeletal disorders (MSD). Both terms are used interchangeably, but they do refer to two origins of discomfort.

An injury can occur from a sudden occurrence, such as lifting something too heavy or over time from repeated exposure to the same movement pattern, as is the case in repetitive strain injuries (RSIs). MSI or MSD are one of the most common workplace injuries. According to Health Canada, MSI claims are the largest amongst health care workers. “Musculoskeletal injuries (MSI), which account for the greatest number of time-loss injuries among healthcare workers, occur due to such factors as equipment inadequacies and poorly configured patient rooms, as well as work organizational factors such as high work demands, inadequate staffing, poor work morale and low social support.”

The unfortunate truth is that MSIs and MSDs are as common as they are preventable. They often occur with tasks that are repetitive or cause overexertion of the muscles. When looking at typical laboratory work, these two elements are abundant.

Abigail Overduin, Ergonomist for the University of British Columbia, instructs a course specifically for laboratory ergonomics. She says the laboratory is a unique workplace environment that may require special attention when considering ergonomic adjustments.

“Anything that is repetitive, particularly if awkward postures or force is involved, such as with pipetting, increases the risk of injury,” says Overduin, “as well as any task that requires the same body position for long periods of time, such as sitting or standing at a microscope.”

A 1994 Swedish study, published in Applied Ergonomics, found there was an increased risk of hand and shoulder ailments associated with pipetting for more than 300 hours per year. The average lab technician has been found to pipette 495 hours per year. It's no wonder that another study published in 2005 found that “90 per cent of users who pipette continuously for more than 60 minutes reported hand complaints”.

Although neck and back strain are considered part of the group of MSI ailments, they are a specific cause for concern in a lab setting. Microscope work uses multiple fine motor movements for long periods of time. Strain and stress on muscles in the eyes, neck, shoulders, hands and back can add up over time.

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WHEN WORK HURTS: TAKING THE PAIN OUT OF THE JOB

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“Another risk is when we change the task from one extreme to another very quickly,” says Overduin. “If someone is sitting for a long time, then gets up, lifts something heavy, say a centrifuge router, they are at risk for injury. The body hasn’t had time to adjust to the new demand.”

There are elements that individuals can control within their work environment that can help reduce their risk of injury. Ensuring arms, neck and back are kept in a neutral position throughout a task will help eliminate tension and soreness. If standing for longer than two hours, take a short break to sit down to alleviate back, knee and feet soreness. The information at the end of this article can provide some simple reminders to consider with performing various tasks in the lab.

Ask your manager for devices that will help make your workstation more comfortable. Things like cushions to cover sharp corners of tables, adjustable chairs or anti-fatigue mats. These are relatively inexpensive and are readily available and easy to add to a workplace. Depending on the work you need to do, you can even ask to try different brands or styles of equipment, such as pipettes. There are pipettes that require less force, helping to reduce muscle fatigue. Workplace ergonomics is not a one size- fits-all solution. There should be open conversations happening to work on solutions that help everyone.

“Workplace culture plays a role in health,” says Overduin, “no one wants to be seen as weak or unable to do their job because they are uncomfortable or in pain.” She also suggests that the mentality of ‘work is pain’ can hold an entire organization back from taking necessary steps to help their employees.

“The idea that the pain will go away, or it will get better is the wrong thinking. People need to speak up sooner if they are experiencing discomfort while working.” By waiting too long to get help, employees risk having acute injuries that turn to chronic problems. Employers need to look beyond the upfront costs of ergonomic accommodations to longer term benefits. It may cost a little bit more now to change the types of pipettes used, but it may decrease the number of sick days or lost time due to hand injuries over time.

Even with all the proper ergonomic concepts and equipment in place there are just some jobs that will affect the body more than others. As long as people are mindful of their posture it can go a long way to prevent larger issues.

No need for an elaborate or possibly embarrassing stretching routine. Overduin suggests just straightening up, coming back to a neutral position and moving just a couple minutes every hour at work will help counter the effects of a certain position on the body. A more elaborate stretching routine may be done at home. She also recommends being aware of the demands of a task before beginning. “Understand the workflow and have the proper tools close-by. Don’t improvise because you think it will only take a minute, it will compromise your posture and could result in injury.”

There are several reputable resources available for anyone looking for more information about workplace ergonomics. Many larger organizations, hospitals, universities, private labs, may have an in-house department that can assess the laboratory for potential risks.

These departments are often part of Human Resources, Health and Safety or Risk Management. If you work in an organization that doesn’t have these services, there are public services available. The Association for Canadian Ergonomists’ website lists ergonomists across Canada that are available to provide workplace assessments. The most important tool in protecting your physical health at work is being educated about the possible risks involved and taking the corrective action to reduce those risks. It could be something as simple as having an open conversation with a manager, or speaking to your organization’s staff ergonomist. The main goal is to keep you working pain-free for many years.

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WHEN WORK HURTS: TAKING THE PAIN OUT OF THE JOB

Cathy Bouwers

TIPS ON PREVENTING MUSCULOSKELETAL INJURIES IN THE LAB

HAND TOOLS

PIPETTES:

- Provide wrist rests for workers performing repetitive fine motor work that requires the constant use of smaller muscle groups in the hands and fingers.
- Use armrests to relieve the load placed on unsupported arms and wrists.
- Avoid prolonged elevation of the arms and provide support for them.
- Use well-balanced pipettes that reduce the need for workers to adopt awkward postures. Pipettes shaped like handguns are safer to use because they allow the wrists to be maintained in the neutral position.
- Use automated pipettes for highly repetitive tasks and to reduce force required to operate.
- Use multi-tip pipettes if possible.
- Limit periods of continuous pipetting through work-rest periods, staff rotation, etc.
- Use pipette tips that are easy to eject.

FORCEPS/TWEEZERS:

- Vary position in which they are held to avoid straining one set of muscles.
- Use forceps at room temperature - cold equipment presents a secondary MSD risk factor.

CRYOSTAT:

- Alternate hand rotation if possible.
- Use foot control where available.
- Rotate workers (task rotation)

MICROSCOPE USE

- Raise, incline or reposition microscopes as close to the head as possible to allow the head to be held in an upright position. Avoid bending at the neck.
- Use longer ocular tubes (eye pieces) to avoid neck strain.
- Where appropriate, use video display screens to eliminate the use of a binocular system.
- Use adjustable microscopes or adapt existing microscopes with longer ocular tubes, platform adapters, etc.
- Use an edge protector when using a cell counter to reduce contact stress on the wrist and forearm.
- Rotate microscope tasks between workers.

TO AVOID OVEREXERTION OF THE EYE MUSCLES

- Keep all optical components scratch-free and clean.
- Align the illumination correctly and use the correct light density.
- Exercise the eyes - change focus by momentarily looking at something farther away and periodically shut and open eyes.

TEST TUBE, VIAL, AND SPECIMEN CONTAINER USE

- Use plastic vials with fewer threads to minimize twisting of the wrist and hand.
- Arrange test tube and specimen racks to avoid having to twist and turn.
- Tilt test tube racks slightly to allow wrists to be kept in a neutral position.
- Use cap removers with a full-hand grip.
- Automate processes where possible.
- Use a rack to support tubes on the vortex.
- Only use a pinch grip (thumb and index finger) when minimal force is required.
- Use two hands to open tubes.

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WHEN WORK HURTS: TAKING THE PAIN OUT OF THE JOB

Cathy Bouwers

TIPS ON PREVENTING MUSCULOSKELETAL INJURIES IN THE LAB

MATERIAL HANDLING/LIFTING

- Use mechanical lifting devices and carts for heavier lifting and transporting.
- Use siphon systems and automatic tipping mechanisms instead of moving containers of liquid.
- Store frequently used products in smaller containers of manageable weight and size.
- Assess heavier material handling tasks that require additional staff.
- Provide appropriate ladders for overhead lifting.
- Avoid twisting/turning while lifting.
- Store materials used more frequently and heavier items in the mid-range of the worker's height.

WORKSTATION DESIGN (FUME HOODS, BIOLOGICAL CABINETS, LABORATORY BENCHES, VIDEO DISPLAY TERMINAL (VDT) STATIONS)

- Use anti-fatigue mats or sit-stand stools for standing tasks that are performed for long periods.
- Provide a foot rest/rail to help workers adjust their body position.
- Use ergonomic chairs/stools and teach workers how to adjust them.
- Consider multi-user in design/redesign of work stations.
- Ensure windows on fume hoods/containment cabinets are not obscured with stickers, trim, etc.
- Pad edges or provide wrist rests where appropriate.
- When designing or redesigning, consider workstations that have more than one purpose such as microscope use and VDT work.

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REFERENCES - CLICK TO VIEW

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Cathy Bouwers is the Communications Specialist at the Canadian Society for Medical Laboratory Science (CSMLS). This article was originally published in the Canadian Journal of Medical Laboratory Science (CJMLS), Vol. 75, no. 2 (2013). It has been republished here with permission.



MOVING UP: HOW TO GET AHEAD IN YOUR CAREER

ASHLEY REGO

If you are looking to truly succeed and get ahead in your profession, you'll want to strive to be the individual who stands out far above the rest. Once you make that true commitment to becoming a star at work, your life could change in a remarkable way. So what does it take for someone in the medical laboratory profession to get ahead in the organization? We've summarized a list of ten proven strategies on how to advance in your career.

#1: TALK TO YOUR BOSS

Sit down and have a very direct and pointed conversation with your superior about your future in the company. Stress that you want your performance to meet the company's goals and share your own career goals. Your boss will respect this display of confidence and maturity.

#2: ASK FOR MORE WORK

Offering to help out other departments—or simply asking for more responsibilities—increases your value within the company. Asking for additional tasks shows an interest and desire to help your department to succeed.

#3: VOLUNTEER

If you have your career set on something beyond what you are doing in your present position, seek out opportunities to volunteer or serve on advisory boards, where you can build a reputation as someone who is passionate and dedicated to your profession. Take advantage of opportunities provided to you by national societies within the profession. There are many benefits to volunteering such as, personal growth, professional enhancement, and networking opportunities.

#4: SHARPEN YOUR PEOPLE SKILLS

Strong interpersonal skills play a crucial role in gaining the respect of both your boss and co-workers; they will also attract the notice of outside influencers who might open new doors of opportunity for you. Be friendly, outgoing, and personable. Listen carefully to people, and practice being a clear and effective communicator.

#5: BE INNOVATIVE

Never be afraid to think outside the box and put your professional insight to work. Stay on the lookout for innovative solutions to problems that will make you—and your boss—look good.

#6: FIND A MENTOR

Develop mentoring relationships, either inside or outside of your company. Recent studies have shown that four out of five promotions are influenced by a mentor higher up in the company. Mentors are also great sources of information and career guidance.

#7: SELL YOURSELF

Learn the fine art of self-promotion. If you have had major accomplishments or created successful programs, make sure people know about it—especially those in influential positions who could help you advance professionally. Let it be known that you are seeking a promotion or the next step up in your career.

#8: KEEP LEARNING

A proven way to advance in your career is to be continually acquiring new knowledge. Stay on top of trends or developments in your field and make sure that your current resume reflects those needed skills. Consider expanding on your knowledge by taking on professional development courses, attending conferences, subscribing to magazines, reading blogs or even by social influences.

#9: EXPAND YOUR NETWORK

Strengthen your personal network by joining professional organizations, attending industry conferences, or even volunteering. Keeping up on community forums will also help you to connect with others in your profession. The more people who are aware of your strength and abilities, the better your chances of hearing about any new opportunities that might arise.

#10: BUILD YOUR REPUTATION

Your reputation is the most valuable thing you own. Be known for being dependable, professional, and cooperative. Make a name for yourself. Combining all of these strategies will help you to build your character and mold your reputation.

Landing that “dream job” is not about luck- you'll need to make it happen. Do the ground work and be ready when opportunity knocks. Showing investment and dedication to improve your professional growth and job performance can help your promotion. You must be vigilant and stay alert; make sure your hand goes up before others realize there's an opportunity.

Resource

Ashley Rego is the Marketing and Communications Associate at the Canadian Society for Medical Laboratory Science (CSMLS). This article originally appeared in the Career Centre on the CSMLS website. It has been republished here with permission.

For more information, visit csmls.org



RELAXATION MINERAL

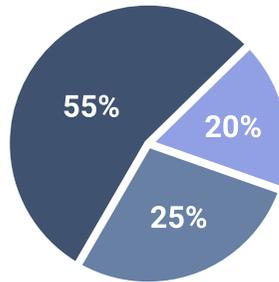
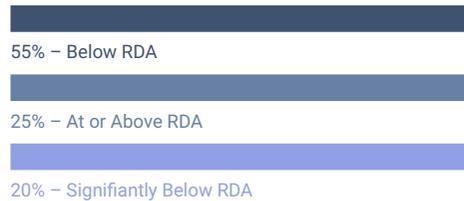
Oleksandra Alex Synova, MLT

“Thousands of years ago the Chinese named it the beautiful metal and they were seeing something pharmaceutical medicine does not want to see for there is little money to be made from something so common.” (Dr. Mark Sircus).

This important mineral is the stress antidote, major remedy for relaxation and can help with insomnia – the Chinese were talking about magnesium.

U.S. INTAKE OF MAGNESIUM

Percent of U.S. Population meeting Recommended Daily Allowance (RDA)



Many of us do not understand the importance of magnesium in the same way we understand calcium or iron, for instance. Nonetheless, adequate magnesium levels are crucial for brain, cardiac and muscle function and it is needed, along with silica and Vitamins D and K to promote bone health.

Magnesium deficiency is more common than many people suspect. It is estimated 68-80% of North America population are deficient.

Magnesium is needed for 354 enzymes in the body. It is the second most abundant mineral inside our cells and the second most common deficiency, next to Vitamin D.

It is a well-known fact that stress and inability to relax are major contributors to the vast majority of diseases. Interestingly, there is a dynamic equilibrium between the level of stress and the level of magnesium in the body. On one hand, magnesium can help to reduce stress and promote relaxation; on the other - chronic stress may cause magnesium deficiency.

Magnesium deficiency may disturb sleep and is a factor affecting the quality of life. People only slightly deficient in magnesium become irritable, highly-strung, and sensitive to noise, hyper-excitable, apprehensive and belligerent. If the deficiency is more severe or prolonged, they may develop twitching, tremors, irregular pulse, muscle weakness, jerkiness and leg and foot cramps.

About 60% of the body’s magnesium is found within bones and teeth and the rest in muscle cells and body fluids with the highest concentration being in the heart and brain. Magnesium blood test can be misleading since only 1% of the body’s magnesium is in the blood and less than 1% in serum.

Nowadays an increasing number of people are turning to magnesium supplements to boost their intake of this vital nutrient. Dr. Carolyn Dean titled her book *The Magnesium Miracle* and she could not have been more correct. Nothing short of a miracle is to be expected with increases in the cellular levels of magnesium if those levels have been depleted.

Magnesium is found naturally in beans, nuts, seeds, dark leafy vegetables, and whole grains. All of them take their magnesium from the soil. While our growing dependence on processed food is partly responsible for magnesium deficiency, the other reason includes ongoing soil erosion. Consequently, many fruits and vegetables that were once rich in magnesium no longer contain it in adequate amounts, resulting in widespread deficiencies.

Want a quick way to give your magnesium level a boost without taking a supplement? Take a bath with Epsom salt 2-3 times a week. This salt is known to be magnesium rich and will promote your relaxation.

Submitted by Oleksandra Alex Synova, MLT

References: *“The Magnesium Miracle”* by Dr. Carolyn Dean

“Transdermal Magnesium Therapy” by Dr. Mark Sircus

<http://www.fireitupwithcj.com/the-ultimate-guide-to-magnesium>

<http://www.ancient-minerals.com/transdermal-magnesium/#why>



WHAT ARE THE KEY ELEMENTS OF EFFECTIVE PATIENT AND FAMILY CENTRED CARE?



A key strategy to support your learning about patient safety is to reflect on basic concepts and how you can apply these concepts in your daily practice. This article is the fourth in a series highlighting a key patient safety topic.

Patient and family centred care is “an approach to the planning, delivery, and evaluation of health care that is grounded in mutually beneficial partnerships among health care providers, patients, and families”¹. It shapes all aspects of healthcare delivery, including facility design, programs, policies, and staff-patient/family interaction.

Engaging patients can improve their healthcare experience, their health outcomes, and can reduce patient harm. Improvements occur, for example, in length of stay, readmissions, communication between team members, and in understanding the family strengths for future care-giving.

Foundational concepts of patient and family centred care are:

DIGNITY AND RESPECT

Healthcare providers listen to and honour patient and family perspectives and choices.

INFORMATION SHARING

Healthcare providers communicate and share complete and unbiased information with patients and families in ways that are affirming and useful.

PARTICIPATION

Patients and families are encouraged and supported in participating in care and decision making at the level they choose.

EDUCATION AND SUPPORT

Healthcare providers ensure that appropriate education and support is provided to patients and family members and others involved in their care.

COLLABORATION

Healthcare leaders collaborate with patients and families in meaningful ways. A System Committed To Patient And Family Centred Care:

TRANSITIONING TO A PATIENT AND FAMILY CENTRED CARE MODEL

- Get demonstrated commitment of leadership from the top - e.g. CEO and the Board
- Design and implement a plan that addresses the key contributing factors to patient and family centred care in your setting, including:
 - > a strategic vision that is clearly and consistently communicated to every member of your team
 - > mechanisms to engage patients and families at multiple levels, e.g:
 - >> develop the appropriate infrastructure in your area and organization to support and enable healthcare providers to adopt patient and family centred approaches to care delivery e.g. education for staff on each of the foundational concepts, invitation to patient to share their story with your services
 - >> implementation of processes that support the ability of patients and families to report potential critical incidents or other issues that they deem important
 - >> engagement of patients/families on your committees to give them a voice in the healthcare delivery process
 - >> encouragement of patients and families to play an active role in their own safety by asking questions, getting an advocate, knowing and showing their medications on a list, and being vigilant in hand washing
 - > use of a proactive measurement and evaluation system to monitor your area's and your organization's progress in the transition.

Engaging patients and families is a win-win for all concerned. They can become allies - they can provide information necessary to their healthcare team, observe care processes, report complications, and practice self-management.

There are many references and websites available to guide patient and family centred care efforts. For more information, see www.mips.ca Resources and Tips.

Patient safety - make it YOUR responsibility!

For more information on patient safety, go to the Manitoba Institute for Patient Safety website at www.mips.ca and www.safetoask.ca

¹ Institute for Patient-And Family-Centered Care. Accessed June 9, 2016 at Institute for Patient- and Family-Centered Care - Frequently Asked Questions

CMLTM NEW GRADUATE AWARD WINNER



The CMLTM Council created the New Graduate Award in an effort to increase the awareness of the importance of self-regulation in the field of medical laboratory technology, and to increase professionalism within the profession.

This award is intended to recognize and acknowledge recent graduates for medical laboratory sciences achievements, their understanding of the importance of self-regulation and CMLTM.

This year there were three submissions received for the award. On behalf of the CMLTM Council, I would like to thank all of those new graduates that took the time to apply for the award.

THE WINNER OF THE 2016 CMLTM NEW GRADUATE AWARD IS MARK ULARTE, MLT.

THE FOLLOWING IS HIS WINNING ESSAY

In my current studies in the Medical Laboratory Technology (MLT) program, the impact of being a student member with CMLTM is paramount. As a student member, I am allowed to partake in laboratory activities and witness firsthand what it takes to be a Medical Laboratory Technologist in Manitoba. This allows me to apply theoretical knowledge and apply them with real world examples, something that will truly benefit me when it comes down to writing the CSMLS national exam. As a student currently in clinical placement at St. Boniface Hospital, it is evident the high standards of practice all medical laboratory technologists abide by. It is the responsibility of a Medical Laboratory Technologist to deliver accurate and meaningful results that aid in a clinician's diagnosis.

In an ever-evolving field CMLTM pushes its members to continue lifelong professional betterment, something that I truly appreciate. As technologies change (even as a student) I am reminded that Laboratory Technology is an exciting field where one is always learning. As a future member I hope to strive for similar values upheld by CMLTM. I must always be professional keeping up to date with new technology, adhere to the integrity of the profession and be accountable for all tests I run. CMLTM comprises a community of many individuals whom are likeminded and have a passion for Biological Sciences. It is very humbling that in a few short months I will be part of this community and look forward to continue the legacy upheld by the many Laboratory Technologists in the province.

It is without saying I truly pride my involvement and membership with CMLTM as I witness day in and day out the many selfless and compassionate individuals whom work tirelessly to aid in the diagnosis of Manitobans. I am proud to be part of the CMLTM family.

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.

RETURN TO MENU

