

Under the Microscope



ALBERTA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Volume 4, Issue 1

February 2011

President's Message



Hello fellow MLTs!

It is my honor and my privilege to be your 2011 College President. I am excited and looking forward to this year.

During last year's AGM/Professional Development Symposium, many members voiced their desire to know more about College Council and the "volunteer experience". One of the challenges facing the College is adequate volunteer interest to fill vacant positions on Committees and Council, including the Presidential Chain. I have been a volunteer on both College Committees and Council, and by sharing my experiences with you, possibly some of your questions can be addressed.

Since graduating from the NAIT Diagnostic Cytology program in 1990, I have worked in a variety of private and public labs and also as an instructor at NAIT. I am currently employed as a cytotechnologist with DynaLIFE_{Dx} in Edmonton.

As an MLT, we are trained to be masters of analysis and "critical thinkers" . . . always asking "why?". When the ASMLT (former association) morphed into the ACMLT pursuant to the *Health Professions Act* (HPA), there were many MLTs (including myself) who questioned the future of our profession. An inquisitive MLT by nature, I posed this

question and several others but did not always get satisfactory answers. It was then I decided that if I wanted to know more, I needed to get involved firsthand and volunteer with the College.

I volunteered on the Legislation Sub-Committee for three years. This Committee operates as an arm of Council and drafts, reviews, and amends College policy, procedure, and Bylaws to ensure alignment with the HPA. Volunteering on this Committee can only be described as an "eye opener". What an experience! I learned about the College, got the answers to my questions on how and why they operate in the manner

they do, developed a new skill set, and met many great people . . . and friends.

After my term on the Legislation Sub-Committee, I took a hiatus from volunteering to focus on family. Four years later, I found

myself asking questions again, such as why our annual practice permit dues were increasing and why we had to participate in this "continuing competence thing"?

I put my name forward to volunteer on College Council to learn about the cost of College operations and the government-mandated Continuing Competence Program. I spent the next two years learning about these matters, as well as the process for complaints of unprofessional conduct. When I began my term on Council, the College received approximately one complaint each

(Continued on page 7)

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Mission:

To ensure public protection through the regulation of Medical Laboratory Technologists and to provide leadership for the advancement of the profession

CCP Corner

Can I update my Learning Plan on-line?

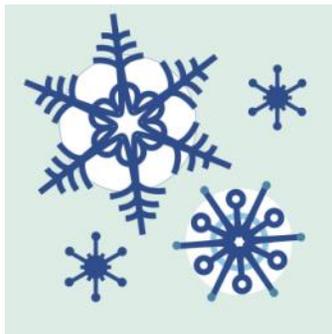
You must complete your Learning Plan when you submit your 2012 MLT Practice Permit renewal, but you can also update sections of your Learning Plan throughout the year. Specifically, you can update the Results/Comments, Hours Spent on Activity, and Objective Met columns on your Learning Plan. This can be done by accessing "Update Your Learning Plan" at www.acmlt.org after January 15, 2011.

I used competency number H-1-5 as one of my Learning Objectives in 2008 but didn't specify the name of the chemistry analyzer. We are now getting new and different chemistry analyzers which I will be training on in 2011. Can I use this Learning Objective again for an entirely different analyzer for my 2011 learning plan?

The College permits members to identify the same competency for consecutive renewal years; however, the specific Learning Objective must have a different focus so a member can demonstrate a different element of learning than the previous year. The scenario you have described is acceptable as long as your written Learning Objective states the name of the new analyzer. If there is any uncertainty that your department may not get the analyzer or installation and operation are not confirmed, the College would suggest selecting an additional Learning Objective that provides for flexibility.

COUNCIL HIGHLIGHTS

- Appointed 2011 Committee Chairs and new Registration and Continuing Competence Committee members
- Approved the 2011 College budget
- Approved the 2010 AGM minutes for membership acceptance
- Appointed Councilor Maurice Goulet to a one-year vacant position
- Approved the 2011 College Strategic Plan
- Reinstated MLT/MLA student invitations to attend regularly scheduled Council meetings
- Approved College website redevelopment



DID YOU KNOW?

- There is a "cheat sheet" detailing various learning activities/documentation that can be used as Resources and Strategies on your learning plan. Check it out under Member Access -- Continuing Competence Program -- Program Specifics
- If you need to change your Learning Plan due to unforeseen circumstances such as a change in your area of practice, contact our Manager of Professional Practice and Competence at deputyregistrar@acmlt.org for guidance.

YOUR STAGE

College Professional Development Certificate Recipients

CAMPBELL, Marcene
CARRUTHERS, Cheryl
CRICHTON, Marilyn
DELORME, Amy
DUCHESNEAU, Cynthia
FORMENTI, Kim



MIHALCHEON, Carolyn
STEVENS, Shelly
THOMAS, Annamma
THOMAS, Kuruvilla
WOYNOROWSKI, Bertha



Student Awards

- Deanna Manna - U of A
MLS Program

Award of Merit

Deadline: June 1, 2011



Bursary Award

Deadline: Dec. 31, 2011



Award of Distinction

Deadline: June 1, 2011



For more information and application forms, visit our website under:
Member Access - Award Program

Under the Microscope

Meet your New Councilors

Christina Dixon - Re-Appointed

Christina graduated from the University of Saskatchewan with a BSc in biology and an advanced certificate in anatomy and cell biology. She then completed her advanced diploma in clinical genetics at the Michener Institute for Applied Health Sciences in Toronto, Ontario. Her career in clinical genetics began in Saskatchewan at the cytogenetics laboratory. Christina then moved to Calgary for employment with Calgary Laboratory Services in the cancer cytogenetics lab.

Christina completed her presidential term with Council and has been re-appointed for a three year Councilor position.

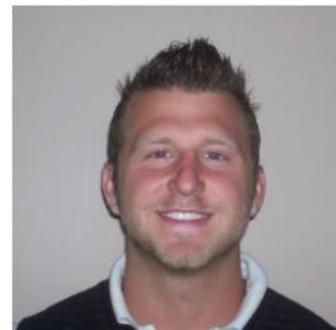


Mik Mousouliotis - Re-Appointed

Mik recently graduated from the MLT program at SAIT in 2009. While at SAIT, Mik was selected to represent his class as a student representative during the SAIT advisory meetings. These meetings discussed changes to the curriculum/occupation and made him eager to become part of groups that can affect change for the betterment of the program and the profession.

Upon graduation, Mik began working for Calgary Lab Services at the Rockyview Hospital and found the fast paced atmosphere and exceptional attention to detail exciting. After a short time at Rockyview, Mik was offered a position at the Alberta Business and Educational Services (ABES) to coordinate and instruct the Medical Laboratory Assistant program. ABES is currently the largest trainer of MLAs in western Canada and works in affiliation with Calgary Lab Services and Alberta Health Services. As a recent graduate, Mik offers a fresh outlook on the medical laboratory profession and hopes to pass on his knowledge to students. Teaching has increased his awareness of the utmost importance of structure, policies, and procedures. Mik looks forward to his experience as a Councilor for the College.

Mik completed a one year term with Council and has been re-appointed for a three year Councilor position.



Maurice Goulet

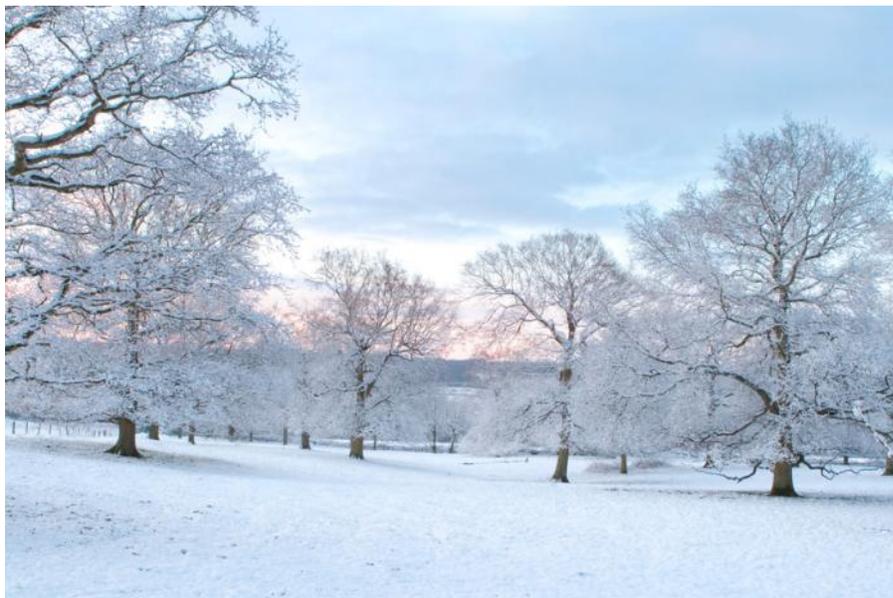
Moe has more than 30 years of progressive laboratory experience in large hospitals, private laboratories, and rural hospital settings. He received his MLT designation in 1979 and obtained a General ART designation in Microbiology, Hematology, and Transfusion Medicine in 1985. His current position is with Alberta Health Services in the capacity of Regional Laboratory Manager for Central Zone-West.

Moe is committed to the development and maintenance of processes that ensure public protection and is confident that his diverse background in laboratory services will also serve him well in helping to advance the profession. Moe aims to work in partnership with the members of the College in fostering pride and professionalism, as they endeavor to enhance public safety and protection.



In Memoriam

With deep sadness we learned of the tragic loss of our colleague, Darlene Ferguson, on November 14, 2010. Darlene was admired and respected both personally and professionally as a friend, mentor, and dedicated technologist. Her vibrant and genuine spirit, interest in sports and zest for life led her to form many close relationships with her colleagues. Darlene began training as a laboratory technologist at NAIT while raising three children with the support of her husband. She began her laboratory career at the Grey Nuns Hospital and moved to the Chemistry department of Dynacare Kasper Medical Laboratories during the restructuring in 1995. She continued working as that department became part of Core Lab at *DynaLIFE_{Dx}* and eventually accepted a position as Assistant Manager. Darlene will be fondly remembered and deeply missed.



Hearing Tribunal Decisions



The following Hearing Tribunal proceedings were held and written Hearing Tribunal decisions were rendered in 2010. Findings have been presented without the publication of identifying information. The discipline summaries are not intended to provide comprehensive information on the complaint, details of the investigation, or Hearing Tribunal proceedings; they are for educational purposes only.

Case 1

A Hearing Tribunal made a finding of unprofessional conduct against a member who demonstrated inadequate knowledge and competency to perform basic laboratory procedures to minimum acceptable standards. The member admitted to the unprofessional conduct and signed an Agreed Statement of Facts and a Joint Submission on Penalty in conjunction with the College. The Hearing Tribunal ordered a formal reprimand be placed on the member's file for a period of four years. There were no fines or cost orders. The Hearing Tribunal gave the following reasons for the sanctions as: (i) member accepted full responsibility for actions; (ii) member continues to take actions to improve professional knowledge and abilities; (iii) member cooperated throughout the investigation; and (iv) member's first finding of unprofessional conduct.

Case 2

A Hearing Tribunal made a finding of unprofessional conduct against a member who demonstrated an inability to perform basic Medical Laboratory Technologist duties with some independence and accuracy. The member did not attend the Hearing Tribunal Hearing to defend the charge, but generally acknowledged the charges were based on accurate facts. The Hearing Tribunal ordered a reprimand in the form of the Hearing Tribunal decision to be placed on the member's file, completion of an interpersonal communications course to be completed by a specified date, and costs of \$1,000 for costs associated with the hearing and investigation.

Case 3

A Hearing Tribunal made a finding of unprofessional conduct against a member who removed a blood specimen from hospital premises without authorization, performed a laboratory test on the specimen without a physician order, violated an employer's Code of Conduct and/or College Standards of Practice and/or Code of Ethics by utilizing employer resources for personal and/or family benefits, and conveyed a laboratory test results to a family member to secure treatment for another family member. The Hearing Tribunal ordered the member to complete a professional ethics course at their own personal cost, costs of \$1,500, and fines totaling \$3,000 to be paid within six months from the date of the Hearing Tribunal decision.

President's Message *(continued)*

(Continued from page 1)

year, but has consistently experienced 8-10 complaints annually since 2008. In accordance with the HPA, I learned the College must adjudicate matters of professional misconduct and absorb the financial burden associated with it.

Once I completed my two-year term as Councilor, the Presidential Chain position became vacant. I still had a desire to learn more about my professional College, so I volunteered once again. In this role, I anticipated I would be required to acquire more information and develop a new and different skill set to represent my profession in this capacity. I would also need to be well versed in all legislated College operations and how it relates and interacts with government, employers, and other stakeholders.

Hopefully my College experiences answer some of your questions, and specifically leave you with the answer to the following question: "why should one volunteer with the College?"

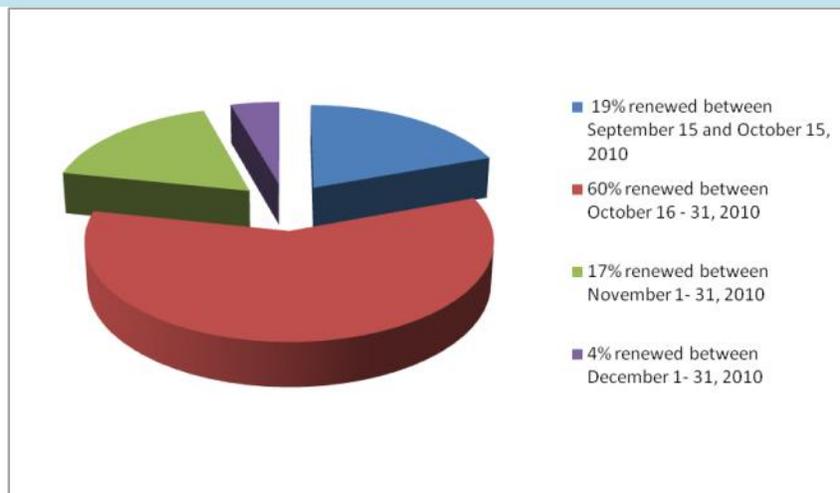
In my time as a volunteer, without exception, the people I have met and worked with are dedicated, sincere, professional, and believe it or not . . . fun! Volunteering is a commitment of time and energy, but the rewards far outweigh the costs.

"Volunteers do not necessarily have the time . . . they just have the heart."

- Elizabeth Andrew

Respectfully submitted,
Myron Pilip, MLT
2011 President

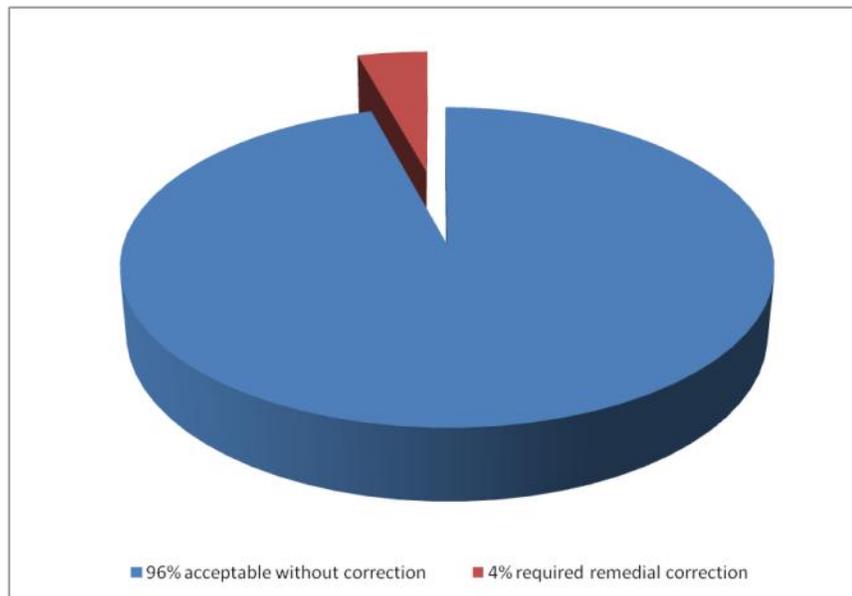
RENEWAL INFORMATION



I submitted my renewal documents on October 31. Why did it take a month for me to receive my Practice Permit?

Turnaround times for MLT Practice Permits ranged from 1 to 30 days with a mean turnaround time of 13.5 days. Increased turnaround times were due in part to members that required remedial work on Learning Plans and also the volume of renewals received within the two-week period of October 16 to October 31, 2010 when approximately 2/3 of all documents were submitted to the College.

2011 Submitted Learning Plans



Reasons for Remedial Correction:

1. Learning Objective not clearly identified.
The College requires members to write specific Learning Objectives to demonstrate a different and discrete element of learning in each case. Many competencies as stated in the Continuing Competence Profile are broad in nature and as a result, members must identify a specific topic and focus for each Learning Objective.
2. Identical Learning Activity used for more than one Learning Objective.
The College will accept the use of a learning activity towards one learning objective and it cannot be applied to complete multiple Learning Objectives. The College appreciates that a learning activity, such as a formal course, can have several applications to areas of competence. In this instance members need to specify specific chapters or sections of the course that apply to each Learning Objective.
3. Learning Objective does not correlate with specified competence element.
In the Self Assessment, members identify competence elements necessary for their area of practice. The corresponding Learning Objective needs to be written as a goal members want to develop or enhance, but it **must** be specifically linked to the chosen competence element. The purpose and intent of creating customized Learning Objectives is to empower members and provide them with the opportunity to self-direct their learning process.
4. Similar Learning Objective from previous renewal year.
The College permits members to identify the same competency for consecutive renewal years; however, the specific Learning Objective must have a different focus so a member can demonstrate a diverse and discrete element of learning than the previous year. A new Learning Objective may have a link to the previous year as the competencies listed in the Continuing Competence Profile have a broad focus, but it cannot simply be restated. If a Learning Objective is met and completed in one year, subsequent years must have a different focus and application otherwise the College interprets the Learning Objective as not having been met.

A Story from a Fellow MLT

We all have at least one special story about how something we did as a medical laboratory professional made a difference. One of my stories is as a result of taking a professional development course. Six years after my MLT graduation, I was working in rural Alberta and performing ECGs on a regular basis. I knew the basics, but did not feel comfortable . . . I needed to know more. I took a distance education course that helped me learn more about what to watch for in ECG tracings in serious heart conditions. A couple of weeks later in the outpatient lab, I was performing an ECG on an individual and I was able to recognize an abnormality pointing to the early indications of a heart attack. Using the new knowledge and confidence in my abilities obtained through my course, I had the patient transferred to the Emergency Department where immediate action was taken and the patient's life was saved. This incident stands out for me because I realized that without professional development and continuous learning, I would not have recognized the signs and danger that lie ahead for this patient . . . possibly would have sent that patient home . . . possibly they would have died.

I can attest that at least one person's life was potentially saved because I had taken the initiative to learn more. It is stories like these that keep us motivated, engaged and learning!

The importance of continuous and ongoing professional development cannot be stressed enough!

Heather Gray, MLT
25 years experience



SAIT Polytechnic offers multiple Continuing Education and Professional Development courses to prepare professionals for the challenges and changes in public health. Expand your knowledge and upgrade your skills with these new Distance Education courses:

Research Methodologies (MEDL-115): Learn research methodologies and skills for critiquing research reports

Lab Results Correlation (MEDL-125): Study the role of the laboratory in disease diagnosis and management

REGISTER TODAY BY CALLING 1.877.284.7248

SCHOOL OF HEALTH
AND PUBLIC SAFETY

**FURTHER
YOUR
PASSION**

SAIT
POLYTECHNIC

Under the Microscope

Haiti Earthquake Relief Project Medishare

For many of us there comes a time in our lives when you feel that you need to give back. For me that opportunity came when I applied with Project Medishare to go to Haiti. Project Medishare had contacted the CSMLS, looking for MLTs to volunteer in Haiti, following that country's devastating earthquake.

I received an email on July 2, 2010 from the lab director, asking if I was available to go to Haiti. After a brief phone call with him, the details were arranged and I was scheduled to leave Canada on July 22 for Port au Prince. I was told that I would be given food, water and accommodation while I was in Haiti. My immunizations were up to date, so I booked my flight. This would be my first experience as an international volunteer.

I arrived in Port au Prince on July 23. I was met at the airport by the reception team from Project Medishare. The drive to the hospital was an eye opener. It had been seven months post-earthquake and yet there was so much rubble.

In June Project Medishare had amalgamated with the Bernard Mevs Hospital, which was my destination; a hospital within a walled compound. During the next 10 days, I met the Haitian

lab staff, who spoke mostly French and Creole. The lab was small and ill equipped by Canadian standards.

The lab was staffed around the clock and techs worked 12 hour shifts. I spent most of my waking hours in the lab. I had been told by the lab director that they wanted whatever expertise I had. Most of my lab career has



Mozard Saintelia (in white) and Berline Norvil (in green)

been in Microbiology, with a short time in Chemistry. When I got to the Haitian lab, I discovered that the only Microbiology test I could perform in this environment was a gram stain, as the Chemistry testing was performed on a spectrophotometer with the instructions only in French. I then had to rethink my role in this lab and how I could assist. I spent many hours doing malarial slide screening, parasitology, urinalysis, and vag screening for Trichomonas and yeast.

Although I was the newest arrival in this lab, the other medical staff came to me for answers about turnaround times, the test menu, and the quality of results being reported. Most of the other hospital staff were also international volunteers, who like me, were there for only a short time.

The ongoing lack of supplies and reagents was something that I was not accustomed to. I had to look for supplies in a large warehouse and was disappointed to find very few items that would be useful in the lab.

I made wonderful new friends with the lab staff. They laughed at my French . . . or lack of it. During my stay we communicated just fine. Since coming home to Canada, I have remained in contact with the lab director, the Haitian lab

staff, and all the international techs who have been to Haiti since my return. They are constantly trying to improve the quality of the lab and stock it with necessities.

This trip has truly changed me as a person. It has left an indelible mark on my life. I hope to return to Haiti again, to bring my expertise and visit with my new-found friends.

Joy Elefson, MLT
30 years experience



The amount of rubble still present and the lack of rebuilding was disheartening

<http://www.projectmedishare.org/our-programs/earthquake-relief/>



Over 1 million Haitians were still living in tents like this one in Port au Prince, even though six months had passed since the earthquake

Answers to Your Questions

Q. I really like the on-line renewal process. I really don't like having to print out (in my case) 17 pages of paper for my file. Is there any way to save the info to my computer or a disc instead??

A. At the time of renewal, it is not a requirement to print all documentation; however, in the event you are audited, the College will require printed copies of your Continuing Competence Program documents. For the 2012 renewal year, members will now automatically receive an email with their renewal documents as attachments when they receive the on-line purchase receipt. How you choose to store these documents is up to you:

- Saving the attachments electronically on your hard-drive
- Saving the attachments to a disc or USB
- Saving the email from the College with the attachments
- Printing a hard-copy
- Not saving any documentation and requesting the College to retrieve documents in the event of an audit (\$75 fee)



Q. I do not think that the questions regarding retirement have any bearing on my ACMLT registration and infringe my privacy. I do not believe this is anyone's business . . . Can you provide a "do not know" or "n/a" option??

A. The questions regarding retirement were added under specific direction of Alberta Health Services (AHS). AHS in conjunction with the government (specifically Alberta Health and Wellness) is involved in forecasting projects for workforce planning for the health professions and is collecting data from multiple regulatory bodies. The information shared is aggregate data and is submitted in a format that does not identify individuals. The College is a quasi-government organization and as per the *Health Professions Act* we follow direction and report to the Minister of Health and other Government affiliated agencies as required.

The College appreciates that members may not be comfortable providing this information, but be assured your member information is treated as confidential.

Please see the next page for more information from AHS on this topic.

Dear ACMLT membership,

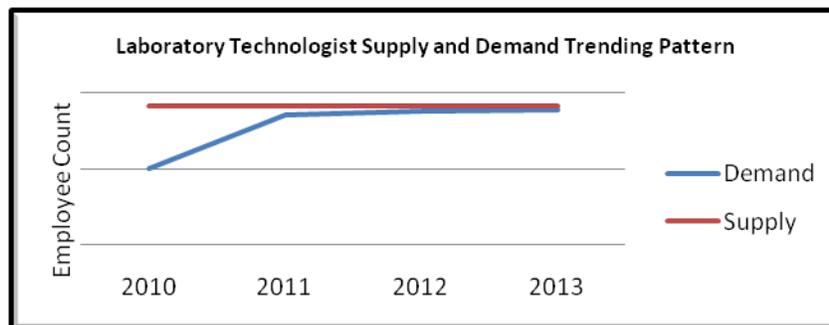
As the new year begins, we appreciate the opportunity to share some background on workforce planning within Alberta Health Services; to thank ACMLT & membership for their support; and to provide further insight into the importance of sustainability in the workforce to each of us.

On a daily basis, Alberta Med Lab Techs report to duty in some of the busiest diagnostic departments in Canada; it is our responsibility, as a healthcare employer, to do all we can to ensure the sustainability of this health professional on our teams and to do this we must look at the data.

There are 3 main themes in a workforce forecast: **Supply + demand + influences = gap**

- supply (where do we get the people?),
- demand (what drives our need for a particular number of people?), and
- what 'influences' the number of professional health care providers we have?

So the equation we use to determine how many Med Lab Techs we need next year, and in years to come, is pretty straight forward...but we need reliable data to see the whole picture accurately. Because of the ability of the ACMLT to collect more reliable data on intention to retire, this helps us better understand how many MLTs our organization will require in short and long term forecasts.



AHS is committed to collecting, analyzing and utilizing the data that drives change in our workforce modeling in the most responsible way possible. The data on retirement intentions that you each provide on your annual MLT Practice Permit renewal with the ACMLT is only used in an 'aggregated' form and not linked to any individual; as such, it is useful and relevant as we plan for the sustainability of our MLT workforce now and into the future.

Supply: current number people plus potential inflow (such as number of new graduates).

Demand: potential outflow of staff (such as leaves of absence and *retirements*).

Influences: potential business activity or strategy that impacts number of staff required (such a capital planning initiative or population growth that drives our required number of hires up).

Gap: required number of new hires.

Health Professions Strategy & Practice Strategy - Workforce Planning, AHS

2010 ANNUAL GENERAL MEETING

MINUTES

Saturday, September 25, 2010

Sheraton Cavalier

Calgary, Alberta

1. Opening Remarks

1.1 Awards Presentation

- No Award of Distinction this year.

1.2 Greetings

- Christina Dixon, Past President delivered greetings on behalf of the Canadian Society for Medical Laboratory Science (CSMLS).

1.3 Introduction of 2010 College Council

- Darcy Gara, President
- Myron Pilip, President Elect
- Christina Dixon, Past President
- Marlene Cairney
- Leila Kipke
- Melody Montgomery
- Mik Mousouliotis
- Judy Welke
- Dan Woods
- Dixie Nielson, MLA Representative
- Ken Gall, Public Member
- Ira Goldman, Public Member (pending appointment to be confirmed by Cabinet)
- Harold McBain, Public Member (pending appointment to be confirmed by Cabinet)

1.4 Introduction of College Office Staff

- Lori Kmet – Executive Director/Registrar/Complaints Director
- Larissa Fadish– Manager of Professional Practice and Competence/ Deputy Registrar
- Avaleen Petryk – Executive Assistant
- Sharon Semeniuk – Finance Manager

2. Call to Order at 11:23

3. Appointment of Scrutineers and Validation of the Number of Regulated Voting Members in Attendance (Bylaw Section 5.5.1) to Establish Quorum

- The following Scrutineers were appointed: Sonja Chamberlin, MLT, Sandra Bateman, MLT , Tom Stowe, MLT
- At the time of the count, there were 102 voting members in attendance, establishing quorum.

Motion #1:

Be it moved that the members in attendance be approved.

Moved by: Therese Palapay, MLT

Seconded by: Laurie Villeneuve, MLT

Carried

3.1 Identification of Non-voting College Members in Attendance

- Dixie Nielson, MLA Representative on Council

3.2 Identification of Non-members in Attendance

- Ken Gall, Public Member on Council
- Blair Maxston, College Legal Counsel
- Avaleen Petryk, College Executive Assistant
- Melissa Lefebvre, College Auditor
- Darci Lang, Afternoon Keynote Speaker

3.3 Introduction of the Parliamentarian and Review of the Annual General Meeting (AGM) Rules of Order

- Pat Knoll was contracted by the College as a professional parliamentarian for the AGM.

3.4 President's Message

4. Adoption of the Agenda (Bylaw Section 5.2)

Motion #2:

Whereas be it moved that the agenda for the 2010 Annual General Meeting, as distributed to the membership in the August 2010 *NewsUPDATE* in accordance with the provisions as set out in the College Bylaws, be approved as distributed.

Moved by: Therese Palapay, MLT

Seconded by: Christina Fontaine, MLT

Carried

5. Minutes of the 2009 Annual General Meeting held on September 26, 2009, in Edmonton, Alberta, and as published in the January/February 2010 issue of *Under the Microscope*.

Motion #3:

Whereas be it moved that the minutes of the 2009 Annual General Meeting, as distributed to the membership in the January/February 2010 issue of *Under the Microscope* in accordance with the provisions as set out in the College Bylaws, be adopted.

Moved by: Chantal Legault, MLT

Seconded by: Sharon Hopkins, MLT

Carried

6. 2009 Annual Report for Information, Question and Answer

6.1 President and Executive Director/Registrar

6.2 Public Members

6.3 Governance and Regulatory

6.4 Registration Committee

6.5 Continuing Competence Program

6.6 Professional Development Certificate Program

6.7 Professional Conduct

6.8 Other

6.9 Finance/Audit

6.9.1 2009 Audited Financial Statements – Melissa LeFebvre from Yaremchuk and Annicchiarico LLP

7. New Business

7.1 Nominations Report – Christina Dixon, Past President

7.1.1 Councilor

- Three-year term: January 1, 2011 – December 31, 2013
- Christina Dixon, MLT put her name forward as Councilor for a consecutive three-year term.
- First call – no nominations
- Second call – no nominations
- Third call – no nominations
- Christina Dixon, MLT is appointed as Councilor for a three year term commencing January 1, 2011

7.1.2 Councilor

- Three-year term: January 1, 2011 – December 31, 2013
- Mik Mousouliotis, MLT put his name forward as Councilor for a three year term.
- Ingrid Buchholz nominated Mik Mousouliotis as Councilor.
- First call – no nominations
- Second call – no nominations
- Third call – no nominations
- Mik Mousouliotis, MLT is appointed as Councilor for a three year term commencing January 1, 2011

7.1.3 President Elect

- Three-year Term Progressing to President and Past President January 1, 2011 – December 31, 2013
- Dan Woods, MLT put his name forward for President Elect commencing January 1, 2011.
- First call – no nominations

- Second call – no nominations
- Third call – no nominations
- Dan Woods is appointed to the President Elect commencing January 1, 2011.

7.2 Preliminary Draft 2011 Budget for Information – Myron Pilip, Finance Liaison

- Tom Stowe, MLT – Calgary: questioned why Council has not approved the budget before it is presented to the membership
 - The College is required to distribute a draft budget to the membership at the AGM. College Council reviews the final budget and approves it at their November Council meeting.
- Faith Jahelka, MLT – Red Deer: questioned the expenses for Communications, Council, and Convention/Conferences
 - Expenses increased for Communications due to proposed redevelopment of the College website.
 - Expenses decreased to zero for Convention/Conferences as budgeted funds were reallocated to Council as the Professional Development Symposium is held in conjunction with the AGM, which is a meeting of Council.

7.3 Appointment of Auditors for 2010 – Myron Pilip

Motion #4:

Whereas it is necessary for the College to be audited on an annual basis, be it moved that the firm Yaremchuk and Annicchiarico LLP be appointed as auditors for 2010.

Moved by: Heather Gray

Seconded by: Leona Kowalick

Carried

7.4 Proposed Bylaw Amendments

Motion #5:

Be it moved that the Bylaw amendments as distributed to the membership in the August 2010 *NewsUPDATE* in accordance with the provisions set out in the Bylaws be accepted as published.

Moved by: Shelly Stevens

Seconded by: Edith Ardiel

Carried

8. Further Business

- Faith Jahelka, MLT – Red Deer: questioned why the Continuing Competence Program requires learning plans to be set a year in advance.
 - The *Medical Laboratory Technologist Profession Regulation* stipulates learning plans must be developed for the upcoming membership year, implying a pro-active approach to learning as opposed to a retrospective of learning activities.

- Tracey Lemmon, MLT – Calgary: questioned if Learning Plans can be changed at any point during the year due to a change in area of practice.
 - The College does allow members to change their annual Learning Plans if their area of practice changes mid-year. Members must contact the College and discuss with Larissa Fadish, Manager of Professional Practice & Competence before any changes will be approved.

- Connie McKinley, MLT – Calgary: questioned administration fees and pro-rating dues for MLTs returning to work after a leave of absence such as maternity leave.
 - Pro-rating of MLT dues has been discussed annually by Council as members and employers request they give consideration to this issue. The College has fixed operational costs regardless of the number of months a member is practicing. The College has pro-rated dues since 2009 for initial applicants or those reinstating with the College after July 1. New MLT graduates dues are prorated at 50% for their initial registration.
 - The College encourages members take out an Associate Membership while on paternal leave to avoid a \$125 reinstatement fee. The College only requires members to pay the difference between an Associate and MLT Practice Permit Registration if they change status mid-year.

- Lori Jantzie, MLT – Lacombe: questioned the benefit of Medical Laboratory Assistants (MLAs) having a membership with the College.
 - The College submitted a proposal to government January 2008 and feedback to date indicates government is still in the process of formulating a policy governing the regulation of all healthcare assistants and will not entertain submissions until this policy is drafted.
 - There is value in voluntary MLA memberships as it is attractive to employers to demonstrate that you have taken the initiative to have an affiliation with a professional regulatory body which can also have an effect on Collective Bargaining Agreements. Other benefits include attending the AGM, receiving College communications, newsletters and member access to College website (information, job opportunities), and eligibility for financial funding through awards for continuing education and professional development. The College also has a MLA representative on Council who plays an active role in all Council meetings and can voice their comments and concerns on MLA-related issues.

- Faith Jahelka, MLT – Red Deer: expressed her concern regarding the registration requirements for MLTs returning to the field, internationally educated MLTs, and also students entering the field who cannot find permanent positions.
 - Every application for MLT registration is reviewed on an individual basis and provisional/conditional permits are issued within the parameters of legislation.
 - The College provides provisional practice permits for students and internationally educated MLTs to challenge the national certification exam. The College provides conditional practice permits for internationally educated MLTs and those re-entering the profession after an extended absence.
 - The College works in conjunction with members and employers to provide the appropriate length of the time and conditions for MLT practice permits.

- Tom Stowe, MLT – Calgary: expressed his concern about the lack of volunteers the College has and suggested that past Councilors write articles about why they have volunteered with the College, the time commitment required, and what they have learned through their volunteer experience.
 - The College will include Councilor experiences in future issues of *Under the Microscope*.

- Vaedra Mercier, MLT – Calgary: noted that Calgary Lab Services offers “Ask CLS”, which is an anonymous mechanism for employees to submit email questions. She suggested that since the College is redeveloping their website, an anonymous “submit your question/comment” feature should be considered.
 - The College will consider including this feature on the new website.

9. Resolutions

#1

Sincere thanks and appreciation are extended to staff, OOMPH! Events Management, and presenters for their role in ensuring a successful 2010 PD Symposium.

#2

Sincere thanks and appreciation are extended to volunteer members for the dedicated service on College Council, Committees, and Working Task Groups, and to staff for their service to the College.

#3

Sincere thanks and appreciation are extended to members’ families and employers who have supported their involvement with and service to the College.

#4

Sincere congratulations are extended to all those receiving their CSMLS certification, PD Certificates, or CSMLS Professional Studies Certificates during 2010

#5

Sincere congratulations are extended to all Award recipients during 2010.

#6

The Public Members on Council would like to thank the College for its continuing efforts towards ensuring excellence in medical laboratory science.

10. Adjournment at 12:35

Upcoming Events

- Putting Evidence into Practice: February 24-26 in Edmonton, AB (www.pep.ualberta.ca)
- National Medical Laboratory Week: April 24-30, nation wide (www.csmls.org)
- CSMLS LABCON 2011: June 10-13, 2011 in Halifax, NS (www.csmls.org/congress/labcon2011)

ACMLT PD Symposium and AGM

September 24
Edmonton Marriott at River Cree

Two exciting speakers:

- ◆ Dr. Kirsty Duncan is a Canadian medical geographer and current MP for the Liberal Party of Canada in the Toronto riding of Etobicoke North. She currently serves on the House of Commons Standing Committee on Health.
- ◆ Michelle Ray is a highly sought-after international consultant, business keynote speaker, author and educator who demonstrates a deep understanding of the consequences of low morale and ineffective leadership in the workplace.

Registration Cost: FREE!

More information available mid-March on www.acmltsymposium.com



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Editorial Policy

The purpose of this newsletter is to provide a means of communication between the members of the College and its Council. The opinions expressed in *Under the Microscope* are those of the contributors and do not constitute official policy of the College. The editor reserves the right to edit submissions as required.