

Under the Microscope



ALBERTA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Volume 3, Issue 3

October 2010

President's Message



I don't know what your destiny will be, but one thing I do know; the only ones among you who will be really happy are those who have sought and found how to serve.

-Albert Schweitzer

Having spent the last year in the role of President for the College, I have had the chance to gain a great deal of in-depth knowledge about the role of a regulatory College, and also why it is so important that we maintain our status as a self-regulating profession. As mandated by government legislation, the primary role of the College is public protection, nothing more, nothing less. This is a very stark, black and white, Machiavellian definition of why the College exists, but this truly is the definition of a regulatory body. However, there is much more to how we achieve the over-arching principle of public protection.

As a professional group, we have, and are members of, a tremendous organization that exists for the purpose of public protection and safety. A review of the

mission, vision, and value statements developed by College Council reveals the guiding principles by which all College activities are carried out. Through activities mandated via legislation, the College provides members with avenues to attain right to title and licensure on a specific register (General, Diagnostic Cytology, and Clinical Genetics), demonstrate minimum standards of competence, and adjudicate professional conduct. Collectively, these activities provide assurance to the public that individuals who have attained membership in this "exclusive" group are performing their professional duties in a manner that fosters public trust and confidence.

One of the primary responsibilities of the College that contributes to public protection is the Continuing Competence Program (CCP). This program provides evidence for the general public and government, that our profession takes continuing education and professional development very seriously. This is a mandated function as set out by the *Health Professions Act*; therefore, if the College cannot provide tangible evidence that its membership is competent, the College may lose the privilege of self-regulation and the government intervenes. The process of self-directed learning based on self-assessment was developed for and by members of the College, and government

(Continued on page 9)

Special points of interest:

- COUNCIL HIGHLIGHTS
- CCP CORNER
- VOLUNTEERS NEEDED
- ANSWERS TO YOUR QUESTIONS
- IMPORTANCE OF CSMLS MEMBERSHIP

Inside this issue:

CCP CORNER	2
RANDOM AUDIT PROCESS	4
ANNUAL REVIEW PROCESS	4
VOLUNTEERS REQUIRED	5
BALANCING COMPETING INTERESTS	7
CCP LINKED TO THE LAB	11

Under the Microscope

DID YOU KNOW?

- You can update your Learning Plan on-line between January 15 and September 1.
- You can take out an Associate membership while on leave from the College. This membership keeps you informed about College activities and initiatives and avoids the \$125.00 reinstatement fee upon returning as a practicing member! If you return mid-year to practice, you only pay the difference between the Associate and full standing MLT Practice Permit fee.
- Members can update their contact information (e.g. address, email, etc.) on-line at: www.acmlt.org.
- If you prefer hard-copy, the College can mail you *Under the Microscope*. Please contact us at acmlt@acmlt.org.



- If you need to change your learning plan due to unforeseen circumstances such as a change in your area of practice, contact our Manager of Professional Practice/Competence at deputyregistrar@acmlt.org for guidance.
- If a member retires and is called to audit, it is the member's professional responsibility to submit the required documents to ensure their member file is closed in good standing.
- There is a "cheat sheet" detailing various learning activities/documentation that can be used as Resources and Strategies on your Learning Plan. Check it out under Member Access — Continuing Competence Program — At a Glance

CCP Corner

My employer offers several continuing education opportunities, but why bother if it won't apply to my Learning Plan?

The College would never discourage a member from participating in any learning activity and encourages all members to take full advantage of any opportunity to increase competence or general awareness in the medical laboratory field.

The Continuing Competence Program (CCP) is based solely on a self assessment. The intent of the self assessment is to evaluate those areas that you are currently practicing in. Through this self assessment members determine those competencies which may need to be learned, improved, or enhanced. These identified competencies become the Learning Objectives of a Learning Plan which is required to fulfill government requirements. A Learning Plan is only a snapshot a member's annual learning, it by no means captures all professional development and continuing education that an MLT attains on an annual basis.

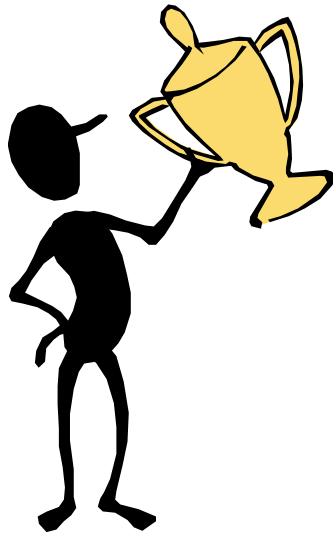
YOUR STAGE

College Professional Development Certificate Recipients

BOISVERT, Yvette
DAVIES, Dustin
FROUDE, Trevor
HALYK, Lois



HODGSON, Lydia
MCATHEY, Sharon
WALKER, Christine



Student Awards

- Kirsten Watkinson - SAIT MLA program

**AGM/PD
Symposium
Incentive Winner**

- Denise Vanson won \$150 off her 2011 MLT Practice Permit Dues.

Award of Merit

Deadline: June 1, 2011



Bursary Award

Deadline: Dec. 31, 2010



Award of Distinction

Deadline: June 1, 2011



For more information and application forms, visit our website under:
Member Access - Award Program

Under the Microscope

Annual Review Process

The annual review is applied to each MLT renewing their Practice Permit. The annual review is designed to ensure all MLTs have complied with the mandatory requirements of the Continuing Competence Program as legislated by the *Health Professions Act*. As such, the College is unable to issue a Practice Permit until a review of the member's documents has taken place. The annual review focuses on the completion and on-line submission of the following documents to the College:

- Practice Permit Renewal Form
- Learning Tutorial quiz (if applicable)
- Completed Learning Plan
- Area of Practice, Expertise, and Responsibility Form
- Annual Self-Assessment
- Learning Plan for the upcoming renewal year outlining 3-6 new learning objectives
- Continuing Competence Declaration

If during the review, omissions or errors with the above documents are noted, the College will request the member make the corrections and return the documents to the College before their application can be processed.

MLTs are required to keep copies of these documents as well as documentation of all learning activities, for a minimum of five years. In the event that you are audited and you need the College to retrieve information, a \$75 fee shall be applied. Should you encounter any difficulties during your renewal please contact the College for assistance.



Random Audit Process

To ensure the integrity of the Continuing Competence Program (CCP), the government mandates that the College randomly select a percentage of MLTs each year for audit. Members may be called to produce documents for one, and up to five of the previous years. If called to audit, an MLT will receive a registered letter outlining the documentation required for the process. These are the same documents you are required to print and keep at the time of renewal, along with the supporting documentation of your learning activities.

You will also need to provide a completed *Recording Log Sheet*. This form is available on-line or from your CCP binder. You are welcome to provide your own method of recording as long as it includes all the necessary information. In either case, your documentation needs to be in chronological order and easily cross referenced with your completed Learning Plan. You will be given a 30 day deadline to submit the required documents to the College.

The College Continuing Competence Committee (CCC) will review your submitted documents and determine if you have complied with the requirements of the CCP. Once deemed successful, you will be sent a letter indicating you have passed the audit. If the CCC determines that your submission is incomplete, you will receive a letter outlining what is required to complete your audit. These requirements will need to be corrected and forwarded back to the College within 30 days.

It is the intent of the College to ensure transparency of both the annual review and random audit processes. Should you have any comments or concerns please contact deputyregistrar@acmlt.org.

College Volunteers Required

Do you wish to meet new people?

Do you want to acquire some new communication and leadership skills?

Do you want to make a difference?

There are several opportunities available to members to volunteer with their College:

- Council
- Registration Committee
- Continuing Competence Committee

To ensure continuity and overlap of volunteers, Council staggers appointments to regulatory and member service committees.

Members interested in volunteering for any of the above College committees, and who would like additional information regarding volunteer roles and responsibilities, may contact the office at info@acmlt.org or log onto the College Website at www.acmlt.org to access information. A Volunteer Handbook and Resource Form can be found on the website under Member Access > Volunteering



with the College. Terms of Reference for the positions of interest may also be requested from the office.

Volunteer vacancies will also be posted on the College Website for member's information. Vacant positions are typically filled just prior to year end (Dec 31) but may also be filled throughout the year as needed.

All Volunteer appointments must be approved by College Council in accordance with Council Process Policies.

Come volunteer - grow personally, contribute to your College, and make a difference !!



Under the Microscope

Upcoming Events

- BCSLS - Congress 2010 September 30 - October 3 in Sidney, BC
- CSMLS - Congress 2011 June 10-13, 2011 in Halifax, NS



Importance of CSMLS Membership

There is no such thing as value in this world.
You can only estimate what a thing is worth to you.
- Charles Warner

At our Annual General Meeting/Professional Development Symposium on September 25, 2010, multiple members informed the College that a recent communication from Alberta Health Services (AHS) stated that membership with the CSMLS was not required for employment in Alberta. The memo did outline some of the benefits of CSMLS membership; nonetheless it appears that many MLTs/MLAs have been discouraged from maintaining their affiliation with the CSMLS.

The College feels there is tremendous value in CSMLS membership and strongly encourages our members either maintain or initiate a membership with the CSMLS. The College supports CSMLS membership solely for the benefit of our members as we have no political, financial, or economic gain from taking this stance. The CSMLS promotes, maintains, and protects the professional identity and interests of medical laboratory professionals in situations that may be in conflict with the mandate of a regulatory College whose mandate is public protection, not membership promotion.

CSMLS membership provides the following:

- awards
- student scholarships
- grants for continuing education and professional development
- grants to attend Congress (LABCON)
- relevant and timely courses that can be applied to the Continuing Competence Program or meet conditions on practice permits for those re-entering the profession

- advocacy
- professional liability insurance and legal defense coverage

One of the most important benefits of CSMLS membership is the low cost professional liability and legal defense coverage. Professional liability insurance (PLI) provides coverage for civil litigation arising from malpractice in your role as an MLT or MLA. Legal defense insurance pays for the cost of legal representation in the event that you are called to appear as a witness (in your capacity as an MLT/MLA), at a coroner's inquest or civil proceeding, and it provides coverage for legal defense costs for disciplinary hearings before a regulatory body, and proceedings in criminal court upon a not guilty finding. With the rise of complaints of unprofessional conduct our College has experienced over the past years, every practicing MLT/MLA should have this insurance as it is not provided by your employer or the College.

Some provinces, such as New Brunswick, have legislation in place that mandates all practicing MLTs/MLAs must have CSMLS memberships before they can seek employment. In Alberta, our legislation only stipulates that MLTs must have registration and a valid practice permit from the College as a condition of employment. As laboratory professionals, we shouldn't require government legislation to highlight the importance and worth of CSMLS membership . . . we should recognize these ourselves.

Lori Kmet, MLT, BSc (MLS), MBA
Executive Director/Registrar/Complaints Director

Balancing Competing Interests by Richard Steinecke

Most health science students are required to take some social science or humanity courses at university. These studies are of the most benefit to health practitioners like Medical Laboratory Technologists. As professionals, MLTs will occasionally face ambiguous and imprecise circumstances requiring a different type of analysis than is needed on the bench.

A physician calls asking for some samples to be prioritized beyond that provided by the usual policies of the lab. The first relates to a client who is suffering pain which cannot be treated until the lab rules out an unlikely diagnosis. There is no risk of permanent damage to the client. The second sample involves a suspected cancer for a relative of a manager at the lab. The client is under significant emotional stress awaiting the outcome of the test. The third sample involves a client that the physician believes has no significant problem. However, the physician cannot leave for her long week-end until the results come back. She wants to beat the rush.

Not surprisingly, science and statistics courses offer little assistance in balancing the competing interests raised by this three-pronged request. Perhaps the simplest solution is to never bend the rules regardless of the impact that this might have on the client, your physician colleague, and your laboratory colleagues. However, in a public health sys-

tem there is constant pressure to reshuffle priorities on considerations other than money. The competing interests are often not directly comparable. That is where one's professionalism, in the broadest sense of that term, comes in to play. In these situations, all of one's life experiences, including that philosophy course at university, can help one find least unacceptable balance.



In the above example, it is crucial to understand not only the content of the lab rule or policy in issue, but also its underlying purpose, the importance to the credibility of the health system of not showing favourites along with the importance of the competing interests. Reasonable people could disagree on the most appropriate decision in some of these scenarios. Some of the ethical issues arising from the above example only arise because most laboratory services are publicly funded. Public

funding of the health care system places a higher duty upon MLT's to carry out their professional obligations in a professional manner.

A colleague, who is a practical joker, engages in horseplay that accidentally puts a machine out of commission for two hours. You help fix it. However, some pressing laboratory results were delayed. In your practice setting that means that client care could have

been compromised. Do you have a duty to report the incident? Does it matter whether or not you work in a unionized laboratory? Does it matter whether you believe that because of personality clashes, the manager will likely over-react to the report? Does it matter that you and your colleague are both competing for a position that you really want? Does it matter that the only way to cover up the incident is to make some false en-

tries in the equipment record for the machine?

This scenario again illustrates the very difficult task that is involved in balancing competing interests (in this case to one's colleague, one's clients, one's employer, one's profession and oneself). The scenario also indicates that motivation is often a relevant consideration in balancing the competing interests. Being a professional sometimes means taking action that you would prefer not to take

(Continued on page 8)

Under the Microscope

(Continued from page 7)

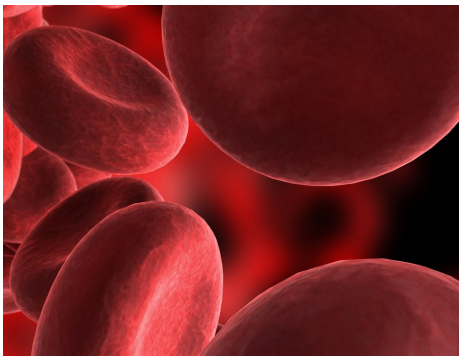
and which will cause you some personal distress.

You are on the strategic planning committee for your laboratory. The Director has come up with a proposal to use some of the laboratory equipment for the testing of clinical trial samples. The difficulty is that several tests must be completed on the day shift, on a very expensive instrument of which there is only one. This would delay the reporting of patient results due to the additional work. It would mean; however, significant additional revenue for the lab, some of which would be used to purchase other needed equipment. You are asked for your opinion.

A public health system means that MLTs act in the public interest; however, the public interest is not entirely obvious in many situations. In the above scenario, the MLT is not the decision maker. So his or her contribution would be in terms of advocating for an appropriate resolution that balances the competing interests including giving appropriate weight to the financial interests of his or her employer.

A public health system and the public interest requires an acute sense of professionalism, not just good technical skills.

Reprinted with permission from Richard Steinecke of Steinecke Maciura LeBlanc and the College of Medical Laboratory Technologists of Ontario.



BUILD YOUR SKILLS

PART-TIME COURSES FOR MEDICAL LAB PROFESSIONALS

NAIT Continuing Education offers a broad range of courses for the high-demand health sciences professions. Leading-edge training keeps you at the top of your field, while flexible delivery options let you juggle the demands of a busy life with your education.

In addition to the courses listed below, NAIT now offers a series of courses in Transfusion Medicine and topics in Genetics.

PHLEBOTOMY (VENIPUNCTURE) WORKSHOP FOR HEALTH CARE PROFESSIONALS [ML500]

Oct 23 & 24, 2010 | Jan 15 & 16, 2011 | \$475

NEW ENDOCRINOLOGY [ML850]

10 hours | See www.nait.ca/ConEd for course dates & tuition

NEW LIPIDS [ML851]

10 hours | See www.nait.ca/ConEd for course dates & tuition

NEW THERAPEUTIC DRUG MONITORING [ML852]

10 hours | See www.nait.ca/ConEd for course dates & tuition

NEW TOXICOLOGY [ML853]

10 hours | See www.nait.ca/ConEd for course dates & tuition

Download a Continuing Education calendar at www.nait.ca/ContinuingEducation

For more information or to register, call 780.471.6248



President's Message continued

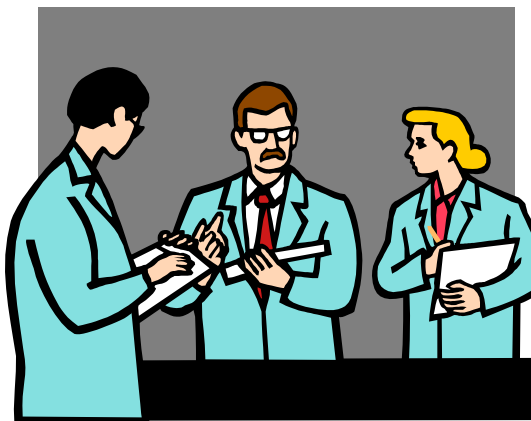
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was only a consultative partner. The end product is the collective work of our membership that meets government guidelines and standards. Our CCP model is now being sought out by Colleges across the country as a template for their mandatory continuing education monitoring programs. We should feel a great sense of professional pride and accomplishment as a profession knowing we are the gatekeepers of this expertise and knowledge.

Participation in the CCP is a requirement for College members, but the College also provides recognition for those furthering their education and maintaining or expanding their areas of competence, thus contributing to public safety and protection. You may ask how this is achieved as recognition would appear to be acknowledgement of individual achievement rather than something that benefits the general public? In fact, continuing education supported by the College, along with other professional development opportunities and bur-saries/awards for students encourage all MLTs to better themselves and further develop their skill set and knowledge base. In summary, this encourages us to become better technologists. It can be viewed as a self-serving

opportunity to encourage individuals to strive for more, and as a by-product the support we provide to coworkers and the quality of services we provide to patients is improved . . . the public is afforded protection and so are our College members.

As I have outlined at the beginning of my article, we are members of the College because we must maintain membership if we wish to practice as an MLT in Alberta. But, we should see more



value in belonging to the College than just a necessary evil to work. I do see evidence of professional pride from the general membership and the role of volunteers is one example. Volunteerism has played a strong role in our College as far back as the initial development of our first College policies and bylaws. Volunteers also play an integral role in our committees as set out in legislation, such as the Continuing Competence Committee, Registration Committee, and the regulated

members that volunteer their time to sit on Hearing Tribunals to adjudicate matters of unprofessional conduct. The more than 40 individuals that volunteer with the College demonstrate pride in their profession and the importance of maintaining self-regulation.

In my workplace, I witness individuals going over and above on a daily basis to ensure the patient comes first. I see individuals applying their skills and knowledge to their utmost potential and treating patient results as if they are those of a family member. Through contacts I have with individuals from other hospitals, larger centers in the province, or those from smaller rural facilities, I get the distinct impression these members have a great deal of pride in their chosen profession. Professional pride and integrity is unmistakable and provides inspiration for all to believe that we deserve to take a moment and feel good about whom we are and what we do . . . to remind ourselves that our profession is important. The public puts their trust in our members' hands each day with the belief that their interest is protected by the College and ultimately by College members.

This pride drives our members and reinforces the importance of

(Continued on page 15)

Under the Microscope



SAIT Polytechnic offers multiple Continuing Education and Professional Development courses to prepare professionals for the challenges and changes in public health. Expand your knowledge and upgrade your skills with these new Distance Education courses:

Research Methodologies (MEDL-115): Learn research methodologies and skills for critiquing research reports

Lab Results Correlation (MEDL-125): Study the role of the laboratory in disease diagnosis and management

REGISTER TODAY BY CALLING 1.877.284.7248



Council Highlights:

The following highlights and summarizes key discussions/decisions of Council that may be of interest to members of the College and key stakeholders:

- Approved funding to Student Endowment Awards
- Hired a professional parliamentarian for the Annual General Meeting
- Reviewed the College's position on pro-rating of MLT Practice Permit dues. No changes approved. Pro-rating only applies to initial applications and reinstating members.



Continuing Competence Program . . . Linked to the Lab

Have you ever had to reject a specimen that had been improperly collected or requisitioned? Why did you reject it? What's the worst that could happen? It takes a lot less time to analyze a mislabeled sample than it does to call the station (if it is even listed), request a recollection, get ridiculed for inconveniencing someone to reorder the test, wait for the recollection, and then finally receive the new specimen . . . all along the physician is wondering why the lab is taking so long to get a result. The laboratory sets very high standards for specimen acceptance criteria for many reasons, but ultimately it is to ensure the utmost safety of our patients. The Continuing Competence Program (CCP) has been developed in much the same way. The *Health Professions Act* requires all regulated health professions to have a credible, accountable, and formal means of assessing and reporting the continuing education of its members. MLTs are required to comply with the program requirements as a measure to ensure all MLTs working in Alberta are providing quality patient care. The program requires members submit an annual Learning Plan which identifies areas of improvement based on completion of a self-assessment. The Learning Plan must contain:

1. Learning Objectives

(minimum of three to a maximum of six) – These learning objectives are developed from the Self Assessment and identify

areas of development and learning, or areas of interest related to your area of practice. Consider your learning objectives the “**what**” you are planning to learn. Your learning objectives need to be clearly stated (avoiding abbreviations) and should be realistic and attainable within the year.

2. Resources and Strategies -

These are the learning activities you plan to undertake to satisfy the learning objectives. In other words, they are “**how**” you plan to fulfill your learning objectives. Examples of learning activities are literature, courses, conventions, policies, procedures, and research. For a full listing of approved learning activities please refer to Member Services — CCP — At A Glance

3. Target date -

You need to provide the College with the projected date of completion. The College recognizes learning activities that occur from September 1, 2010 to December 31, 2011. At least one target date must occur in the registration year for which the MLT Practice Permit is issued.

If any errors or omissions are noted during the annual review process, the College will request the member make the corrections and return the documents to the College before their application can be processed. No

matter how inconsequential these requirements may seem, College policy and legislation dictate that the College must receive all members' required CCP information before a Practice Permit may be granted. Enforcement through legislation is the government's mechanism to assure the public that all MLTs have complied with the annual competence standards.

MLTs have a long and proud history of providing safe and quality patient services. Measures to ensure patient safety and protection may be reflected in the specimen collection and acceptance policies of your employer or in the College Continuing Competence Program. In either case, both are in place to uphold high standards in quality patient care.

Larissa Fadish, MLT
Manager of Professional Practice and Competence/Deputy Registrar



Answers to Your Questions from the Open Forum at the PD Symposium/AGM

Q. Please compare the ACMLT fees to other provinces.

A. When the College increased MLT Practice Permit dues in 2009 it considered dues/fees of other provincial MLT regulatory Colleges and other Alberta health-related professional Colleges. Currently, our College Practice Permit dues are the highest in Canada, but

our MLTs are also the top earning MLTs across the country due to their Collective Bargaining Agreements. Our Practice Permits dues are the median of all Alberta regulatory healthcare Colleges. If you consider that a professional golfer pays \$1500 for the right of title

“professional golfer”, our College dues of \$590 are not unreasonable. A professional golfer contributes to society and the lighter side of life; however, they do not impact patient wellbeing, nor can their profession save a life.

Q. How many paid staff at the ACMLT? How did it increase since the start?

A. The College has four paid staff and one contract employee. The College staff consists of:

- Executive Director/Registrar/Complaints Director
- Manager of Professional

Practice & Competence/Deputy Registrar

- Executive Assistant
- Finance Manager

The College contracts the position of Hearings Director. The College had 6.0 FTE in 2008 and decreased to 4.0

FTE in 2009. The College has experience with the adage “do more with less”. The College continues to perform the same functions and meets all regulatory obligations and timelines with two less staff positions.

Q. Why are our fees so high? Where does the cost benefit me?

A. A professional regulatory body is a self-sustaining entity and must charge appropriately to cover operating costs. The College is a not-for-profit organization so our goal is cost recovery and a stable financial position, but not to profit from our members. In 2008, our College experienced a dramatic rise in the number of complaints of unprofessional conduct and as a result, Practice Permit dues increased to cover associated legal costs. The College continues to experience an increase in the number of com-

plaints and complexity of cases of unprofessional conduct, so there is always the potential for another increase at some time in the future.

The College exists as a quasi-extension of government as we are bound by legislation and our primary role is protection of the public. A self-regulating College is beneficial to members as it is governed (e.g. College Council) and staffed by other MLTs who have a keen understanding of the role of an MLT. Although the College mandate is public protection

and safety, College Council and staff try to balance interests of the public and our members whenever possible so that decisions made are in the best interests of both parties. Some may not see self-regulation as a benefit and privilege until it is taken away. The legal profession in England has lost the right to self-regulation and now has administrators and bureaucrats leading their professional College . . . individuals that know nothing about law and the profession.

Answers to Your Questions from the Open Forum at the PD Symposium/AGM

Q. Can you provide tips to pass the Continuing Competence Program audit (e.g. type of paperwork and documentation)? Can you print these in our newsletter?

A. The College Continuing Competence Program binder contains a document in section 5 that outlines the informal and formal learning activities that can be applied to your annual Learning Plan and the specific documentation required to satisfy an audit. Many members are surprised when they review this document and determine that they do not need to retain

a large amount of paper in the event they are audited. Sometimes it is as simple as retaining a certificate of participation in a meeting, a copy of a publication title page listing the author and date, or the date, type, and length of time (hours) for annual review of a workplace manual. The College reviews and updates this document annually so please refer

to the website under Member Services > Continuing Competence Program > At a Glance > Approved Learning Activities and Documentation for the most current version. This document is four pages in length so we would not routinely print it in *Under the Microscope*, but there is reference to it in the October 2010 issue.

Q. What role does the ACMLT play if I had a dispute/confrontation with an employer where I felt I required additional support?

A. The College does not have jurisdiction in matters of this nature as this is an employee-employer issue. The Health Sciences Association of Alberta (HSAA) would play a role if you had a dispute with your employer. If the dispute with an employer has a direct impact on patient

safety and public protection, this is a matter for the College, but only if the individual against whom the complaint is directed is another regulated member does the College have jurisdiction. If a member wishes to file a formal complaint

against an employer (MLT), they must do so in writing and the complaint must be signed. Under the *Health Professions Act*, the Complaints Director must then act on the complaint within 30 days.

Q. Can someone justify why there is an increase in spending in the ACMLT communication budget?

A. The College has allocated funding to the communication budget to allow for redevelopment of the College website. Electronic media is the most used form of communication and one of the most efficient and cost effective ways to reach the public and our mem-

bers. The College has received complaints from many members that the site is not user friendly. We have also had complaints from the public and MLT students that they do not have access to information that is contained on the "members only" side. The College man-

date is public protection so we should be transparent in all our activities and programs. The College will be working with a consultant to redevelop the website and a new format is targeted for release fall of 2011.

Answers to Your Questions from the Open Forum at the PD Symposium/AGM

Q. Can we use attendance at the AGM as one of our learning objectives?

A. Absolutely, you can use the AGM/Professional Development Symposium as a learning objective on your annual learning plan. The College honors learning activities beginning September 1 to December 31 of a membership year. At least one of your learning objectives must be completed in the membership year for which the Practice Permit is issued. For example, on your 2011 learning plan, you can complete two learning objectives in the fall of 2010, but at least one learning objective must be completed in 2011.

Q. If I need legal representation due to a work complaint against me would the ACMLT have my back and assist me?

A. The College does not provide Professional Liability Insurance (PLI) or legal defense coverage for our members. CSMLS membership provides MLTs with professional liability and legal defense coverage. PLI provides coverage for civil litigation arising from malpractice in your role as an MLT or MLA. Legal defense insurance pays for the cost of legal representation in the event that you are called to appear as a witness (in your capacity as an MLT/MLA), at a coroner's inquest or civil proceeding, and it provides coverage for legal defense costs for disciplinary hearings before a regulatory body, and proceedings in criminal court upon a not guilty finding.

Q. Can we bring back a continuing education committee?

A. College Council can give consideration to this request if there are a sufficient number of members interested in volunteering with the College. Currently, the College has three vacancies on the Continuing Competence Committee and four vacancies on the Registration Committee. Volunteer support and interest is essential in ensuring viability of the College. The College does post links to many continuing education institutions on the website. Some of the institutions listed are NAIT, SAIT, CSMLS, Michener Institute, and BCSLS.

Q. It seems the ACMLT has discontinued the practice of inviting NAIT/SAIT students as guests to Council meetings. What was the rationale for this decision?

A. There have been many transitions in staffing at the College over the previous two years. This practice was not purposefully abandoned by the College as there is great value in introducing our future MLTs to the College, its Council, and the role of a regulatory body. The College will institute this practice for 2011 and formally invite MLT students to attend meetings of Council.

Mission:

To ensure public protection through the regulation of Medical Laboratory Technologists and to provide leadership for the advancement of the profession

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Edmonton AB T6E 5A6
Phone: 1-800-265-9351
Fax: 780-437-1442
E-mail: info@acmlt.org



Calgary Laboratory Services

Putting the “care”
back in healthcare.



Calgary Laboratory Services (CLS), a wholly owned subsidiary of Alberta Health Services, provides leading-edge laboratory services that help diagnose, treat and monitor the health of more than a million patients annually. Every day, nurses, physicians and other medical workers depend on CLS staff to perform tests on body fluids, interpret the results, and help provide a complete picture of a patient's health.

CLS is one of the largest multi-site integrated urban laboratory systems in North America. Functioning in four acute care hospitals, 18 Patient Service Centers, and a leading edge Diagnostic and Scientific Centre, CLS performs more than 21 million tests annually.

For more information, visit our website: www.calgarylabservices.com



(Continued from page 9)

self regulation. We understand as a group what our role is in the provision of health care and where we have the greatest impact. We also understand, collectively and individually, what works in terms of ensuring we are doing what is necessary to protect the “public interest”. Pride in our profession keep our profession strong. Without the guidance of the College to navigate legislation and oversee that our mandated responsibilities are fulfilled, we could lose the ability to regulate our profession.

When I observe the commitment of the membership in lending their knowledge, skills, expertise and time to ensure we fulfill our fiduciary commitments as a regulatory body, it makes me proud to have had the privilege to serve as the President of the College for 2010.

Respectfully submitted,
Darcy Gara, MLT
2010 President



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.