

Under the Microscope

COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF ALBERTA

Volume 5, Issue 2

May 2012

THE OBJECTIVE LENS

President Message

As spring arrives in Alberta, we find 2012 quickly passing by as we acknowledge the Alberta College of Medical Laboratory Technologists' (College) 10th anniversary on March 1, 2012 and take the opportunity of this milestone to reorient ourselves and focus on our regulatory mandate pursuant to the *Health Professions Act* (HPA). The profession's advocacy was the foundation of the former Alberta Society of Medical Laboratory Technologists (ASMLT), but with the formation of the College, our ability to wear both hats is compromised and finding the right balance, try as we might, is fundamentally incongruous to our ministerial mandate. We are obliged to formally register Medical Laboratory Technologists (MLTs), monitor and endorse minimum competency standards, and assess the professional behaviour and conduct of our members for the purpose of patient safety. With public protection as the sole focus and directive of the College and as the organization has matured, the College has ultimately separated itself from the former ASMLT's advocacy roots once and for all.

With this in mind, College Council supports a name change for the organization which may be *"putting 'Alberta' last....but continues to put Albertans first"*. Of course, this references our new moniker, the College of Medical Laboratory Technologists of Alberta (CMLTA) as we acknowledge the formal "retirement" of the ACMLT. College Council has endorsed a new logo and rebranded the College's identity and focus, beginning with the newly revised Standards or Practice for all MLTs and the new Continuing Competence

Program Guidelines and Competency Profile to be released this summer.

Although Council has committed to move forward and fulfil the regulatory-only functions of the CMLTA, there are a few membership services the CMLTA has maintained until College Council has had further time to review and give careful consideration to retaining or divesting themselves of these services. One of the membership services the CMLTA currently supports is the Annual General Meeting (AGM). The AGM was a historical vehicle to inform members and seek direction but, as the HPA dictates, the CMLTA is accountable to the government, not the members, and has no obligation to conduct an AGM. The ASMLT and ACMLT continually experienced a decreased member turnout at the AGM and, in some years, barely had a quorum of 20 members to proceed. In 2010, the College changed the format of the old-style convention and offered a free professional development day in combination with the AGM. The attendance at the AGM has increased since this time and Council is pleased to see MLTs taking an interest in their College.

MLTs need to take their attendance at the AGM one step further, and put their name forth for the upcoming Council elections to ensure continuity and sustainability of the CMLTA. Volunteering for the CMLTA is a valuable opportunity and an obligation of any member of a self-regulating profession. As well as opportunities to volunteer on College Council, there are other volunteer committees MLTs can become involved with, such as the Legislation Sub-Committee.

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Under the Microscope



**2011 ANNUAL REPORTS ARE
AVAILABLE ON-LINE**
or can be mailed upon request



Renewal Notice for 2013

- MLT Practice Permit Renewals will be on-line ONLY
- September 15: Renewal period begins
- September 15 - October 31: early bird discount (\$560)
- November 1-30: regular dues (\$610)
- December 1-31: regular dues plus processing fees (\$735)
- All voluntary renewals (MLA, Associate, Retired) will continue as hard-copy (\$160)

DID YOU KNOW?

The College now has a roster of current MLTs available on the website at: http://acmlt.org/acmlt_register_roster.asp



2012 National Medical Laboratory Week

Council approved funding for National Medical Laboratory Week activities for:

- ◆ Red Deer Hospital lab
- ◆ St. Mary's Hospital, Camrose
- ◆ Wetaskiwin Hospital and Care Center

Congratulations on a job well done and thank you for promoting the profession!

Award of Merit

Deadline: June 1, 2012



Congratulations to Glenda Stark, who obtained a CSMLS CPS Certificate in Management!

Bursary Award

Deadline: Dec. 31, 2012



2011 Bursary Award Recipients

Congratulations to the following 2011 College Bursary Award recipients:

- ◆ Lori-Lynn Berry
- ◆ Marcene Campbell
- ◆ Melanie Hehn
- ◆ Nicole Hengerer
- ◆ Arlene Kryschuk

Award of Distinction

Deadline: June 1, 2012



College Professional Development Certificate Recipients

Richelle Miller
Trudy Thomson
Dione Zurburg



For more information and application forms, visit the Awards Program section on our website

WE MAY BE PUTTING 'ALBERTA' LAST.
BUT WE'LL CONTINUE TO PUT ALBERTANS FIRST.

Sure. We're changing our name from the **Alberta College of Medical Laboratory Technologists** to the **College of Medical Laboratory Technologists of Alberta** and updating our look, but everything else stays the same. We'll continue to ensure Albertans can trust Medical Laboratory Technologists for a high level of professionalism, integrity, and excellence in results.

CMLTA COLLEGE OF
MEDICAL LABORATORY
TECHNOLOGISTS
OF ALBERTA

REGULATE. ADVISE. PROTECT.

REGULATE — The CMLTA registers and issues MLT Practice Permits to practitioners in accordance with the *Health Professions Act* (HPA) and the *Medical Laboratory Technologists (MLT) Profession Regulation*.

ADVISE — The CMLTA advises and offers guidance for practitioners to ensure compliance with the Continuing Competence Program requirements pursuant to the HPA and the *MLT Profession Regulation*.

PROTECT — The CMLTA safeguards the public and practitioners through the adjudication complaints of professional misconduct or malpractice.

Council Highlights: March 17, 2012



- ◆ Approved the 2011 audited financial statements
- ◆ Approved Bursary Awards for five applicants
- ◆ Approved changes to College Bylaws for membership approval at 2012 AGM
- ◆ Endorsed the 2011 Annual Report for distribution to the Minister of Health and the membership
- ◆ Approved NMLW funding requests for three institutions
- ◆ Approved development of an online member roster listing current regulated members
- ◆ Approved revisions and enhancements to the Continuing Competence Program MLT Competency Profile

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.

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 to assist you in fulfilling your volunteer role. This is “your College” so get involved and play a part.

Call for Nominations 2013 College Council

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

Deadline: June 1, 2012

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



CALL FOR NOMINATIONS

2013 COLLEGE COUNCIL

President Elect – 3 year term (January 1, 2013 – December 31, 2015)

Automatically progresses to President and Past President

Two (2) Councilor Positions – 3-year terms (January 1, 2013 – December 31, 2015)

Presidential Chain: Key duties and responsibilities

- ◆ Official spokesperson for College and Council
- ◆ Chairs Council meetings
- ◆ May Chair some internal committees, and is ex-officio member of all committees
- ◆ Acts as College representative on some external committees and as the College spokesperson to stakeholders
- ◆ Evaluates Executive Director/Registrar performance

Councilor: Key duties and responsibilities

- ◆ Actively participates on Council
- ◆ Committee liaison responsibilities as assigned by Council
- ◆ Leadership role in
 - ◆ Strategic Planning – short and long term goal setting
 - ◆ Allocating resources – to achieve goals of strategic plan
 - ◆ Evaluating progress – of strategic plan goals and objectives
 - ◆ Fiscal and legal oversight
 - ◆ Policy development and approval

Roles and Responsibilities:

College Bylaws, posted on the College website at www.acmlt.org, guide the process/procedures for nomination/election to College Council.

Council must meet a minimum of 4 times per year (Bylaws S. 6.3.1). Currently, Council convenes 6 times per year, which includes 4 regularly scheduled business meetings of Council, the Annual General Meeting, and a session for Strategic Planning/Councilor orientation. The regularly scheduled business meetings of Council are usually held on a Saturday.

*Nominations must be received in the Office postmarked **no later than June 1, 2012.***

Please return your “**Acceptance Nomination Form**” for the 2013 College Council of the CMLTA by mail or fax (780-437-1442) to the attention of:

Attention: Past President
College of Medical Laboratory Technologists of Alberta
301-9426 51 Avenue NW
Edmonton, Alberta, T6E 5A6

New Standards of Practice

All MLTs will receive a copy of the new Standards of Practice via mail June 2012

Introduction

In Alberta, Medical Laboratory Technologists (MLTs) are legislated by the *Health Professions Act* (HPA) and must be registered with the College of Medical Laboratory Technologists of Alberta (College) for lawful professional practice. In accordance with Section 133 of the HPA, the College developed standards to guide the professional practice of MLTs. The Standards of Practice represent the minimum standards of professional behavior and ethical conduct expected of all MLTs registered in Alberta and complement the College Code of Ethics, which together establish the framework to guide the practice of medical laboratory science. Standards of Practice are mandatory and apply to regulated members at all times in all dimensions of professional practice, including technical and nontechnical fields such as education, administration, quality assurance, and research. They are designed to reflect both public and professional interests, and as such may be referenced in complaint resolution and professional discipline hearing proceedings. The Standards of Practice were developed to define performance expectations for the delivery of quality services by MLTs, to provide guidance for MLTs and others in evaluating and maintaining competence, and to provide a reference to the public and others regarding the professional standards to which MLTs are accountable. The Standards of Practice will evolve from time to time in response to regulatory, legal, and ethical expectations and are adopted only after extensive stakeholder consultation and review by the Minister of Health and Wellness.

Application of Standards of Practice

The application of the Standards of Practice is based on the characteristics of, and expectations made, about regulated MLTs and their professional practice. Each Standard of Practice is followed by a list of 'indicators' which illustrate how each Standard of Practice can be applied. Indicators are guidelines to assist in determining if a specific Standard of Practice has been achieved. Indicators may not be applicable in all settings and are not exhaustive, nor are the Standards of Practice listed in order of importance.

Standard 1: Provision of Professional Services

The MLT uses a client-centered approach to provide safe and comprehensive medical laboratory services and to facilitate the effective delivery of services to clients.

Indicators

1. Works in partnership with clients.
2. Communicates effectively and respectfully with clients.
3. Manages resources effectively in meeting the needs of clients.
4. Uses critical thinking to analyze, synthesize, and apply information to improve the quality and effectiveness of service.
5. Ensures the accurate, precise, and verifiable performance of laboratory analyses and the timely reporting of results.

Standard 2: Body of Knowledge

The MLT has an in-depth knowledge of current medical laboratory science practices and integrates this with knowledge from other disciplines.

Indicators

1. Demonstrates knowledge which is relevant, adequate, and appropriate to an area of professional practice.
2. Demonstrates knowledge and understanding of theoretical and technical elements of required procedures.
3. Adheres to facility-specific policies, procedures, and protocols.
4. Accesses information appropriately.
5. Shares knowledge and information with colleagues and other healthcare practitioners.
6. Strengthens excellence in professional practice by supporting the development and use of new knowledge.
7. Acquires new knowledge, skills, judgments, and attitudes reflective of leading practices.

Standard 3: Application of Knowledge and Skills

The MLT integrates and applies the principles, techniques, and methodologies of medical laboratory science to professional practice.

Indicators

1. Applies knowledge acquired through experience, clinical analyses, and research findings to professional practice.
2. Practices within the scope of professional competence.
3. Collaborates with clients.
4. Establishes and maintains appropriate information and communication systems.
5. Utilizes critical thinking to evaluate the technical and analytical quality of investigations and laboratory results.

Standard 4: Safe Practice

The MLT practices in accordance with current provincial and federal safety legislation for the protection of clients and the environment.

Indicators

1. Performs laboratory analyses and investigations in conformance with current safety and infection prevention and control principles, practices, and policies.
2. Adheres to “routine practices and additional precautions” as appropriate.
3. Adheres to facility-specific safety policies, procedures, and protocols.
4. Reviews safety and infection prevention and control protocols to ensure alignment with leading practices.
5. Responds to any adverse event and discloses the event to mitigate harm and prevent reoccurrence.
6. Demonstrates awareness and applies the principles of risk management.

Standard 5: Continued Competence

The MLT is committed to life-long learning to maintain and enhance competence in areas of professional practice.

Indicators

1. Assesses level of competence, determines

strengths, identifies knowledge gaps, and develops a learning plan to address needs.

2. Invests time, efforts, and resources to maintain and supplement knowledge, skills, judgments, and attitudes required for professional practice.
3. Engages in a culture of continuous improvement.

Standard 6: Professional Responsibility and Accountability

The MLT is accountable to the client, the public, and the regulatory College and practices in accordance with legislative requirements and the College Standards of Practice.

Indicators

1. Adheres to applicable legislation, specifically the *Health Professions Act* and the *Medical Laboratory Technologists Profession Regulation*.
2. Assumes responsibility and accountability for professional practice.
3. Practices within the legal and ethical framework of the profession.
4. Promotes high standards in professional practice.
5. Abides by the authority of the College and cooperates with requests and directions from the College.
6. Advocates for improvement in professional practice.
7. Protects the public by reporting unsafe practice or professional misconduct.

Standard 7: Ethics

The MLT practices in accordance with the College Code of Ethics for the profession.

Indicators

1. Protects the clients’ welfare and right to respect, autonomy, and dignity.
2. Avoids situations and circumstances in which professional judgment could be compromised or is for the sole purpose of personal gain.
3. Assumes responsibility for professional competence and fitness to practice.
4. Complies with applicable privacy legislation and policies relating to confidentiality and access to information.
5. Recognizes self-regulation is a privilege.

2011 Continuing Competence Program Compliance Audit

The following data summarizes Continuing Competence Program (CCP) statistics for the annual CCP compliance audit.

- ◆ 125 members were selected for audit
- ◆ 4 members did not submit any documentation
- ◆ 27 members required remedial/additional documentation
- ◆ 32 members requested documents
- ◆ 2 members requested an extension

For more details see the College 2011 Annual Report available on-line.



(Continued from page 1)

As the CMLTA begins its new journey and we archive the ACMLT moniker, the question of how do MLTs advocate for their profession still remains? As the regulatory body representing the public's interests, the CMLTA cannot play a role, so this leaves MLTs with a mission to support the profession and their fellow colleagues by actively supporting the CSMLS. Being a member of a regulated profession is not a choice, but you can make a choice and a difference by supporting the CSMLS and even volunteering with their organization as well. There are many benefits to be gained by volunteering with your College or your professional association -- so get out and get involved and enjoy the experience!

Although I stated at the beginning of my article the CMLTA is putting Alberta last and Albertans first, the importance of MLTs has not changed. As a member of the public who personally, or through family, accesses the professional health services of other MLTs, the College protects everyone by ensuring only competent, ethical, and professional MLTs practice under the CMLTA.

Dan Woods
President 2012
CMLTA

SAVE
THE
DATE!

CMLTA
Professional
Development Forum

Saturday
September 29, 2012

REGISTRATION NOW OPEN!

Join colleagues, keynote speakers, and representatives from the College in a day dedicated to professional development and advancement.



Professional
Development
Forum & AGM

Complimentary, Full-Day Event

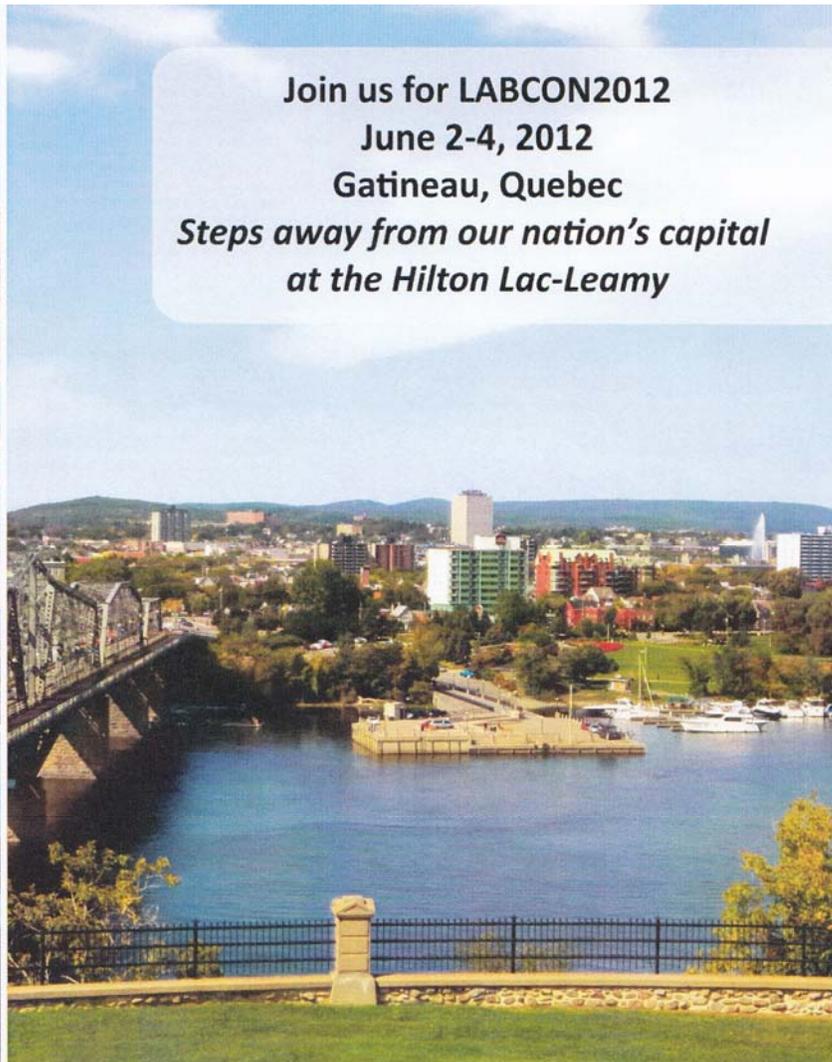
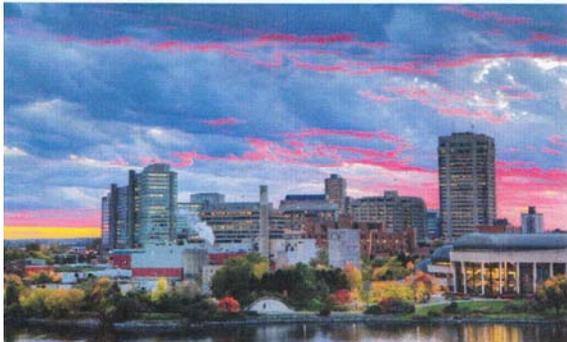
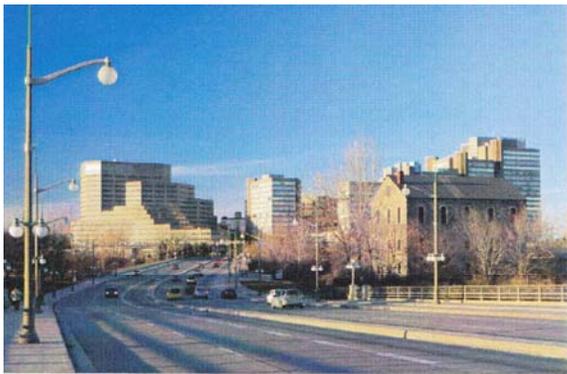
Breakfast & Lunch Included

Keynote Presentations & Annual General Meeting

Grow Professionally. Contribute to Issues That Matter. Connect to Your College.

REGISTER ONLINE
www.cmltaforum.com

Saturday, September 29, 2012 | Marriott at River Cree Resort | Edmonton, Alberta



Join us for LABCON2012
June 2-4, 2012
Gatineau, Quebec
*Steps away from our nation's capital
at the Hilton Lac-Leamy*

Take part in our scientific program with over 50 sessions
presented by subject matter experts, including:

Laboratory Health and Safety: The People Part
Anticoagulation through the Ages
Unique Laboratories – Umbilical Cord Blood Banking
The Laboratory's Role in Personalized Cancer Treatment

Saturday Keynote: Increasing Your Effectiveness in a Multicultural Workplace – Lionel LaRoche

Closing Keynote: A Glimpse into the Future of Healthcare – Dr. Diponkar Banerjee

Register Now!

3 DAYS | 60 EXPERT SPEAKERS | 50+ EXHIBITORS | ENDLESS OPPORTUNITIES

LABCON2012

CSMLS's National Conference of Medical Laboratory Science
Congrès national de science de laboratoire médical de la SCSLM

CSMLS  SCSLM

Canadian Society for Medical Laboratory Science
Société canadienne de science de laboratoire médical

www.csmls.org/labcon2012

Developing Your Career Outside the Laboratory

Professional development is the key element to the rapidly changing medical laboratory science profession. You can build a professional development plan by first deciding on your short and long-term goals. Ask yourself where you want to be in five years and what are the steps you need to take to get there? Chances are you will require a little more experience and possibly some further education.

How can you put your plan into action when your job and personal commitments consume most of your time? Some workplaces strongly encourage professional development and support time taken to accomplish these goals, while other employers even offer financial resources for advancing your education. Even if your employer doesn't provide means of support, as a professional practitioner there is still something worthwhile in it for you to pursue on your own time and with your own financial resources. The same way you pay for automobile and house insurance, consider education as a non-negotiable budget item. Consider allotting a specific portion of your salary to assist you in reaching your professional goals. Professional development is a worthy personal investment into your future!

Understandably it's not just the cost which needs consideration, but also the time away from the laboratory. Many professional development course offerings are available online and offer flexibility and convenience for your home and work schedule. But consider the additional benefits of alternative avenues to develop and advance your career which do not involve sitting in front of a computer screen. Maybe try getting outside of the lab to expose yourself to new ideas, new perspectives, and new connections within the medical laboratory community.

Annually, the CSMLS hosts LABCON, the premier medical laboratory conference of the year. The event runs over three days and delegates have access to high quality scientific sessions, hands-on workshops, and intriguing cutting-edge speakers. LABCON offers a wide range of topics and interests which appeal to a broad range of professionals; it's a one-stop conference making efficient use of your valuable time and money. As LABCON is an educational venue, attendance at this conference can be applied to your annual Learning Plan as part of the ACMLT's Continuing Competence Program. Along with the educational sessions, LABCON is also an opportunity to interact, collaborate, and network directly with laboratory professionals from across the country. After just a few days, you can return to the lab with a broader network of peers and a renewed and revitalized energy for your career.

This year's LABCON will be held in Gatineau, Quebec and features 60 expert speakers presenting on a variety of subjects and over 50 exhibitors. To learn more about LABCON2012, visit the CSMLS website www.csmls.org/labcon2012. If you are unable to attend this year's event, plan ahead and consider attending LABCON2013 in Victoria, British Columbia.

When planning your professional development strategy, consider all types of educational offerings, including online sessions, interactive workshops, and conferences as professional development comes in many shapes and sizes. Look beyond the classroom to grow personally and professionally!

Michelle Squarciotta
Director, Marketing, Communications and Membership
Canadian Society for Medical Laboratory Science

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.

301-9426 51 Avenue
Edmonton, AB T6E 5A6
1-800-265-9351