

Under the Microscope



ALBERTA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Volume 3, Issue 2

May 2010

THE OBJECTIVE LENS

College Message

Alberta's regulatory Colleges represent a diverse group of professionals including everyone from accountants and engineers to chiropractors, social workers, and paramedics. In 2009, the Alberta College of Medical Laboratory Technologists initiated a working relationship with Mr. Russell Farmer of Russell Farmer & Associates Consulting to gain insight and expertise in the areas of board governance/director training, volunteer support/training, and strategic planning. Mr. Farmer has noted while working with the College, that we face many of the same challenges often posed to other self-regulating bodies. One of the most important challenges he identified was how will our College communicate effectively to our members the government-mandated role we play (e.g. public protection), and how will we aid our members in developing an understanding **of the critical role the College plays in one's** professional life.

In 1999, the Alberta government enacted the *Health Professions Act* (HPA), which brings together all of the regulatory healthcare Colleges in the province under a singular legislative umbrella. The HPA was developed by the government of Alberta to set forth common rules for professions to operate within, and establish standards for registration, competence, and professional conduct/discipline. The HPA governs all regulated healthcare Colleges and ensures that professionals of a regulatory body provide safe, ethical, and competent services to the public.

What do regulatory colleges actually do? Firstly, it is a requirement in Alberta that if an individual seeks employment in a regulated profession they must meet the minimum registration requirements as outlined by the College. For our College specifically, this is

CSMLS certification and a required number of MLT practice hours. Mandatory membership is a mechanism for the College and the government to monitor and ensure that all individuals possess a minimum level of skills, knowledge, and competency to work in the profession and claim right to a professional title. Secondly, membership also allows Colleges to ensure its members are meeting the requirement of ongoing education and professional development to maintain currency in the profession and to remain connected with the rate of change in technologies and methodologies. Thirdly, self-governing Colleges adjudicate the professional conduct of their members and respond to complaints against members relating to competence, standards of practice, and professional /ethical conduct.

A non-mandatory function, sometimes referred to as membership services of some Colleges is to promote and represent the interests of the profession to the provincial government, other government bodies, and other professional groups. This role that some Colleges choose to play is founded in the association-based philosophy of voluntary membership-funded societies. It is a secondary non-regulatory function that supports Colleges in bringing forth issues that are important to their members and actively advocate on behalf of their profession.

If regulatory Colleges represent a group of self-regulating professionals and ensure that members provide safe, ethical, and competent professional services, and membership is not optional, the question that naturally arises is **"why is membership important for you?"** **Let's begin with a simple question: "what is a "professional"?"** A professional can be described as a highly educated person who enjoys a degree of work autonomy,

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Under the Microscope

ILLUMINATING THE DARKFIELD



CIHI ICIS

Medical Laboratory Technologist Database

The Medical Laboratory Technologist Database (MLTDB) provides a source of timely and quality information for the profession of registered Medical Laboratory Technology in Canada. The MLTDB aims to provide standardized comparative data and reports on the geographic, demographic, education, certification and employment characteristics of Medical Laboratory Technologists in Canada.

The Health Human Resources team of the Canadian Insti-

tute for Health Information (CIHI) is pleased to present *Medical Laboratory Technologist Database, 2008 Data Release*. This release is the first CIHI publication focused solely on the registered Medical Laboratory Technologist workforce in Canada and represents information compiled from administrative sources.

Data Release

This data release includes the following sections:

- Methodological notes for the MLTDB and the released data

- Highlights of the registered Medical Laboratory Technologist workforce in 2008
- Cross-jurisdictional data tables for those provinces and territories that were able to provide information meeting data quality criteria for this publication
- Jurisdictional profile data tables with information for each province and the territories

Check out www.cihi.ca for the full report.

DID YOU KNOW?

- Did you know that you can take out an Associate membership while on leave from the College? This membership keeps you informed about College activities and initiatives and avoids the \$125.00 reinstatement fee upon returning as a practicing

member! If you return mid-year to practice, you only pay the difference between the Associate and full standing MLT practice permit fee.

- Members are now able to update their annual Learning Plan on-line at www.acmlt.org.

- Members can now update their contact information (e.g. address, email, etc.) on-line at www.acmlt.org.
- If you prefer hard-copy, the College can mail you *Under the Microscope*. Please contact us at info@acmlt.org.



NEED TO CHANGE YOUR LEARNING PLAN?

You can change your learning plan objectives throughout the year but it must be discussed and approved by the Manager of Professional Practice and Competence prior to the renewal period.

Please contact Larissa Fadish at deputyregistrar@acmlt.org

WANTED

LAB
PICTURES
AND
ARTICLES
FROM
YOUR LAB

YOUR STAGE

College Professional Development Certificate Recipients



DUCE, Donna
PALUCK, Colleen
SKOROPADYK, Wendy



Congratulations to Kim Wu, winner
of a Chapters Gift Card from the
February
Under the Microscope word search!

Award of Merit

Deadline: June 1, 2010



Bursary Award

Deadline: Dec. 31, 2010



Award of Distinction

Deadline: June 1, 2010



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

Under the Microscope

YOUR FIELD-OF-VIEW

Upcoming Events

CSMLS LABCON2010
May 28-June 1 in Edmonton, AB

2010 ACMLT Professional
Development Symposium -
September 25 in Calgary, AB



Volunteer - Have a Voice

Volunteers are integral and essential to the mandated regulatory operations of the College as outlined in the *Health Professions Act* (HPA). As per the HPA, the governing body of the College consists of the Council, which includes a president, regulated members, non-voting members as provided for in the Bylaws, as well as public members who are appointed by the Lieutenant Governor in Council. The HPA provides for regulated members to participate on a Registration Committee, Competence Committee, and Regulated Member Resource List (RMRL) - these members participate in Hearing Tribunals in conduct matters.

Volunteering with your College affords you multiple benefits and allows you to:

- Build your professional portfolio
- Develop your leadership abilities
- Develop other new skills (e.g. public speaking)
- Focus your expertise to be a role model for others
- Expand your network
- Make a difference and direct the future of your College

One of the privileges of a self-regulating body is the opportunity to impact the future direction of your College and ultimately, your profession. The College encourages members to provide feedback and suggestions for improvement, but there is no better way to see your ideas come to fruition than to be a part of the team. The College supports you by providing information, **resources, and training that assist you in fulfilling your volunteer role. This is “your College”** so get involved and play a part.



The College is currently seeking volunteers for the 2011 term for the following committees:

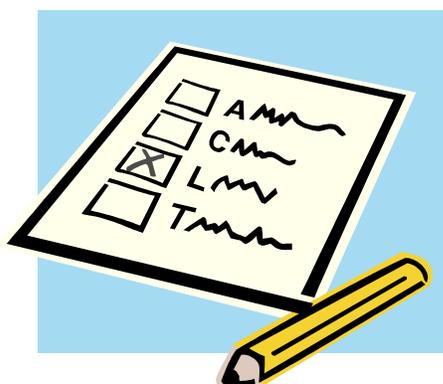
- ◆ Continuing Competence
- ◆ Registration
- ◆ Legislation

Additional information and Volunteer Resource Forms are available on the College website at www.acmlt.org or contact us directly at 1-800-265-9351.

Council Highlights: March 6, 2010



- Approved changes to Council position statements and College Personnel, Volunteers, and Program policies.
- Approved changes to Council foundation policies.
- Approved changes to the Bylaws for distribution to the membership for approval at the AGM.
- Approved the 2009 Annual Report.
- Approved changes to the College structural and functional organizational charts.
- Approved the 2009 Audited Year End Financial Statements as presented by the auditors.



Call for Nominations 2011 College Council

We are currently looking for three MLTs to fill the role of President Elect and two Councilor positions!

Deadline: May 27, 2010

Nomination forms are available at www.acmlt.org and follow:
College Governance / Council / Nomination Process / Call for Nominations



The College office will be in a new location
June 21, 2010.

The new address will be:
301-9426 51 Avenue NW
Edmonton AB T6E 5A6

All phone numbers and email addresses will
remain the same.

Under the Microscope

Continuing Competence Committee Update

New Recording Log Sheet

There is now a column for relating a competency element to each learning activity.

Date	Activity & Topic Description	Number of Hours	Documents Attached?	Related Competency Element from

New Recording Log Sheets can be found on our website under Member Access - Continuing Competence Program - Forms or on the version 2 CCP CDROM that was mailed to all MLTs in July 2009.

2010 CCP Audit Statistics

The following data summarizes CCP audit statistics for audit conducted on February 20, 2010:

- ◆ 77 members were selected for audit
- ◆ 7 members with no documentation submitted
- ◆ 3 members retired and not submitting documentation
- ◆ 14 members with remedial/additional documentation required
- ◆ 53 members with an initial pass



For the seven members with no initial documentation submitted, a registered letter was sent with a second request for documentation. Of the seven, three indicated they had retired and were not submitting documentation. The remaining four members complied and submitted documentation by the required date. All four members passed the audit.

For the 14 members that required remedial/additional documentation, a letter was sent with a request for the outstanding or supplemental information required by the Committee. Of the 14, 11 responded and submitted the requested documentation by the stipulated deadline of March 23, 2010. All 11 members passed the audit. The remaining three members were sent a second letter by registered mail again requesting the outstanding documentation. All three members submitted the documentation prior to the deadline of April 23, 2010. All three members passed the audit.

Announcing the new Manager of Professional Practice and Competence/Deputy Registrar



Larissa Fadish, MLT

Larissa starts in her role as Manager of Professional Practice and Competence/Deputy Registrar May 15, 2010. Since graduating from NAIT in 1993 Larissa has worked at the Royal Alexandra Hospital in Specimen Control, Transfusion Medicine and Core Laboratory. She has been an active volunteer with the College for several years as a member of provincial/national convention planning committees, a Council member from 2002 – 2004, and a member of the Regulated Member Resource List (RMRL) since 2004. As a member of the RMRL, Larissa has participated on investigations and hearing tribunals in complaints of unprofessional

conduct against our College members. Larissa is returning to the profession after spending twelve months as a personal assistant to her youngest and most demanding boss ever . . . her daughter Ivy.



2010 National Medical Laboratory Week

This year Wetaskiwin Hospital and Care Center was the only site in the province that requested funding from the College to participate in National Medical Laboratory Week promotions.

Congratulations to Wetaskiwin on a job well done!

Under the Microscope

The Current State of Electronic Health Records in Alberta *Abstract by Sonja Wojdak, MLT*

Being a member of the Alberta College of Medical Technologists gives us an interesting perspective of the Alberta healthcare system and healthcare delivery as allied health professionals, patients, and potential care givers. Consider this: do you know your full medical history or that of your spouse, children, or parents and can you easily recall such details from memory? Do you keep a copy of your own medical information and know what information is kept in your medical chart? Would you use a service to access your own medical information via the internet if one were available?

These are questions that we, as allied healthcare professionals and patients, should ask ourselves because the next major healthcare reform in North America is the **“electronic health record”**. Consensus has not been established as to its role: some stakeholders feel that the electronic record is not intended to fully replace the current paper medical chart, while others feel it should. Although not everyone is in agreement regarding the development and use of electronic patient records and issues such as security, privacy, and the effect on workflow for clinical users are defi-

nite medical community-wide concerns on an international basis, the adoption and utilization of electronic records has been mainly positive. On average, Canada is behind many other countries, especially those within the European common market regarding the development of electronic



health records. Both Canada and the United States are experiencing significant healthcare change with top level governments mandating the development and deployment of electronic health information.

The topic “Electronic Health Record” is varied and complex and involves numerous computer technologies, software applications, information systems, and most importantly the exper-

tise of medically skilled individuals. The electronic health record incorporates the clinical practitioner, a profession that typically has shied away from **“the computer”**. For this reason, the development and implementation of software applications that hold medical information must involve medically informed persons who have some knowledge of computer technologies.

Numerous types of electronic records exist and definitions are varied. In Canada, the two key terms that are used to describe such records are the **“Electronic Health Record” (EHR)** and the **“Electronic Medical Record”**. **“Personal Health Record”** is utilized by the patient and various types of such applications can be employed.

A federal agency, Canada Health Infoway, funds and assists provincial and territorial governments in the development of the Electronic Health Record. This application will house key health information for a patient which will ultimately be available in any healthcare setting across Canada. **That is, a patient’s key health information** will be available for a healthcare provider who is temporar-

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ily charged with his or her care. The EHRs are being developed provincially and in Alberta it is referred to as the Alberta *Netcare* project. Ultimately all provincial and territorial EHRs will be linked and referred to as the pan-Canadian EHR. In Alberta, the Electronic Medical Record (EMR) has been or is being implemented in a variety of **doctors' offices. Support for such applications is provided** by the Physician Office System Program (POSP). Some major changes have occurred within this program and as a result will require some significant conversions for a number of physicians. EMRs are vendor-developed tools and are intended to supplement the paper medical chart or possibly replace it. Discrepancy exists within the medical community as to whether the EMR or the EHR should fully replace the existing paper chart.

Currently, very few and limited options are available to Canadians to maintain their own electronic health information. Some insurance agencies like Blue Cross do allow an insurance user to store some medical information on remote servers. A number of options are available in the United States and other countries; however, Canadians have essentially no access to such applications. Canada Health Infoway has established a certification program to encourage the development of patient portals and allow access to some information that will be maintained in the EHR. At this time, discussions for such access are only in the beginning phases in Alberta.

This is a very brief overview of electronic health. For a **more detailed description of "The State of Electronic Health in Alberta"** please visit the **Alberta College of Medical Laboratory Technologists' website at www.acmlt.org** and follow Member Access - Bulletin Board.



2009 ANNUAL REPORTS ARE
AVAILABLE ON-LINE:

Member Access - Publications
or can be mailed upon request





ACMLT Professional Development SYMPOSIUM

SEPTEMBER 25, 2010 | CALGARY, AB

This year's one-day Professional Development Symposium will highlight two exciting keynote speakers and the ACMLT Annual General Meeting. Join us to hear exceptional speakers and network with your MLT community as you learn, gather, and share safe MLT practices while completing learning objectives for your CCP learning plan.

MEMBERS: FREE
NON-MEMBERS: \$99

Free lunch provided to all delegates who attend the AGM.

Register online
at www.acmltsymposium.com

2010 ACMLT Professional Development Symposium Registration Form

Sheraton Cavalier Calgary Hotel | September 25th, 2010



Personal Information

Name	Email
Address	Phone
City	Province
Postal Code	ACMLT Member # (if applicable)
How did you hear about this ACMLT event? (please check one)	<input type="checkbox"/> ACMLT Symposium Email <input type="checkbox"/> <i>Under the Microscope</i> <input type="checkbox"/> ACMLT Website <input type="checkbox"/> My Employer <input type="checkbox"/> Friend / Colleague
Which ACMLT events have you attended? (please check one)	<input type="checkbox"/> 2009 Convention <input type="checkbox"/> 2008 Convention <input type="checkbox"/> Both 2008 & 2009 <input type="checkbox"/> This is my first ACMLT event

Registration Fees (Hot luncheon is reserved for AGM attendees only)

Registration Type	Registration Fee	Selection (please check one)
Member Registration - Full Day	Free	<input type="checkbox"/>
Member Registration - AGM Only	Free	<input type="checkbox"/>
Non-Member Registration	\$99	<input type="checkbox"/>

GST is included in the price | Refunds (if applicable) will not be accepted after September 1st, 2010

Payment Information (for Non-Member Registrations)

Full Name (as it appears on the credit card)	
Card Number	Expiry Date
Signature	

Symposium attendees are entered for a chance to win some fantastic prizes!

For prize details and program information visit: www.acmltsymposium.com

Seating is Limited! Submit your registration early!

Alberta College of Medical Laboratory Technologists
105-4245 97 Street, Edmonton, Alberta T6E 5Y7
Phone: (780) 435-5452 | Fax: (780) 437-1442

Under the Microscope

College Message (continued)

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a comfortable salary, and is engaged in creative or intellectually challenging work. This definition makes being a professional sound pretty attractive, and it is exactly these types of attributes that attract people into professions. It is also this same list of attributes that make self-regulatory governance a privilege for professions. By regulating the formal training, necessary practical skills, and professional conduct of **their members, College's enable** their members to engage in challenging work, have some autonomy, and earn higher salaries. Employers are more likely to hire an individual, allow them to work unsupervised, and pay fair market salaries if there is some assurance of a minimum level of professional competency. This also provides security for you knowing the individuals you work side by side with are qualified to perform their respective jobs. All professionals operate in this manner and all for the same reasons.

The Alberta College of Medical Laboratory Technologists (College) is the single regulatory body for the profession of Medical Laboratory Technology in our province. On March 1, 2002, Medical Laboratory Technology became the second profession to become regulated under the HPA. The College maintains records on the more than 2300 registered MLTs who work in Alberta. Your College maintains safety, protection, and well-being of the public **by ensuring Alberta's MLTs are competent, skilled, and ethical practitioners.** This role is reflected in the **College's mission: To ensure public protection through the regulation of medical laboratory technologists and to provide leadership for the advancement of the profession.**

If self-governance is a privilege, why do so many regulatory Colleges have **such a challenge creating "buy-in"** from their members on the important role of regulating the profession? Likely, it is that a regulatory College operates with a significantly different philosophy and mandate from that of an association. In the case of our College, we evolved out of the Alberta Society for Medical Laboratory Technologists (ASMLT) which was an organization not linked to government and membership was voluntary. Members joined the ASMLT because they



were proud to be an MLT and wanted to get involved and promote the profession. The ASMLT represented the interests of our members **and the profession only...not the public at large!**

When the ASMLT became the ACMLT, **everything changed. The College's** primary role is not representing the members, but representing the public and ensuring public safety as dictated by the Alberta government. The College still includes our members as an important stakeholder; however, it now has to consider the best interests of the public, employers, government, training institutions, and other professional groups. Regulatory boards can,

and often do, find themselves in a position where they are torn between their mandated-government obligations to the public and their commitment to members. It is in these situations where it comes to light the conflicting ideology between a regulatory body and an association and whose interests must come first. Sometimes College Council must do what is best for the public and that may put them at odds with the membership. As a member you might think **"we elected these guys!" This is true,** but you elected them to act in the best interests of the profession and ultimately the public. The role of an association morphing into regulatory body is often one of the most difficult messages to communicate to members, especially when they have been on both sides and are asked to weather the transition.

Regulatory Colleges play a critical role for members and the public at large who utilize their services. Your College creates value for you by protecting the profession and ensuring you and your co-workers are seen as **valuable contributors of Alberta's** healthcare team. It is important that members recognize that even though the College exists to protect the public and gives primary consideration in its decisions to uphold this mandate, the College is still cognizant of our **members' plight, even when it may be in direct conflict with the College's** role. College Council, staff, and volunteers feel privileged to represent you and the profession as one of the 22 regulated healthcare Colleges in the province.

Russell Farmer, Russell Farmer & Associates Consulting Ltd.

Darcy Gara, President

CSMLS

Canadian Society for
Medical Laboratory Science



SCSLM

Société canadienne de
science de laboratoire médical

Why you should take CSMLS courses:

- CSMLS courses are developed specifically for MLTs and MLAs
- Course instructors available to answer your questions

You can choose self-paced courses or semestered courses; whichever suits your learning style and schedule

2010 CSMLS Member Benefit - Free MODE courses

Over 70 free courses to choose from. CSMLS members can register in one free MODE course per month.

Now offered online for your convenience

Biosafety Part 1: The Human Pathogens and Toxins Act

Quality Systems for the Clinical Laboratory Part I (Introduction)

Quality Systems for the Clinical Laboratory Part II (Planning/Design)

Quality Systems for the Clinical Laboratory Part III (Implementation)

Successfully complete the three quality systems courses and you can apply for the certificate in Quality Systems

Go to www.csmls.org/CE for details on these and other courses offered by CSMLS.



Renewal Notice for 2011

- MLT Practice Permit Renewals will be on-line ONLY
- September 15: Renewal period begins
- September 15 - October 31: early bird discount (\$540)
- November 1-30: regular dues (\$590)
- December 1-31: regular dues plus processing fees (\$715)
- All voluntary renewals will continue as hard-copy (\$160)



Ensuring Excellence in Medical Laboratory Science

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WORD SEARCH

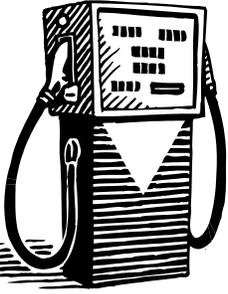
2010 ANNUAL GENERAL MEETING

ADOPT, AGENDA, ANNUAL REPORTS, ANSWER, ASKS, AUDIT, AWARDS, BYLAWS, CITE, COUNT, DRAFT, ELECTION, FINANCE, FREE, GENERAL MEETING, GOAL, INFORM, INTENT, MEMBERS, MINUTES, MOTION, NOMINATIONS, PARLIAMENTARIAN, PRESENTATION, QUESTION, QUORUM, RALLY, RULES OF ORDER, SCRUTINEERS, SIGN, STAFF, THANKS, TIME, VALIDATION, VISION

Submit your answers by mail, fax, or email to info@acmlt.org by June 30, 2010

A winner will be drawn at random to receive a \$50 Esso gift card for your summer travels!

Good luck!



F	N	R	I	S	N	O	I	T	A	N	I	M	O	N
F	N	O	I	S	I	V	M	R	E	W	S	N	A	O
A	I	G	I	T	E	M	R	O	F	N	I	G	I	
T	N	N	P	T	M	T	T	Q	U	O	R	U	M	T
S	F	O	A	B	S	I	U	T	H	A	N	K	S	A
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S	V	A	L	I	D	A	T	I	O	N	O	V	A	R
K	R	U	L	E	S	O	F	O	R	D	E	R	O	P
S	C	R	U	T	I	N	E	E	R	S	E	T	I	C
A	A	N	N	U	A	L	R	E	P	O	R	T	S	T
P	E	M	O	T	I	O	N	O	I	T	C	E	L	E

HIDDEN MESSAGE: 3 WORDS 11 LETTERS

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.