

Volume 5, Issue 3 - October 2016

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## COUNCIL'S CHRONICLES

### FROM THE PRESIDENT'S PEN

Renewal season is upon us again! I know for many this means back to school and the annual fall yard clean up, but it also is that time of year to get online and renew your registration and MLT Practice Permit. This is not something one would usually get excited about; however, renewal season means autumn, which also means Christmas is right around the corner. As you might have guessed, I am one of "those people" who has their shopping (and wrapping) done early and begins celebrating the holidays with peppermint lattes and gingerbread for breakfast...although I do have a "no decorating" rule before December 1<sup>st</sup>!

The festive season, specifically holiday shopping is one of the reasons I always renew my registration and MLT Practice Permit in September. It works two-fold: I pay my annual dues and save \$50; and I incur this expense well in advance of my Christmas expenditures. I also like to just get it done so that it doesn't fall off my radar and I run the risk of not being able to work January 1<sup>st</sup>. And as I am a volunteer on Council I feel I have an added responsibility to set a good example for my fellow MLTs. I know that by giving the CMLTA staff ample time to review, approve, and issue my new registration and MLT Practice Permit; it will be well in hand when my employer requests a copy of it.

I know that not everyone can appreciate the progress the CMLTA has made in the online renewal process over the last number of years, but I recall wading through stacks of paper to find my documentation and Learning Plan to recall just exactly what I had intended to learn over the course

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### NOMINATIONS

[click here for details](#)

### RECOGNITION OF EXCELLENCE

**DEADLINE: December 31, 2015**

[Click here for details](#)

of the year. Now I simply complete my self-assessment online and the computer generates a list of possible learning elements for the upcoming year and I make my selections. And what makes the whole process even easier is that I can update my CCP Activity Log all year long as I complete each learning activity so I always know my progress to date and the outstanding learning activities I need to complete. By doing this, if I am randomly selected for a CCP Compliance Audit in January, there is no stress; 15 minutes of my time and a few simple clicks and my audit is complete and submitted to the CMLTA.

Just as MLTs invest time to maintain their professional designation by completing the annual online renewal process, the CMLTA staff invests even more time to ensure each Regulated Member meets all legislated parameters (e.g. new and completed Learning Plans, required 900 MLT practice hours over the previous four years, etc.) and works expeditiously to ensure those who have completed their online renewal are given the green-light (a 2017 registration and MLT Practice Permit) to work January 1 of the upcoming year. It is important to remember that the CMLTA only has 3.7 FTE and when flooded with 2500 online renewals along with the regular day-to-day responsibilities, it is humanly impossible to process this volume of renewals within a couple of weeks. This is why the CMLTA offers an extensive 15-week renewal season so Regulated Members can choose when they want to renew and also choose the amount of annual dues they are willing to pay, keeping in mind the later you renew the higher the risk that you may not be in possession of your new registration by January 1<sup>st</sup>. An analogy is your passport. If it expires December 31<sup>st</sup> and you plan to fly internationally January 1<sup>st</sup> you wouldn't wait until December 31<sup>st</sup> to renew it; even if it is technically still valid December 31<sup>st</sup>.

I encourage all Regulated Members to grab a pumpkin latte or your beverage of choice and get online to complete your annual registration and MLT Practice Permit renewal early. You will pay the minimum annual dues, cross it off your to-do list, and can focus on celebrating the holiday season!

– April Hillman, 2016 CMLTA President

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## MEETING HIGHLIGHTS

The CMLTA Council convened on June 11, 2016 and September 10, 2016 for regularly scheduled Council meetings. The following are highlights from the meetings:

- Approved revisions to the Recognition Program policy as recommended by the Legislation Sub-Committee.
- Reviewed Continuing Competence Program Compliance Audit requirements. Consensus to audit a minimum of 10% of Regulated Members annually.
- Received formal notice from Alberta Health that the *Medical Laboratory Technologists Profession Regulation* has been amended to change references to ACMLT to CMLTA.
- Directed that the Call for Nominations form be sent to the Legislation Sub-Committee for revision.
- Directed that an accreditation status update on Alberta MLT education training programs be posted to the website.
- Prepared for the upcoming Annual General Meeting on September 24, 2016.

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## ANNOUNCEMENT FROM CMLTA COUNCIL

Council is pleased to announce Gloria Paulet and Kim Alkalay as new Councilors elected for the 2017-2019 term. Council is also pleased to announce Shelly Stevens as 2017 President Elect as acclaimed by Council at the September 24, 2016 AGM.

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## NOMINATIONS

Council is currently accepting expressions of interest for the following vacant positions:

- 2017 - 2019 Legislation Sub-Committee Member (2 vacancies)

If you are interested, please contact Lori Kmet at [registrar@cmlta.org](mailto:registrar@cmlta.org).

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## EXECUTIVE DIRECTOR'S EXCHANGE

### Exercise... Your Right to Vote

*It is recommended most healthy adults, follow these*

*exercise guidelines and get at least 150 minutes a week of moderate aerobic activity or 75 minutes a week of vigorous aerobic activity...exercising your voting right only takes 5 minutes.*

Since 2000, Canadians have gone to the polls six times to elect a prime minister. Voter turnout has been abysmal reaching a historic low in 2008 when only 58.8% of voters showed up on election day. On October 19, 2015 things were different, likely with the prolific use of social media, as 70% of registered Canadians voted.

You may or may not equate the significance of electing your CMLTA Council with electing the prime minister of Canada, but you are impacted by both. As an individual you are affected by changes introduced by government (e.g. personal taxes, sales taxes, programs/services, etc.), and you are also affected by decisions made by the CMLTA Council (e.g. annual dues, CCP requirements, strategic direction of the organization, etc.).

In 2014, the CMLTA developed an online voting system in an effort to encourage Regulated Members to simply *click and vote* as opposed to a paper ballot format which required individuals to complete the ballot and then mail back to the CMLTA. In this world of electronic means, exercising your right to vote for your CMLTA Council could not be any easier or more convenient as you don't even have to leave your home.

It was promising to receive three nominations for the two 2017-2019 Councilor positions and to have an election this year; as historically, the CMLTA does not receive nominations prior to the deadline and ultimately Councilors are elected on the floor at the Annual General Meeting or appointed by Council to fill vacancies as required by legislation (far from an ideal democratic system). The CMLTA did not receive any nominations for the President Elect position so the aforementioned avenues were utilized to fill this office.

Data reveals that only 7.3% of the eligible 2,520 Regulated Members exercised their right to vote and accessed the online voting system to elect their CMLTA Councilors. I shouldn't feel the need to emphasize this statistic as the low voting rate speaks

for itself, but as the Executive Director for the organization, I am at a loss as to how to encourage Regulated Members to vote. As a strictly regulatory-only body, voting for your CMLTA Council or running yourself is the only way to impact the strategic direction of the organization and to see the changes made to mandatory programs and services that you feel are necessary. All suggestions to improve the online voting process are welcomed. Please submit your feedback to [info@cmlta.org](mailto:info@cmlta.org).

I am hopeful that next year you will get more active and exercise your right to vote for your CMLTA Council!

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### **2017 RENEWING MLT DUES**

September 15-October 31, 2016: \$520 (early bird discount)

November 1-30, 2016: \$570 (regular dues)

December 1-31, 2016: \$695 (regular dues plus processing fees)

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### **COMPETENCE AND PROFESSIONAL DEVELOPMENT DIALOGUE**

#### **Missing – 26 Bands of Self-Assessment**

Version 4 (V4) of the Continuing Competence Program (CCP) was effective September 15, 2016 with the development of new Learning Plans on 2017 registration and MLT Practice Permit renewals. As previewed and published in several issues of *The Commentator* and as announced in an email sent May 24, 2016, the Self-Assessment of Practice (V4) is based on the recently revised CMLTA [Standards of Practice \(Standards\)](#) whereby the *Standards* are translated into Enabling Competencies. Regulated Members complete the Self-Assessment of Practice using two Self-Assessment of Practice Statements as opposed to the five-point rating scale used in version 3.

The changes to the CCP Competency Profile may seem significant and perhaps overwhelming, but the mandatory elements of the CCP remain unchanged. As per the *Medical Laboratory Technologists*

*Profession Regulation*, the CCP includes the completion of an annual Self-Assessment and the creation of a New Learning Plan to be completed over the new registration year. Similar to previous versions, the online programming will assist Regulated Members in the creation of new Learning Plans. Most notably, this year Regulated Members will notice a significant decrease in the time it takes to complete the Self-Assessment of Practice (as there are no longer 26 bands to complete since they have been replaced with three primary *Standards*), and as Learning Objectives auto-populate based on the *Standards* identified as DEV (developing) it is no longer necessary to draft Learning Objectives. The CMLTA has made substantive revisions to the CCP to ensure patient safety is paramount, while addressing the concerns expressed by Regulated Members regarding the limitations of version 3 of the CCP.

Table 1. Overview of changes

	Version 3	Version 4
Basis of Self-Assessment	Competencies organized into bands based on Area of Practice	<i>Standards of Practice</i>
Self-assess against	Competency Numbers	Enabling Competencies
Self-assess using	5 point rating scale  <b>Self-Assessment of Practice statements:</b> <ol style="list-style-type: none"> <li>1. Developmental (DEV)</li> <li>2. Competent (COM)</li> <li>3. Desire to Learn (DTL)</li> <li>4. Advanced (ADV)</li> <li>5. Not applicable</li> </ol>	2 statements  <b>Self-Assessment of Practice statements:</b> <ol style="list-style-type: none"> <li>1. Competent (COM).</li> <li>2. Developmental/Advancing/Expanding (DEV) - I would like to supplement my knowledge, skills, judgments, and attitudes in this essential competency.</li> </ol> <p>If an Enabling Competency is not relevant to your professional role as an MLT and neither COM or DEV are accurate practice statements, it is not mandatory to select a practice statement for this specific Enabling Competency.</p>
Learning Objectives	Must free text in learning goals	Pre-populated based on Self-Assessment of Practice

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## CCP COMPLIANCE AUDIT NOTICE

CCP Compliance Audit notices will be emailed the second week in January. Please ensure your contact information with the CMLTA is up to date.

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## LOSING SELF-REGULATION

[British Columbia to end self-regulation of real estate industry after damning report](#)

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## ACCREDITATION OF MLT EDUCATIONAL PROGRAMS

[Click here to read an update on accreditation of MLT educational programs.](#)

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## **PROFESSIONAL DISCIPLINE AND CONDUCT CONSIDERATIONS**

The following Hearing Tribunal proceedings were held and written Hearing Tribunal decisions were rendered since the previous issue of this newsletter. 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 Mr. Pierre Poirier (CMLTA/CSMLS #0045206) who contravened the *Health Professions Act* (HPA), the *CMLTA Standards of Practice*, the *CMLTA Code of Ethics*, and Alberta Health Service workplace violence policy by displaying grossly inappropriate and deliberate behavior over a significant period of time that presented a serious breach to the recognized and required workplace and personal behaviors for Regulated Members of the profession of medical laboratory technology. The Regulated Member admitted to the unprofessional conduct and signed an Admission of Unprofessional Conduct and a Joint Submission Regarding Penalty in conjunction with the CMLTA. The Hearing Tribunal ordered immediate cancellation (effective the date of the hearing on August 8, 2016) of Mr. Poirier's CMLTA registration and MLT Practice Permit, fines in the amount of \$2,000.00, publication of the Hearing Tribunal orders (including Mr. Poirier's name on the CMLTA's website and newsletter), and notification of the Minister of Justice and Solicitor General in accordance with section 80(2) of the HPA. Also of importance is Mr. Poirier agreed in his signed Admission of Unprofessional Conduct that he will not, at any time in the future, seek reinstatement of his registration and MLT Practice Permit.

*Note: The case summary is high-level to protect the identify of those parties affected by Mr. Poirier's behavior and actions.*

The CMLTA office will be closed December 26, 2016 - January 2, 2017.

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## RECOGNITION OF EXCELLENCE

*Don't work for recognition, but do work worthy of recognition. - H. Jackson Brown, Jr.*

This program provides peer recognition of MLTs who epitomize professional practice; who advance the profession; and who demonstrate to others the CMLTA's Standards of Practice and Code of Ethics.

To view the Recognition of Excellence parameters or to nominate a deserving MLT, please click [here](#).

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## AWARD RECIPIENTS

**Recognition of Excellence:** The CMLTA recognizes Diane Grant as the recipient of the 2015 CMLTA Recognition of Excellence award.

**Student Endowment Award:** The CMLTA recognizes the following recipients of the CMLTA Student Endowment Award:

- Kyle Pilipchuk, NAIT MLT program
- Kennedy Johnson, NAIT MLA program
- Louise Rioux, SAIT MLT program

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The CMLTA Student Endowment Fund has been established to financially assist students with their education in the medical laboratory field. The CMLTA supports an endowment fund at the Northern Alberta Institute of Technology, the Southern Alberta Institute of Technology, and the University of Alberta. The interest from these invested endowment funds are administered by each of the institutions respectively.

The CMLTA welcomes all feedback and encourages Regulated Members to provide recommendations for continuous improvements to the mandated programs and services offered by the CMLTA. Regulated Member feedback is important to CMLTA Council and any opportunity to implement your suggestions is a win-win! Please send your comments/feedback to [info@cmlta.org](mailto:info@cmlta.org).

*The College of Medical Laboratory Technologists of Alberta (CMLTA) is a recognized leader in the regulation and governance of medical laboratory services. As a trusted partner in healthcare regulation, the CMLTA acknowledges self-regulation is a privilege and endeavors to enhance public protection*

*and patient safety, promote high standards for professional practice, and contribute to the overall wellness of Albertans. The CMLTA protects the public by regulating Medical Laboratory Technologists (MLTs) and fostering excellence in professional practice.*

*The Commentator e-newsletter is the CMLTA's primary communication vehicle and is distributed February, May, and October. It provides MLTs and the public with current and timely information about CMLTA programs, services, and topics relevant to MLTs and which may have an impact on the healthcare continuum.*

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