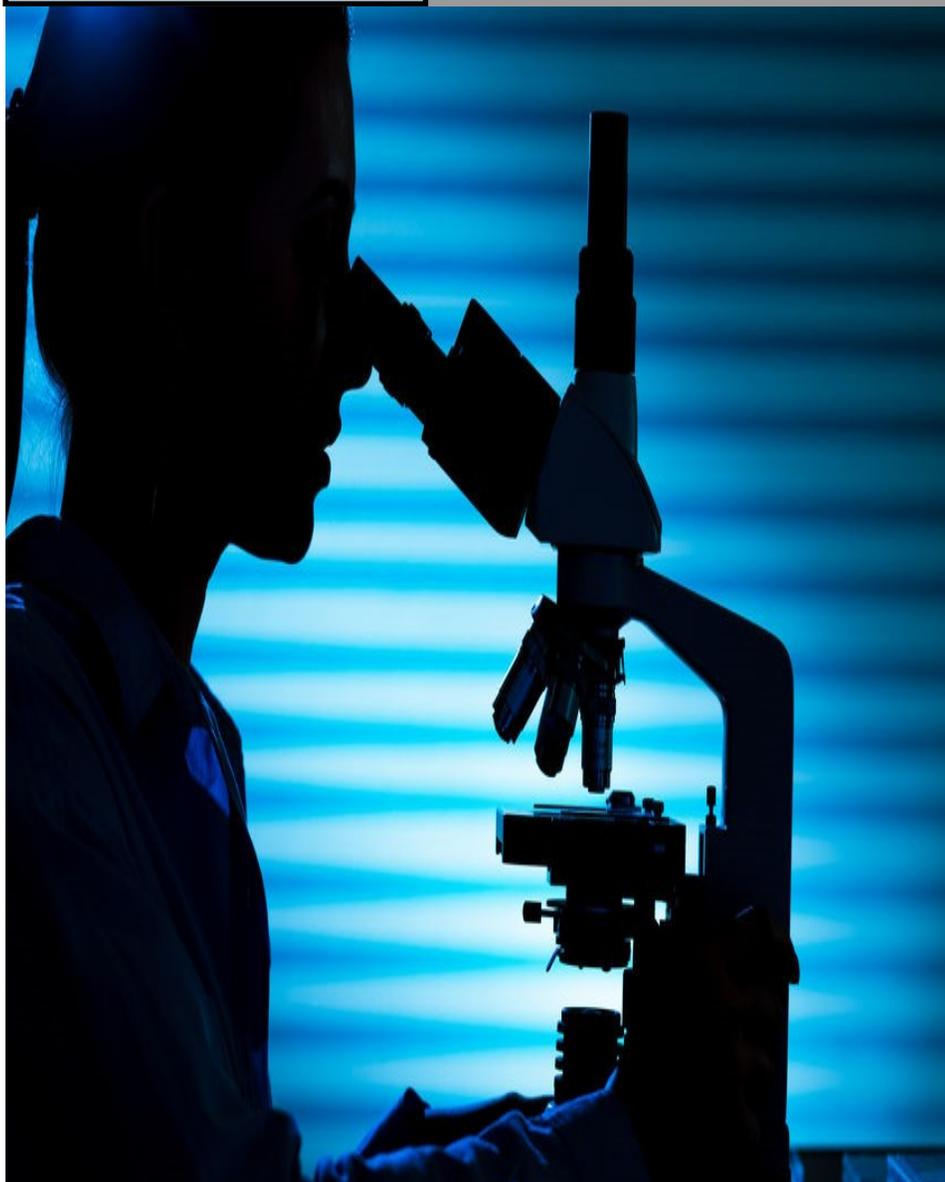


# LABORATORY



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## President update:

SSMLT council held two meetings in 2019. The first being March 30 and the second being June 10. Summary of the meeting outcomes are in this newsletter.

I represented SSMLT at the CSMLS LabCon May 2019. It was an informative conference that enabled me to connect with MLTs across Canada. Topics of conversation are similar to the SK landscape, such as staffing, workload and re-organization. There are similar challenges across the country.

SSMLT council, with the assistance of legal counsel developed a Position Statement regarding Education and Practice of Medical Laboratory Technology. This statement was developed following the review of all current relevant legislation. The position Statement is on page 3 of this issue.

SSMLT council will be facilitating opportunities for MLTs to obtain Continuing Professional Education. The fall conference is in Regina on Sept. 26 evening and Sept. 27 registration. Full registration of \$50, will almost cover the cost of meals/refreshments for the attendees. Sponsorship funds will be used for speakers costs, AV and conference facility costs.

Fall Conference Registration now open, details page 6 of this issue.

SSMLT is planning another Webex opportunity in late fall (Nov.) at no cost, with expenses to be paid with conference profit.

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## 2019 projects:

1. An update of SSMLT website began in late 2018 and has been completed. The refreshed website launched in March 2019. Changes to the website include a 'New Look'. Content is published in a clear format and a members only resource section is now available to members only. We always strive for improvement and accept suggestions for website improvement from members. Should you have any suggestions submit them to the SSMLT office by email at: [info@ssmlt.org](mailto:info@ssmlt.org)
2. SSMLT bylaws were approved by members at the 2018 AGM. The Regulatory bylaws were approved by Ministry of Health in April 2019 and are published on the SSMLT website and in this issue of the newsletter.
3. SSMLT issued a member survey in 2018 to assess member preference for Continuing Professional Education (CPE) delivery options. The member survey indicated members preferred a variety of ways to obtain the CPE that include both conferences/symposiums and virtual/online options. SSMLT sponsored 2 Webex/Telehealth education presentations on May 3. This event was accessed by more than 100 members. SSMLT intends to offer another such session in late 2019. SSMLT will be hosting the 2019 Fall Conference in Regina on September 26 (evening reception) and September 27. Details for this event are published in this issue.
4. SSMLT continues work on a clinical skills assessment as a requirement for registration for applicants that are not able to provide evidence of clinical competence (recent graduate from a Canadian accredited MLT program) or safe practice (letter of standing from another Canadian MLT regulator). The pilot module is substantially complete and testing is being conducted.



**Message from  
SSMLT President:  
Twyla Pearce**

**Message from  
SSMLT Executive Director:  
Kim Deydey**



# SSMLT Position Statement

## Medical Laboratory Technology: Education and Practice

### 1. Background

The SSMLT is the professional licensing body that regulates medical laboratory technologists (MLTs) in Saskatchewan.

There are several laboratory professional groups working in medical laboratories in Saskatchewan. While MLTs are self-regulated, other laboratory personnel are not. Laboratory professionals include but are not limited to:

Medical Laboratory Technologists (MLTs)

Combined Laboratory and X-ray Technologists (CLXT)

Medical Laboratory Assistants (MLA)

Phlebotomists

'Relevant' Degree persons

MLTs may be licensed by SSMLT following graduation from a Canadian Accredited Medical Laboratory Technology Program or through Prior Learning Assessment conducted by Canadian Society for Medical Laboratory Science to those applicants that have successfully challenged the CSMLS certification exam in any of the following three practice areas:

MLT- General Practice

MLT- Diagnostic Cytology

MLT- Clinical Genetics

### Role of the SSMLT

The SSMLT's obligation to act in the public interest derives from the authority delegated to it by government under the *Medical Laboratory Technologists Act, 1995*<sup>1</sup>. The development of the registration and certification requirements<sup>2</sup>, standards of practice<sup>3</sup>, code of ethics<sup>2</sup>, continuing professional education requirements<sup>4</sup>, practice hours requirements<sup>5</sup> and the investigation of complaints of SSMLT's members in the public interest, is fundamental to effectively exercise that authority.



### 2. SSMLT Position

#### Statement on Education and Practice of Medical Laboratory Professionals

Current pressures on the health care system that affect the services and operations performed in medical laboratories, such as rising costs, health employer reorganization, and recruitment and retention deficits, may strain the capacity of medical laboratories to assign the roles and responsibilities of medical laboratory professionals in a manner that effectively addresses the public interest.

It is the position of the SSMLT, that in order to recognize the proper functioning of tests and/or equipment and to provide reliable results, a medical laboratory professional must have education<sup>6</sup>, training<sup>6</sup> and competence<sup>6</sup> in the specimen collection, handling, testing, reporting, quality control procedures as well as the knowledge of the underlying analytical concepts.

The SSMLT acknowledges the role and responsibilities of medical laboratory professionals within the scope of the formal education and training they have received as supported by accreditation standards<sup>6,9,10,11</sup> and legislative guidelines<sup>6,7</sup>. Should a medical laboratory professional be required to provide medical laboratory testing and/or services outside their scope of formal education and training they must first be required to obtain the necessary formal education and training. Competence must be demonstrated under direction of a duly qualified and competent medical laboratory professional formally educated and trained in the area to be assessed prior to performing expanded laboratory testing and/or services. The facility laboratory license must reflect the qualifications and test capabilities of each medical laboratory professional<sup>6,7</sup>. Any liability associated with expanded duties, will be assumed by the employer and the medical laboratory professional who performs the laboratory tests and/or services.

SSMLT and Medical Laboratory Technologists (MLT's) will continue to work collaboratively with a broad scope of health care professionals by providing strong clinical laboratory expertise and leadership.

#### References:

1. [Saskatchewan Medical Laboratory Technologists Act, 1995](#)
2. [SSMLT regulatory bylaws, 2018](#)
3. [SSMLT Standards of Practice, 2018](#)
4. [SSMLT Continuing Professional Education policy; 2018](#)
5. [SSMLT Practice Hours policy; 2018](#)
6. *ISO 15189: 2012- Technical Requirements Medical Laboratories*  
5.1.2 Personnel Qualifications
7. *The Medical Laboratory Licensing Regulations, 1995.*
8. *M-9.2 Reg 1 - The Medical Laboratory Licensing Regulations, 1995.*
9. *Canadian Standards Association -CSA Z902-15-4.3.3.1, 4.3.3.2, 4.3.3.4,4.3.6.2, 14.4.2*
10. *Canadian Standards Association CSA Z316.7-12- 9.5, 9.6*
11. *Canadian Standard Association- CSA 9.10; Accreditation Canada- 6.7; ISO 15189- 5.1.8*

## SSMLT Council took the following actions at its meeting on March 30, 2019:

- Approved the minutes of the December 2018 Council meeting
- Approved the monitoring reports from committees:
  - ◇ Education, Marketing and Development Report
  - ◇ Counselling and Investigation Committee Report
  - ◇ Discipline Committee Report
  - ◇ Nominations Committee Report
- Accepted the Registration Report
- Accepted the Financial Report
- Approved the SSMLT 2018 Annual Report
- Accepted the auditor report for the 2018 fiscal year be submitted for member approval at the 2019 AGM
- Approved the Reports from Outside Agencies:
  - ◇ CPSS Program Management Committee
  - ◇ Network of Inter-Professional Regulators
  - ◇ SK Polytechnic Program Advisory Committee
  - ◇ Canadian Alliance of Medical Laboratory Professional Regulators (CAMLPR)
- Reviewed and accepted process for Credential Review of IEMLTs
- Reviewed demonstration of Clinical Skills Assessment pilot module funded by Department of Immigration and Career Training
- Reviewed Regulatory training options for Vice-President and approved attendance to Canadian Network of Agencies for Regulation (CNAR) Conference October 2019



## SSMLT Council took the following actions at its Teleconference meeting on June 10, 2019:

- Approved Minutes of the March 2019 Council meeting
- Approved the monitoring reports from committees:
  - ◇ Education, Marketing and Development Report
  - ◇ Counselling and Investigation Committee Report
  - ◇ Discipline Committee Report
- Accepted the Registration Report
- Accepted the Financial Report– year to date and year to year comparison
- Accepted the 2020 budget to be submitted for approval that 2019 AGM
- Reviewed mileage rates and per diem for council and committees– no change
- Approved the Reports from Outside Agencies:
  - ◇ CPSS Program Management Committee
  - ◇ Network of Inter-Professional Regulators
  - ◇ SK Polytechnic Program Advisory Committee
  - ◇ Canadian Alliance of Medical Laboratory Professional Regulators (CAMLPR)
- Reviewed regulatory governance training available and approved sending council members for education on September 24, 2019
- Reviewed investigator re-imbursement and approved 1% increase

## WHAT IS THE VALUE OF SSMLT REGISTRATION?

- Practice as a regulated Medical Laboratory Technologist (MLT)
- Use of the protected Title
- Contribute to patient safety and public protection through the development and enforcement of standards for the provision of safe, competent, and ethical laboratory services
- Define entry-to-practice requirements for safe and competent practice
- Define the Standards of Practice which outline the expected level of quality and safety for professional services provided to the public by regulated MLTs
- Define the Code of Ethics defining moral and ethical guidelines for MLTs when practicing
- Promote quality laboratory services through purposeful life-long learning and professional development through the Continuing Competency Program



The SSMLT bylaws that were approved by membership at the 2018 AGM. The regulatory bylaws require approval by the ministry of Health. Approval was received April 10, 2019

The SSMLT Bylaws are published on the SSMLT website under legislation tab at [www.ssmlt.org](http://www.ssmlt.org)

### Links to bylaws:

[Regulatory Bylaws](#)

[Administrative Bylaws](#)

[Fees Bylaws](#)



## Committee Volunteers needed for 2019

### ◆ Professional Practices Committee

- ◆ Required: 2 Practicing Members (3 year term)

#### ◆ Committee duties include:

- ⇒ Promote/Administer Scholarships and Awards
- ⇒ Promote/organize Continuing Professional Education (CPE) activities
- ⇒ Review &/or audit CPE submissions
- ⇒ Make recommendations to council regarding registration requirements
- ⇒ Make recommendations to council for criteria for MLT education program approval, re-entry to practice guidelines, standards of practice & code of ethics.

### ◆ Counselling and Investigation Committee

- ◆ Required: 2 Practicing Members (3 year term)

- ◆ ⇒ Receive and review complaints against any member
- ◆ ⇒ Upon completion of investigation, make a report to SSMLT Discipline committee indicating one of the following:
  - ◆ - no further action be taken; or
  - ◆ - the matter has be resolved with the consent of the complainant and the member; or
  - ◆ - refer to Discipline Committee for formal hearing

◆ If you are interested in these opportunities submit your name along with your CV to SSMLT office at: [info@ssmlt.org](mailto:info@ssmlt.org) . Questions contact SSMLT office for details.

# What's New



## License Fee Change

2018 AGM- Membership approved SSMLT License fee increase.

SSMLT practicing and temporary practicing license fee effective October 1, 2019 is \$300.



## SSMLT Fall Conference Registration Information

September 26 evening & September 27

Full Conference Early (until August 30): \$50 members

Full Conference Late (Aug. 30-Sept. 13): \$75 members  
Includes:

Tradeshow reception—Thursday

Full Conference—Friday

All meals, refreshments

**Single Presentation: \$7**

**Tradeshow Reception only: \$10**

[Online Registration Now Open](#)



## SSMLT Fall Conference

Preliminary Conference 'At-a-Glance' Schedule

Topics and Schedule are preliminary and subject to change

Location: Conexus Arts Centre

Thursday September 26		
1300-1700	Trade Show setup Jacqui Shumiatcher Room	
1900-2100	Trade Show reception & Awards Presentation Jacqui Shumiatcher Room	
Friday September 27		
0745-0815	Breakfast and Registration	
0815-0915	Plenary Jacqui Shumiatcher Room Leadership Presentation Scott Francis PhD- Leadership Development Specialist	
0915-1000	Break in Trade Show Area Jacqui Shumiatcher Room	
1000-1050	Dr. Josh Buse PhD <i>Immuno-Assay Automation in a Rural Hospital</i> Jacqui Shumiatcher Room Sponsored by Radiometer	Dr. Kathy Malejczyk/Tracy Grund MLT <i>Susceptibility testing directly performed on bacteria from positive blood cultures- Pilot Project</i> Ontario/Quebec Room
1100-1150	Speaker TBA <i>"A Patient's Journey – Early Sepsis Indicator"</i> Jacqui Shumiatcher Room Sponsored by Beckman Coulter	Michael Grant Director of Marketing & Communications- CSMLS <i>Responsible Social Media</i> Quebec Room Sponsored by CSMLS
1150-1245	Lunch in Trade Show Area Jacqui Shumiatcher Room Trade Show closes at 1300	
1250-1330	Plenary Nicholas Popowich <i>'Breaking Down Barriers'</i> Ontario/Quebec Room	
1330-1415	SSMLT AGM	
1415-1430	Refreshment Break Jacqui Shumiatcher Room	
1430-1520	Dr. Donna Ledingham Coagulation Cases Jacqui Shumiatcher Room	SASWH <i>Violence in the workplace</i> Ontario/Quebec Room
1530-1620	Dr. Estée Benadé Hematology Case Studies Jacqui Shumiatcher Room	Dr. Jessica Minion Microbiology Topic-TBA Ontario/Quebec Room