

LABORATORY



Saskatchewan Society of Medical Laboratory Technologists

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I attended the CSMLS LABCON this past May as the SSMLT representative. I enjoyed the presentations and meeting fellow MLTs that are passionate about the work that we do and the patients that we serve. There was one thing that struck me is that the world is changing, tests that did not exist 5 years ago, now are readily available. Who would have imagined the automation and technology present in Transfusions and Microbiology to the extent we have, just 10 years ago. I think of our profession as 'Change Specialists' as we continue to learn and evolve with the technology and the ever changing workplace. We must always remember that we do our jobs for the benefit of the patients.

SSMLT has implemented several changes and priorities in 2019

Position Statement- The work environment is ever changing with different laboratory professionals being incorporated into the workplace. These include Phlebotomists, MLAs, CLXTs and degree persons. SSMLT is a regulatory body for MLTs only and as such has a responsibility to develop standard entry to practice, ongoing professional development and professional practice for MLTs. SSMLT issued a Position statement identifying the importance of both education and competency assessment for all laboratory professionals along with the professional liability obligations. Position statement was circulated to all members in spring 2019 and is on the [SSMLT website](#). It was also distributed to government ministries and employers.

Collaboration- SSMLT and the seven other MLT regulators in Canada became an incorporated group under the name Canadian Alliance of Medical Laboratory Professionals Regulators (CMLPR). The purpose of CAMLPR is to clarify a mutual understanding of the criteria for registration in each province in which medical laboratory technologists (MLTs) are regulated with a view to ensuring that all regulated MLTs have the same competencies at the entry to practice level regardless of which province they are first registered in or where they were trained, and that the public is, therefore, adequately protected.

Regulation- SSMLT bylaws were approved at the 2018 AGM and then were submitted to government for approval. Approval was received in April 2019 and SSMLT developed policies related to any bylaw changes. Some policies of interest to members may be the new general registration requirements effective December 1, 2019 which include: language requirements, criminal record check and government issued photo ID for all new applicants. These policies are posted on the [SSMLT website](#).

Education of Council- SSMLT's mandate is protection of the public through the regulation of MLTs. This concept of regulatory governance is often new to members of council. This year SSMLT sent 3 council members to Regulatory governance training in September in Regina. We are fortunate to be able to access this training in Saskatchewan in collaboration with the other 17 healthcare profession regulators (NIRO) in Saskatchewan.

Member Services- SSMLT conducted a member survey in 2018 to identify member CPE need. The responses were varied and highlighted the need for a multi-pronged approach. In May 2019, SSMLT provided a no-charge Telehealth/Webex that provided 2- 1 hour presentations. This had good uptake and we hope to provide another opportunity very soon. Given the limited funding and/or time off available for members to attend conferences, SSMLT council will be reviewing further opportunities.

Lastly, I encourage you step forward and volunteer for SSMLT council or committee. It is a great way to learn, grow and appreciate the regulatory process. It is just one small way that you can make a difference. SSMLT publishes these opportunities are listed within this newsletter and on the website.

I wish Ismaila Amusat best wishes in the role of President in 2020.

**Message from
SSMLT President:
Twyla Pearce**

2019 has passed at the 'speed of light'.

I would like to thank the hard working Council for their focus and determination to complete several key priorities that were required in 2019.

I was able to attend the CLEAR (Council on Licensure, Enforcement, and Regulation) conference in September in Minneapolis. This was an informative event and provided many new ideas and opportunities provided by speakers from North America, United Kingdom, Australia and New Zealand.

Conference content was developed by and for members of the regulatory community and focuses on four areas of inquiry:

- Compliance and Discipline
- Testing and Examinations
- Entry to Practice and Beyond
- Administration, Legislation and Policy

SSMLT has been working to develop a virtual reality clinical skills assessment tool to be used as an entry to practice requirement for new applicants that are re-entering practice, graduates from a non-accredited Canadian MLT program or were educated outside Canada. This concept would be to assess basic entry level clinical skills as it relates to entry to practice. To date we have initiated Hematology and Chemistry modules with funding provided by Ministry of Immigration and Career Training and Transfusions Science Module with funding provided by Canadian Blood Services 'BloodTechnet' grant. We will be continuing development of these modules and may be calling upon members to test the application throughout the process. As we develop this tool we will also be looking for opportunities to use portions of this tool as an educational resource to SSMLT members.

SSMLT welcomes other ideas for Continuing Professional Education delivery. We are working on some 'outreach' opportunities, by hosting a presentation at a location that can be recorded and accessible to members at their convenience.

We are working on Fall Conference 2020 and always welcome new ideas. Submit your topic of interest or speaker suggestions to me.

Just a reminder that SSMLT Council issued a [Call for nominations](#) for election to Council on page 5 of this issue. The deadline for election nomination forms to be received by the SSMLT is Friday March 6, 2020.

The SSMLT is looking for MLTs who will be effective Council members.

Their skills, traits, and knowledge should include:

- the ability to work with a group to make decisions
- the ability to understand and follow governance processes
- a willingness to devote time and effort to the work of the SSMLT and the Council
- good communication skills
- an understanding that the goal of the SSMLT is to serve and protect the public.

The CSMLS certification exam is now online with June 2019 being the first opportunity for the online format. As with any new technology, there were some challenges, however, CSMLS is working to mitigate those as they are identified.

SSMLT council will begin 2020 with a council meeting that includes a strategic plan for 2021-2023.

**Message from
SSMLT Executive Director:
Kim Deydey
Email: exec.dir@ssmlt.org**



2020 CONTINUING PROFESSIONAL EDUCATION (CPE) AUDIT

A statutory mandate of the SSMLT is to assure the public of the competence of our members. This is achieved, in part, by setting standards for continuing professional education (CPE) that may be offered by SSMLT, outside organizations or by employers. CPE credits are required of each member in order to be eligible for licence renewal. SSMLT monitors these programs to ensure members meet the standards.

To date, SSMLT has conducted audits retrospectively. At the end of a timeframe, SSMLT would randomly select members for audit. Those members would be contacted to submit their evidence for review.

New for 2020

Beginning January 2020, SSMLT will be piloting a proactive audit. Members will be randomly selected for audit, with those selected members to receive an alert when they attempt to enter the Continuing Professional Education Credits.

Following entry of the CPE credits you can either upload the evidence (transcript, attendance sheet, receipt etc.) or send via email. The pilot will be reviewed and if successful, it will be implemented eliminating the need for members that have been audited to keep audited records for 5 years.

Stay tuned for further details!

Interested in Hosting a CPE event?

SSMLT will be sponsoring some Continuing Professional Education opportunities. Would you like to host a 'Lunch & Learn' or have a 'Pizza Night' along with a Continuing Professional Education presentation?

If your facility or location would like to host an event; contact SSMLT by email at info@ssmlt.org

Provide some details such as a topic, date options, potential presenters and SSMLT will work with you to try to make it happen.

SSMLT Council meeting—September 28 Highlights

- Approved Minutes of the September 2019 Council meeting
- Received the monitoring reports from committees presented at AGM:
 - ◇ Counselling and Investigation Committee Report
 - ◇ Discipline Committee Report
- Received the Registration Report approved at AGM
- Received & Approved the Financial Report— year to date and year to year comparison
- Received the Reports from Outside Agencies: presented at AGM
 - ◇ CPSS Program Management Committee
 - ◇ Network of Inter-Professional Regulators
 - ◇ SK Polytechnic Program Advisory Committee
 - ◇ Canadian Alliance of Medical Laboratory Professional Regulators (CAMLPR)
- Received report from regulatory governance training conducted on September 24, 2019
- Provided recommendation for communication of General Requirements for membership
- Conducted review of Executive Director performance
- Strategized on delivery options for CPE sponsored by SSMLT

How to Navigate the Member Portal!

During the website refresh, several items were added to provide secure access to members only documents.

Instructions to access 'member only' items:

Login to member portal/select resources tab/ all locked items are members only. Here is a brief overview of what you can expect.

Member resources

- ◆ CPE & Practice Hours Requirements— information for members
- ◆ Scholarships— available scholarships
- ◆ Continuing Professional Education Links— opportunities for CPE
- ◆ Regulatory Links— links to other regulatory bodies
- ◆ FAQs — selection of frequently asked questions & responses

Member services

- ◆ Annual Renewal— instructions on renewal process
- ◆ Professional Liability Insurance (PLI)— overview
- ◆ Upgrade to Practicing— instructions for accessing
- ◆ Letter of Standing Request— required if moving to another province

Publications/Communication

- ◆ Annual Report— most recent years
- ◆ Newsletters— most recent years
- ◆ Position Statements
- ◆ Emails— emails sent to all members for reference

November is for Nominations

SSMLT is accepting Nominations for:

Vice-President—Term 2020-2023

Council members -Term 2020-2023 (2 vacancies)

The Council invites engaged, motivated MLTs to run for Council election. Professional Council members help shape the future of healthcare in Saskatchewan.

Time Commitment:

- 4 meetings a year. Typically 2 face-to-face and 2 by tele/video conference. Live meetings are typically Saturdays and teleconferences are weekday evenings.

- Assignment to an additional internal or external committee (1-2 meetings/year)

SSMLT provides council/board training as well as reimbursement for expenses.

Benefits:

What are the benefits involved with being a council member with SSMLT?

- Leadership skills

- Responsibility— approving entry-to-practice requirements

- Satisfaction in working with an energetic, committed team

- Attending special events

- Opportunity to collaborate with other MLTs and/or other Healthcare professionals

- Governance training and education

If you are interesting in any of the above positions email SSMLT at: info@ssmlt.org

Please use subject line "nomination".

We will be pleased to answer your questions or provide you with the nomination form.

Nominations received until March 13, 2020.

What's New



License Renewal Closes November 30th

Reminder:

Practicing and

Temporary Practicing Members!

Renew your license prior to November 30th

Members are required to ensure all information in their member profile is current.

Save The Date

2020 SSMLT Fall Conference

September 24 eve. & September 25
Western Development Museum, Saskatoon

September 2020

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

ATTN: Hotmail and Outlook users

Please add “@ssmlt.org” to your Safe Senders list to receive all emails from the Society. Without this step, you may only receive *some* SSMLT emails. Search online for “how to add to safe senders list in Hotmail/Outlook.”

It only takes a few minutes!

Do you know your SSMLT

Code of Ethics?

The mandate of the SSMLT is to ensure the members provide services in the public's interest. As it relates to a self-regulating professionals, the Code of Ethics describes the expected ethical obligations and principles that patients, the profession and the public believe will guide the professional conduct of all medical laboratory technologists (MLTs). The SSMLT Code of Ethics is obligatory for all members and serves to guide and direct the conduct and practice of our members. The Counselling & Investigation committee, investigates complaints of professional incompetence or misconduct and uses the Code of Ethics in complaint resolution or disciplinary hearing. This is enforceable under The Medical Laboratory Technologists Act. The Code of Ethics can be found within the [Regulatory Bylaws](#).



OFFICE CLOSURE

DEC. 21-JAN. 3 INCLUSIVE

Emails will be responded to within 3 business days

Email: info@ssmlt.org