

Regulator Review

College of Medical Laboratory Technologists of Manitoba



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Brandon Sun - Assiniboine College MLS Programs Update

Assiniboine College in Brandon, MB will be opening two (2) new programs starting next year: medical laboratory technology, and combined laboratory and X-ray.

The CMLTM Registrar, Janie McBey, and Council Chair, Jackie Tower, made the drive to Brandon on Monday Feb 23, 2026 to be present for the announcement.



[Read the Brandon Sun article all about it here!](#)

CMLTM and Social Media

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

We have been running weekly campaigns with information about CE opportunities through our TRC page, a breakdown of the Continuing Competency Program, and more!

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



Message from the Registrar

By *Janie McBey, MLT*

My first several months as CMLTM's Registrar/CEO have been a whirlwind! I would like to give a heartfelt thank you to Tricia, Janelle, and Council members for welcoming me onto the team and providing me with an abundance of insight and background materials to do my best job.

A few highlights so far have been preparing the Annual Budget for CMLTM, which involved meeting with our accountant, reviewing past budgets, and taking a Budgeting course with Volunteer Manitoba.

You may remember the database struggles CMLTM experienced in October delaying the annual renewals? I have invested hours into learning the database and all the interconnected pieces and continue to do so every week. I hope that moving forward, our database impacts operations significantly less than it did last year.

Have you seen me around lately? I am trying to spend more time supporting MLTs in Manitoba by sharing knowledge about MLT regulation and our Continuing Competency Program. I may have recently presented one of these topics at your workplace or as a virtual Coffee Chat.

Communication is challenging, especially in today's culture of virtual meetings. By meeting MLTs face to face and in casual virtual discussions and presentations, I plan to keep you updated with CMLTM's initiatives. My goal is to make CMLTM's information more accessible and support you in meeting your professional and ethical obligations and standards.

I have continued in Adam and Tricia's footsteps, working with the Legislative unit on moving CMLTM forward with transitioning to the RHPA. Tricia and I met with the Minister of Health in December 2025 and are excited to share updates with you regarding the transition. We are reviewing Regulations, establishing By-laws and practice directions, meeting with stakeholders, and doing our best to ensure all gaps are filled.

CMLTM recently helped celebrate and congratulate Assiniboine College in marking the beginning of construction for their new MLT and CLXT programs. The first intake of 20 MLT students is expected to be Fall 2027, with a cohort of 20 CLXT students starting in fall 2028. This is a major step forward for healthcare in Manitoba and I am proud to be a small part of it.

Most importantly, engaging with Council and Committee members has been a positive experience as we are all working with the same vision in mind: Excellence and leadership in the regulation of medical laboratory technologists.

I would like to wish all Medical Laboratory Professionals a Happy Med Lab Week! Thank you for prioritizing patient safety every day.



From the Desk of the CCC Chair

By Jackie Naphin, MLT

As the days grow longer, we embrace new beginnings and brighter days with a renewed sense of energy. The role of the Continuing Competency Committee Chair is new to me and I embrace this opportunity and look forward to working with such a skilled and dedicated group of professionals. Huge shout out to Anna Avalos, Natalie Chaput, and Wendy Leduc for your past contributions, and welcome to our new member, Wenyan Xiao.

I am happy to provide an update to what the Continuing Competency Committee (CCC) has been achieving in this short period of time since the last Annual General Meeting.

Continuing Education (CE) Credit Guide

With a goal to build a skills-based Council, the CCC was asked to review the Credit Guide's eligible hours for Council/Committee work and Committee Chair/Vice-Chair work. By providing a larger reward such as increasing the eligible hours for CE, we hope to appeal to membership and encourage more volunteer participation.

Below is a summary of the suggested changes presented, accepted and carried by Council:

1. Workplace Committee/Chair positions are now separate from CMLTM Committee/Chair positions to encourage volunteering on the CMLTM Council.
2. ...

“Learning is a lifelong journey, not a destination!”

- Author Unknown


[View the remaining points and the rest of Jackie's article in PDF format... Here!](#) 

Med Lab Week 2026

How will you be celebrating this year?

The CMLTM has a few plans in the works to celebrate the amazing professionals who help keep our healthcare system moving.

Keep an eye on your emails for announcements about what we're doing. Such as...

- Indigo lights!
- Spotlight Awards (Got someone you want to nominate? [Here's the form!](#)) 
- Coffee Chats with the Registrar
... and more!

We'll be posting on Social Media, so be sure to be following us, and tag us in your own posts too!



New Council and Committee Members

CMLTM would like to welcome back **Maria Bobiles** who previously volunteered with us on the Complaints Committee. She has now taken the position of Treasurer on Council. New to Council, we also have **Agbolahan Adebanjo**. We look forward to working with him!

Harvey Suski was involved with Council during CMLTM's formative years, and returned to volunteer on the Complaints Committee in 2024. He has now stepped up to take over as Chair of the Complaints Committee. We also welcome **Graziella Te**, new to the Complaints Committee.

On the Continuing Competency Committee (CCC), we have a new Chair and volunteer, **Jackie Naphin**. Joining her as a new volunteer is **Wenyan Xiao**. Both have attended their first CCC meeting, and we're very happy to have them both on board.

We are excited to have so many fresh new faces on board and are looking forward to working with them.

Welcome to the team, everyone!

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



Medical Laboratory Technologists:
Protecting patients one test at a time.

VOLUNTEERS NEEDED

The Complaints Committee

The Complaints Committee is responsible for investigating all complaints received related to the practice of CMLTM registrants, including reviewing the results of investigation, making a decision, and determining the outcome of the complaint.

The Complaints Committee meets at least twice a year and **as required** during the course of the investigations of a complaint and other business required in the terms of reference.

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



Call for Nominations Council Term 2027 - 2029

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 positions. These three-year term positions commence after the September 19, 2026, CMLTM Annual General Meeting (AGM), and end after the AGM in September of 2029.

The CMLTM Council is responsible for the overall governance of the College. The Council has a responsibility to the public to ensure that CMLTM “carry out its activities and govern its members in a manner that serves and protects the public interest”.

Serving on the CMLTM Council will give you the ability to:

- Participate in establishing the strategic direction and key initiatives for the CMLTM;
- Help influence the mandated programs and services of the CMLTM;
- Develop and strengthen your leadership skills;
- Expand your networks, create new relationships, and strengthen existing contacts by participating in a shared activity;
- Contribute your 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;
- Promote your personal growth;
- Gain continuing education hours;
- Gain professional experience and generate awareness of additional career paths;
- Help encourage civic responsibility and leadership among colleagues, and
- Make a difference in 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 submitting a [Nomination Form](#) to the CMLTM office by e-mail at registrar@cmltm.ca or janelle@cmltm.ca.

Serving on Council is an excellent way to truly understand the responsibilities of profession-led 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 its Committees is eligible for up to 6 hours of Continuing Education credits in Category 4 – Professional Activities under the CMLTM Continuing Competency Program, and up to 10 hours if you serve as Chair or Vice-Chair.**

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



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:

- Jurisprudence – Regulated Health Professions Act (RHPA) 101
- 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

Leaving modules until the last minute may create unnecessary stress or processing delays. Completing your requirements early will help ensure a smooth and timely renewal.

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





Important Dates & Events



There's a lot coming up on the CMLTM Calendar this year, with more being added every day!

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".

- Wednesday April 15, 2026 - 5:30 PM
- Wednesday June 24, 2026 - 5:30 PM
- 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: 11:30 am - 12:30 PM
Guest presentation starts 10:00 AM

Venue: CMLTM Boardroom (Zoom)



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 during Med Lab Week (April 12-18, 2026) for a "Coffee Chat" or two over Zoom!

She will be doing 5 sessions throughout Med Lab Week on the "Continuing Competency Program" (CCP) and "MLT Regulation Pitfalls".

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!

- [April 13, 2026 at 12:00 PM \(CCP\)](#)
- [April 14, 2026 at 9:30 AM \(CCP\)](#)
- [April 14, 2026 at 7:30 PM \(MLT Regulation Pitfalls\)](#)
- [April 15, 2026 at 12:30 PM \(CCP\)](#)
- [April 16, 2026 at 12:00 PM \(MLT Regulation Pitfalls\)](#)

Celebrate Your Profession

Med Lab Week
April 12 to April 18, 2026

Canadian Patient Safety Week
October 2026 (dates TBA)

Field-of-Practice Registration for MLTs: Examining the Concerns and the Record

By Adam Chrobak, Executive Director, CAMLPR

Abstract

Field-of-practice registration for Medical Laboratory Technologists (MLTs) in Canada is a significant modernization of entry-to-practice regulation, introduced by the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) through its Flexible Pathways to Registration project, funded by Employment and Social Development Canada. Since its public launch in 2023, the initiative has generated concern among some practitioners, educators, and professional stakeholders whose concerns focus on perceived risks to patient safety, professional identity, workforce cohesion, educational readiness, and crisis adaptability. This article examines each of those concerns against the design, evidentiary foundation, and implementation record of the reform.

The article argues that many of the concerns in circulation rest on misperceptions about what the reform does and does not entail. The CAMLPR pathways process requires that all applicants, regardless of educational background, are assessed against the same entry-to-practice competency standards for their designated field or fields of practice. The Generalist pathway option for registration remains intact. A substantial set of competencies is common across all eight fields, establishing a shared professional foundation in specimen integrity, safety, quality assurance, professionalism, and critical value management that supports safe practice regardless of field of practice specialization. The reform does not weaken emergency response capacity; it expands the eligible pool of practitioners while preserving existing emergency authorization mechanisms and the Generalist and Core Lab registration bundles. Quality of entry is protected through a multi-stage process that includes a Prior Learning Assessment, bridging programs where needed, and psychometrically sound field-of-practice examinations with passing scores set by the Angoff method.

The article also addresses the governance and consultation process that generated the Flexible Pathways to registration, tracing a documented chronology of stakeholder engagement from January 2023 through the end of 2024, including national focus groups drawing eighty-nine participants from across Canada, a bilingual national survey, a Competency Development Advisory Committee with broad cross-sectoral membership, and a series of public announcements, and website resources. The perception of insufficient consultation is not supported by the documentary record. The article concludes that the appropriate response to the concerns that have been raised is rigorous implementation rather than reversal of a reform that is well-founded in evidence, public interest, and the realities of Canada's MLT workforce shortage.

 [Read the rest of the article in PDF format online here!](#)

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.