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THE COMMENTATOR

CMLTA
COLLEGE OF
MEDICAL LABORATORY
TECHNOLOGISTS
OF ALBERTA

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MEETING HIGHLIGHTS

The CMLTA Council convened on June 13, 2015 and September 12, 2015 for regularly scheduled Council meetings. The following are highlights from the meetings:

- Approved revisions to the CMLTA finance and personnel policies.
- Approved (at the June meeting) revisions to the CMLTA Standards of Practice for stakeholder feedback and government review.
- Endorsed the appointment (pending official government appointment) of new Public Members to replace Ken Gall and Harold McBain.
- Approved (at the September meeting) new CMLTA Standards of Practice effective January 1, 2016.
- Approved new CMLTA Code of Ethics effective January 1, 2016.
- Approved revisions to Councillor honorariums and expense policy.

QUESTIONS TO COUNCIL

Member Question:

Does my attendance at the AGM directly affect the future direction of the CMLTA?

Answer: There is a misconception that the AGM, specifically voting on Bylaw amendments, is where the power of Regulated Members resides. This is not the case as the Bylaws have evolved over time into a comprehensive document that simply reflect legislated requirements and some basic housekeeping matters. The real power of Regulated Members is in their ability to be elected to CMLTA Council and to have an individual voice in this collective body. This is how Regulated Members impact the programs and services provided by the CMLTA, and ultimately enhance patient safety and public protection, which in

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RECOGNITION OF EXCELLENCE

DEADLINE: December 31, 2015

[Click here for details](#)

turn directly affects Regulated Members. Furthermore, the AGM is not the venue to recruit new Councilors. It is ideal to utilize the democratic process of elections in the spring each year. The election process should instill the competitive spirit in Regulated Members to state their platform and their vision to enhance the CMLTA's role in patient safety. If Regulated Members are truly invested in the profession, there should be a wealth of individuals putting their names forward for election each year.

NOMINATIONS

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

- 2016 - 2018 President Elect
- 2016 - 2018 Councilor
- 2016 - 2018 Legislation Sub-Committee Member (2 vacancies)

If you are interested, please contact Lori Kmet at registrar@cmlta.org.

EXECUTIVE DIRECTOR'S EXCHANGE

Raising the Bar for Professional Standards and Ethics

The CMLTA reviews the Standards of Practice and Code of Ethics every three years or as necessary whenever new legislation is introduced which impacts the content of these documents. This year the CMLTA Council agreed it was time to overhaul these documents as opposed to minor revisions, and as such directed the Legislation Sub-Committee to in essence recreate these documents. In accordance with section 133 of the *Health Professions Act*, the CMLTA sent the proposed revised documents to the Minister of Health for stakeholder consultation and ministerial feedback. The CMLTA also posted these revised documents on the CMLTA website for individuals to review and provide feedback directly to the CMLTA Council. Council has since received collective feedback from Alberta Health and its stakeholders, and has since incorporated many of the recommendations into the new Standards of Practice and Code of Ethics. Council approved these revised documents, as amended, at their September meeting. The new requirements will come into effect

January 1, 2016 and will be published in their entirety at this time.

The Standards of Practice represent the minimum standards for knowledge, skills, judgements, and attitudes expected of all MLTs in Alberta. Standards of Practice are mandatory and apply to Regulated Members at all times in all dimensions of professional practice. The Code of Ethics defines the expected ethical responsibilities of MLTs. Regulated Members of the profession apply the Code of Ethics in conjunction with the Standards of Practice, regulatory requirements, and workplace policies to their decision making.

The revised Standards of Practice include three new standards with multiple essential competencies applicable to each standard. These standards are:

- Professional Accountability –legislated and professional requirements and personal responsibility for decisions.
- Knowledge Based Practice – minimum entrance to practice knowledge, continued competence, critical thinking, and safe work practices.
- Professional Roles – effective communication and collaboration, leadership, and quality management.

The revised Code of Ethics include three new main ethical principles. These principles are:

- Responsibility to the Public – includes competent care, respect, dignity, confidentiality, and professional boundaries.
- Responsibility to the Profession – includes honesty, duty to report, and conflict of interest.
- Responsibility to Oneself – includes personal conduct, fitness to practice, and accountability.

It is important to note that the CMLTA Council reviewed other College's Standards of Practice and Code of Ethics as part of an environmental scan in the process of amending the documents. Ultimately, Council adopted the Alberta College of Medical Diagnostic and Therapeutic Technologists (ACMDTT) Code of Ethics with some minor revisions as it truly represents a model doctrine.

The CMLTA is also planning significant revisions to the Continuing Competence Program (CCP) in 2016 (for the 2017 renewal period). The amended Standards of

Practice will be the basis for an individual's annual self-assessment as opposed to the current 22 bands containing specific laboratory disciplines to determine competence. There still remains much work to be done on the format and functionality of the new CCP; however, Council's goal is to develop a user-friendly program with applicability to the workplace, while encouraging proactive learning. This will hopefully be achieved through the broader applicability of the competencies listed in the SOPs versus the current detailed competencies listed in the MLT profile. The goal of a CCP is to allow Members to self-direct their continuous learning needs to mutually benefit their professional practice and to safeguard public protection and patient safety. Stay tuned!

2016 RENEWING MLT DUES

September 15-October 31, 2015: \$520 (early bird discount)

November 1-30, 2015: \$570 (regular dues)

December 1-31, 2015: \$695 (regular dues plus processing fees)

NOTE: Current Members choosing to not renew by December 31, 2015 will need to submit a reinstatement application, along with supporting documentation prior to obtaining a 2016 MLT registration and Practice Permit.

COMPETENCE AND PROFESSIONAL DEVELOPMENT DIALOGUE

Changes to Documentation Guidelines for Learning Activities

Learning activities can be described as the tools an individual utilizes to fulfill a Learning Objective. The CMLTA recognizes that learning is achieved through many avenues and allows Members to choose their learning activities based on their interests, learning styles, as well as their access and obtainability to resources. Learning activities can be literature, courses, policies, procedures, or even people. When developing a Learning Plan, Members must identify discrete Resources and Strategies (learning activities) for each Learning Objective submitted. The CMLTA emphasizes that although individuals are bound by

legislation to complete their stated Learning Objective, the learning activity utilized to ultimately fulfill a Learning Objective may change.

At the time individuals identify their learning needs to develop a Learning Objective, all potential learning opportunities are often unidentified. For that reason, individuals are only required to select projected Resources and Strategies from the dropdown menu. The CMLTA anticipates these projected Resources and Strategies may differ from those actually utilized to complete a Learning Objective.

An often overlooked, yet fundamental component of the Continuing Competence Program (CCP) is the recording of completed learning activities on the CCP Activity Log. The CCP Activity Log is required to validate learning activities in the event of a CCP Compliance Audit. While it is sufficient for Members to simply record and track the progress of Learning Objectives on their completed Learning Plan, the CCP Activity Log requests additional information to validate that learning activities were completed. The information requested by the College to validate learning activities is outlined on the *Documentation Guidelines for Learning Activities*. The CMLTA performed a review of the *Documentation Guidelines for Learning Activities* and made a few changes to better align learning activities with documentation requirements to ensure adequate information is collected on the nature of learning completed. These changes were based upon Member feedback, industry standards, and equivalence. These changes are effective immediately for the 2016 registration year and all subsequent registration years and CCP Activity logs; however for 2015 and earlier CCP Activity logs, the additional "new requirements" will be identified as optional entries.

To review the recently updated *Documentation Guidelines for Learning Activities*, please click [here](#).

CMLTA CHRISTMAS OFFICE CLOSURE

The CMLTA office will be closed December 24, 2015 - January 3, 2016.

NEW – RECOGNITION OF EXCELLENCE

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

The CMLTA Council reviewed the CMLTA's award programs in an effort to better align all programs and services with its regulatory-only mandate. As a result, Council archived the Award of Distinction and Award of Merit; however, there was consensus that acknowledgement of outstanding Medical Laboratory Technologists (MLTs) is essential. With this in mind, Council created the Recognition of Excellence. This new program provides peer recognition of MLTs who epitomize professional practice; who advance the profession; and who demonstrate to others the CMLTA's core values of integrity, accountability, commitment, respect, objectivity, sustainability, openness, and innovation. The foundation for the Recognition of Excellence is the vision, mission, and regulatory role of the CMLTA.

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

AWARD RECIPIENTS

The College recognizes the following recipients of the College Student Endowment Award:

- William Janzen, NAIT MLT program
- Rubina Naeem, NAIT MLA program
- Xiao Yu Jiang, SAIT MLT program
- Dusti Chayer, SAIT MLA program

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 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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All regulated Members are responsible for receiving The Commentator and being aware of its contents.

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