

Under the Microscope



ALBERTA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Volume 5, Issue 1

February 2012

President's Message



As 2012 dawns we acknowledge the ACMLT's 10th anniversary and take the opportunity to reflect on our past and our future. With the enactment of the *Health Professions Act (HPA)*, the

former Alberta Society of Medical Laboratory Technologists (ASMLT) became a regulated profession; a College tasked with the seemingly simple goal of protecting the public. It was not clear how this change would affect MLTs at the grass roots level, so for this reason and to respect our organizational roots, the change in our name was kept simple changing only from a society to a College and thus the ACMLT was born.

Over the past decade we have learned and adapted to the realities of legislation and how it has shaped our organization. Advocacy for the membership and the profession was the genesis of our society. However, we have struggled to support this tenet, due to perceived and sometimes real conflicts of interest, in the face of our legal obligations as a self-regulating profession protecting the public interest. In an article in the October 2011 issue of *Under the Microscope*, I admitted I have had a paradigm shift in my belief as to what a regulated health profession can and ought to do on behalf of its members. I have come to the realization the College cannot advocate

on behalf of its members or the profession in any meaningful way, whereby the authority to collect annual dues lies in a mandate of public protection, not advocacy. With this in mind and recognizing nomenclature is important in communicating and differentiating new ideas to promote understanding, College Council has agreed in principle to change the name of our College to the *College of Medical Laboratory Technologists of Alberta* or the CMLTA. The name change is not intended to be trivial and serves as a reminder of the purpose and focus of the organization under the HPA - to protect the public and act as the arbiter of standards to which all Medical Laboratory Technologists must meet to achieve this end.

So as we mature as a College and define our role, the question now becomes "how can we as professional practitioners advocate for ourselves?". The answer seems obvious...join our national professional association – the Canadian Society for Medical Laboratory Science (CSMLS). The CSMLS offers a multitude of member benefits and advocacy is without question is one of their most valuable offerings. The voice of the CSMLS would be heard louder and stronger with additional membership from Alberta. Currently, approximately only 40% of MLTs in our province support the CSMLS and maintain membership to access education, Professional Liability Insurance (PLI) and legal defence coverage, financial assistance, and advocacy efforts. I would encourage all MLTs to assess the positive aspects of CSMLS

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Mission:

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

Under the Microscope

YOU BE THE JUDGE

You notice your co-worker is having difficulties reviewing abnormal red cell morphologies on peripheral blood smears. You offer some assistance, but your co-worker is insulted since they have been an MLT for 20 years.

On a coffee break you overhear your co-worker sharing her Learning Objectives for her 2012 Learning Plan – (1) locate the fire alarm pull stations; (2) enhance knowledge to effectively disinfect the work area; and (3) perform internet research on radioactive spills.

Ask Yourself....

1. Does your co-worker's Learning Plan meet the legislated requirements for the Continuing Competence Program?
2. Does your co-worker's Learning Plan illustrate a true commitment maintaining/increasing competence in MLT professional practice?
3. Does your co-worker's Learning Plan depict an individual who takes pride in their profession?
4. Does your co-worker's Learning Plan represent an individual who views continuing learning as an ethical and professional obligation?
5. Does your co-worker's Learning Plan contribute to patient safety?
6. Does your co-worker's Learning Plan represent a professional you would want to work alongside?

COLLEGE VOLUNTEER RETIREMENTS

The College would like to thank the following volunteers who completed their term December 31, 2011:

- Camille Bailer—Registration Committee
- Maureen Bechtold—Continuing Competence Committee
- Sandra Breckenridge—Continuing Competence Committee
- Christine Choma—Continuing Competence Committee
- Darcy Gara—Council Presidential Chain
- Edwina Giesbrecht—Continuing Competence Committee
- Natalia McNeil—Continuing Competence Committee
- Jennifer McPhee—Registration Committee
- Krista Patriquin—Council on National Certification
- Myron Pilip—CSMLS Marketing & Communications Representative
- Catherine Pon—Registration Committee
- Keith Steinbach—Continuing Competence Committee
- Debora VanLanduyt—Continuing Competence Committee
- Judy Welke—Council and Legislation Sub-Committee

*THANK
you*

Student Endowment Award

- Tasha Hart—
University of Alberta
Medical Laboratory
Science



Award of Distinction

Deadline: June 1, 2012



Award of Merit

Deadline: June 1, 2012



Bursary Award

Deadline: Dec. 31, 2012



For more information
and application
forms, visit our web-
site under:

[http://acmlt.org/
home/awards-
program/](http://acmlt.org/home/awards-program/)

College Professional Development Certificate Recipients

BERRY, Lori-Lynn	EPP, Sheila
HAGEL, Glenda	KOLODKA, Dione
KASTNER, Lorraine	LESMEISTER, Sherry
LUCKWELL, Jodi	McKAY, Holly
NIOSI, Marilyn	STARK, Glenda

Council Highlights from November 2011

- Endorsed new Continuing Competence Program Handbook for print and membership distribution
- Endorsed revisions to the MLT Standards of Practice - pending Minister of Health approval
- Endorsed revisions to the MLT Code of Ethics
- Approved annual College meeting schedule for Council and Committees
- Approved College financial budget for 2012 and projected budgets for 2013 and 2014
- Endorsed revisions to College policies, including College mission, vision, and core values
- Approved 2011 AGM minutes for membership distribution and approval
- Approved 2012 - 2014 College Strategic Plan

Meet Your New Councilors



Cody Mah, MLT

Cody graduated from the University of Alberta in 2006 with his BSc in Biology. He later went on to complete his MLT education at NAIT in 2008. After graduation he was hired in the Histology department at DynaLIFE Diagnostics. Cody recently accepted an employment opportunity with Somagen Diagnostics as an Applications Specialist. Cody is the Technical Specialist for electrophoresis, hemoglobin A1c, and allergy testing for western Canada. Cody has been elected for a three-year term on Council.



Donna Marquardt, MLT

Donna graduated from the Medical Laboratory Technology program at NAIT in 1988 and completed the University of British Columbia Medical Laboratory Science program in 1991. Donna volunteered with the former ASMLT as a Communications Committee member and also with other professional committees in other fields. Donna has worked in various laboratories in Alberta as well as an FDA regulated environment and hospital laboratories in the United States. In 2000, Donna obtained a diploma in Electronics Engineering Technology and has since owned and operated a business and worked in sales. In 2007, Donna returned to work as a Medical Laboratory Technologist with Alberta Health Services. Donna enjoys public speaking and is looking forward to learning new knowledge and sharing her experiences with College Council in her three-year term.

MLA Representative on Council Required

Council currently has a vacancy for an MLA Representative. The MLA Representative on College Council:

- Represents the views of the voluntary MLA Membership
- Advises Council on all matters pertaining to MLAs
- Advises Council on other matters at the discretion of Council
- Serves on committees as appointed by Council
- Submits reports and articles pertaining to MLAs as requested by Council

If you are interested, please submit a Volunteer Resource Form to the College office. Forms can be found on our website at: <http://acmlt.org/home/about/volunteer/>

Honorary Member



Lois Berg began her long and rewarding MLT career in 1970 as a member of SAIT's first graduating class. Lois worked at many facilities throughout Alberta, including Calgary Medical Laboratories, Dr. S Hanson & Associates, and hospital laboratories in Edson, Didsbury, Fort McMurray, Lac la Biche, and Red Deer. In October 2009, Lois retired and moved to Kelowna, BC with her husband Allan where they enjoy the beautiful weather, golf, wineries, and family, including two granddaughters. They are also avid travelers and spend time in Belize/Honduras in the winter.

Lois has a long-standing volunteer history with many professional organizations, including the ASMLT, ACMLT, and the CSMLS. She was a founding member of the Ft. McMurray Academy and assisted in planning a provincial convention. She served on the ASMLT/ACMLT Council as a member of the ASMLT/ACMLT Presidential Chain (2000-2002). She

served as a member of various ASMLT/ACMLT Committees (1997-2007) – Legislative Change Committee, MLT Standards of Practice Development Committee, Registration Committee, Continuing Competence Steering Committee, Restricted Activities Task Force, and the Ad Hoc Committee for the Substantial Equivalency Provision pursuant to the *Health Professions Act*. Lois has also volunteered with the CSMLS and served on the Council of National Certification for three years and represented Alberta on the Council of Presidents.

Throughout her 39 year career as an MLT, Lois has facilitated and initiated many laboratory projects and initiatives, often working with other health care professionals outside the laboratory environment. She was responsible for the implementation/maintenance of many quality improvement initiatives, such as LEAN, phlebotomy competence assessments, a positive patient identification system, and the development of safety manuals and WHMIS in-house training protocols.

Lois has demonstrated a life-long commitment to learning and professional growth and regularly attended provincial ASMLT/ACMLT conventions, CSMLS Congress, and Lab Leadership conferences. She enjoyed sharing her knowledge with others and taught/mentored MLT students, peers, and nursing staff. Lois presented at career fairs, junior achievement education days, NMLW, and Rotary clubs. She was also instrumental in discussions to create an MLA training program at Red Deer College in 2010.

Lois has had a remarkably rewarding and fulfilling career as an MLT. She has benefitted personally and professionally meeting and working with many outstanding individuals and has formed many long-lasting friendships inside the laboratory. She encourages members to take an interest in their regulatory body and professional association . . . be aware . . . be involved . . . be a leader.

Lois is only the second recipient of an Honorary College membership and is humbled by this prestigious honour and truly appreciative of this recognition.

Hearing Tribunal Decisions



The following Hearing Tribunal proceedings were held and written Hearing Tribunal decisions were rendered in 2011. 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 5

A Hearing Tribunal made two findings of unprofessional conduct against a member who demonstrated an inability to perform basic Medical Laboratory Technologist duties with the required minimum independence and accuracy and failed to perform the following basic medical laboratory procedures to minimum acceptable standards: specimen labelling; specimen tracking, identification of peripheral blood smear red and white cell morphologies; identification of normal and abnormal cells in manual differentials; and processing of specimens utilizing automated hematology and coagulation analyzers. The member admitted to the unprofessional conduct and signed an Agreed Statement of Facts and a Joint Submission on Penalty in conjunction with the College. The Hearing Tribunal ordered fines in the amount of \$750 and in the event the member secures MLT employment, the College's Complaints Director is to receive written performance evaluations at 60 and 90 day intervals from the employer.

Case 6

A Hearing Tribunal made two findings of unprofessional conduct against a member who failed to demonstrate basic Medical Laboratory Technologist skills, knowledge, and abilities necessary to perform medical laboratory procedures in accordance with the College of Physicians and Surgeons of Alberta (CPSA) accreditation standards and who demonstrated unsatisfactory inter-personal and communication skills. The member admitted to the unprofessional conduct and signed an Agreed Statement of Facts and a Joint Submission on Penalty in conjunction with the College. The Hearing Tribunal ordered fines in the amount of \$1000, completion of a formal medical laboratory science course in an area of professional practice, and completion of a professional ethics course within six months of the date of service of the Hearing Tribunal order.

President's Message

(Continued from page 1)

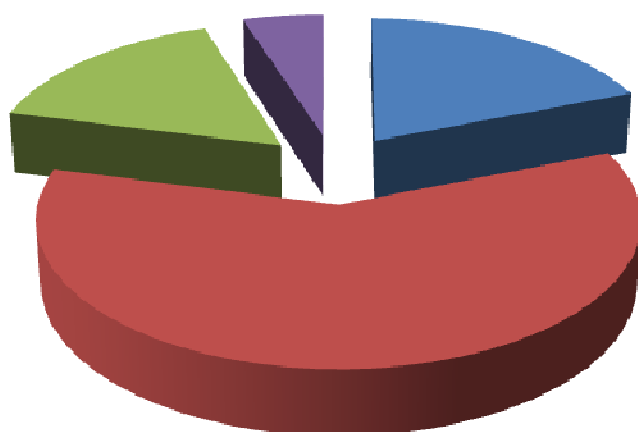
membership. New leadership at the national level also holds promise and renewal opportunities for the development of continuing education resources for all medical laboratory professionals and the consolidation of our advocacy goals on a national stage.

So with a name change and a clear focus on the goals of the CMLTA comes the opportunity for further discussion on the development of local and provincial advocacy groups in our communities. Should a "society" (ASMLT or another acronym) addressing local, regional, or provincial advocacy rise like a phoenix in a grassroots initiative to be whatever we want it to be? I certainly think it's worth the discussion and there may even be an avenue for the CMLTA to participate.

2012 is shaping up to be a very interesting year!

Respectfully submitted,
Dan Woods, MLT
2012 President

2012 MLT Practice Permit Renewal Information by Date



- 19% renewed between September 15 and October 15, 2011
- 60% renewed between October 16 - 31, 2011
- 16% renewed between November 1 - 30, 2011
- 5% renewed between December 1 - 31, 2011

As of December 31, 2011, 5% of members did not renew.

Under the Microscope

A Decade of Evolution

Change can be defined as “the process of becoming different”. Indeed the former Alberta Society of Medical Laboratory Technologists (ASMLT) became different when the Alberta College of Medical Laboratory Technologists (ACMLT) was proclaimed on March 1, 2002 pursuant to the *Health Professions Act*. Although the name change from ASMLT to ACMLT was instantaneous, it has taken a decade to align policy, strategic direction, and ideological position with that of a “regulatory-only organization”. The ACMLT no longer was a professional society attending to member’s needs, but a quasi-government body under the formal direction of the Minister of Health and an agent in the defence of public protection and safety.

College Council has admittedly struggled with the decision to sever member services, including grassroots advocacy efforts and large-scale conventions, and concentrate on its regulatory responsibilities. The driver has primarily been fiscal and human resource limitations, but also the realization the role of a professional association and regulatory body are sometimes in conflict. It no longer became feasible or palatable to economically and philosophically support the dual role of both society and regulator and act in the best interests of the public – its primary stakeholder. Although legislation dictated the College assume the mandatory functions of registration, continuing competence, and professional discipline processes immediately, it has taken a decade of evolution to result in exclusive roles for the regulator and the professional body.

With a singular focus on legislated obligations, one may ask if the College is divesting itself of member services, who will fulfill this role? The Canadian Society for Medical Laboratory Science (CSMLS) has fulfilled this role for 75 years better than any organization at the provincial level and will continue to do so with member’s support. The CSMLS is the recognized leader in education, research, and advocacy for medical laboratory professionals. As the national professional body for MLTs and MLAs, it provides a multitude of member services and is in a position to respond to member requests for new continuing education courses, funding for career development, and projects and initiatives requiring federal grant assistance. The following chart summarizes the roles of the regulator and the society.

ACMLT	CSMLS
Registration Standards	Advocacy (health care policy development, multidisciplinary health projects)
Continuing Competence Program	Continuing Education
Formalized Complaint Process	Professional Liability Insurance and Legal Defence Coverage
Standards of Professional Practice	Professional Recognition Awards
Code of Professional Ethics	Certification
	Grants and Scholarships
	LABCON
	NMLW
	Member Discounts
	Research
	CjMLS Scientific Publication

Volume 5, Issue 1

The ACMLT is the face of public safety and protection..... the CSMLS is your voice!!

The ACMLT . . . Making History and Moving On

March 1, 2002 marked the “birth” of the Alberta College of Medical Laboratory Technologists pursuant to the *Health Professions Act*. Following a decade of evolution March 1, 2012 marks the 10th year anniversary of the ACMLT and creates an ideal opportunity to celebrate this milestone as MLTs were only the second health care profession to become regulated under the HPA following the dentists on January 1, 2001. This milestone demands reflection on the past ten years and the transformation of the former society (ASMLT) to the ACMLT, but also presents the perfect junction to move forward in a new direction and rebrand the organization.

Rebranding can be defined as the “creation of a new name, term, symbol, design, or combination of them for an established brand with the intention of developing a different (new) position in the mind of stakeholders and competitors.” Rebranding is far from just a change of visual identity and should be part of an overall brand strategy for a product or service. The main reason to rebrand is to respond to external/internal factors and to communicate a new message . . . something has evolved.

The ACMLT has evolved and Council has developed a Strategic Plan and vision with a commitment and focus on improving and enhancing the College’s regulatory functions, beginning with the launch of the new College website in 2011. The next three years will include:

- Revised Continuing Competence Program
- New Standards of Professional Practice
- New Code of Professional Ethics
- Increase number of members audited for Continuing Competence Program compliance
- Jurisprudence examination

Watch for a new name . . . a new look . . . a new direction.

Renewal Notice for 2013

- MLT Practice Permit Renewals will be on-line ONLY
- September 15: Renewal period begins
- September 15 - October 31: early bird discount (\$560)
- November 1-30: regular dues (\$610)
- December 1-31: regular dues plus processing fees (\$735)
- All voluntary renewals (MLA, Associate, Retired) will continue as hard-copy (\$160)



Should Applicants be Denied Registration Based on Past Criminal Conduct?

Professional regulatory bodies are tasked with protecting the public. One of the key ways that they fulfill this function is by ensuring that applicants have the good character and reputation requisite of the profession, prior to granting registration. Many regulatory bodies require disclosure of past criminal conduct, but it is not always clear what impact a prior criminal history should have on an application for registration. If an applicant discloses prior criminal history, the regulator should carefully consider the information prior to making a determination regarding registration.

1. Can a Regulatory Body Request Disclosure of Criminal Convictions on Applications for Registration?

Whether a professional regulatory body can request information about past criminal convictions is usually answered by the body's governing legislation. For example, s. 28(1)(e) of the *Health Professions Act* (HPA) permits health professions to require applicants to provide proof of "good character". Most Regulations enacted under the HPA specify that the registrar can request information about past criminal history in order to determine whether or not the applicant meets the "good character" requirement. Where the governing legislation explicitly provides the regulator with the authority to request information about past criminal conduct, then clearly a regulatory body has authority to request such information.

If the legislation does not explicitly state that such information may be requested, can a regulatory body request it? In many cases, the governing legislation includes a catch-all provision enabling the regulator to request "any other evidence as requested". While each statute must be examined closely to determine whether there is authority to require the provision of such information, it is likely that these types of broad catch-all provision are sufficient to provide regulators with the authority to seek information about criminal convictions, provided that such information is used for the purpose for which it is collected, namely to assess the applicant's suitability for registration.

2. What is the Effect of a Criminal Conviction upon an Applicant's Eligibility for Registration?

The person designated to consider applications for registration (typically the Registrar) must review each application on a case-by-case basis to determine whether and to what extent an applicant's prior criminal record should impact the application for registration. Factors to be considered include the circumstances surrounding the criminal conviction, and an assessment as to whether the applicant will be able to safely and effectively engage in the practice of the profession, in light of the prior criminal history.

Some of the circumstances surrounding the offence that may be important to consider are as follows:

- The date of the conviction: a conviction that occurred many years ago will likely be less relevant than a more recent conviction.
- The number of offences the applicant was convicted of: A recurring pattern of criminal conduct may be viewed more seriously than where an applicant has only been convicted of an offence on one isolated occasion.
- The nature and severity of the offence: Offences that are considered under the *Criminal Code* to be "indictable offences" and therefore punishable by law for a longer period of time (i.e. sexual assault, assault with a weapon, etc.) may be viewed as more severe than summary offences, such as possession of marijuana or theft under \$5,000.00.

(Continued on page 11)

- **Relevance to the practice of the profession:** Where the conduct in issue has some connection to the practice of the profession, it is more likely to impact the eligibility for registration. For example, prior criminal history relating to theft will have a greater impact on an individual who seeks to become a member of a profession that is required to handle money on a routine basis, than on an individual who seeks registration in a profession that does not typically handle money. Similarly, findings relating to sexual offences will have a greater impact on applicants who are seeking registration in a profession where the public is required to be alone with the professional in a vulnerable state.

Once the Registrar has considered the circumstances surrounding the offence, the Registrar should then proceed to assess whether the applicant can safely and competently engage in the practice, taking into account the factors referred to above, and the nature of the work that the applicant will be engaged in, including the setting in which the applicant proposes to work.

3. If a Criminal Conviction is Identified, What are the Regulatory Body's Options?

Where a criminal conviction is disclosed, the Registrar should consider the options available under the governing legislation. Some potential options include:

- The Registrar may approve the application for registration without conditions if the past criminal conduct will not impair the applicant's ability to practice safely. Where the conduct occurred many years ago, or the conviction is unrelated to the ability to safely engage in practice, the
- The Registrar may approve the application, but impose conditions on the person's practice permit. Some of the conditions that could be imposed, depending on the nature of the conduct, include requiring supervision while practicing, periodic practice reviews, or reporting requirements.
- The Registrar may deny the application if the criminal convictions are so significant that the person will not be able to practice competently or safely and practice conditions are not practical or possible.

Where an application for registration is refused or conditions are imposed, the Registrar should prepare thorough written reasons that explain the rationale for the decision, given the significance of denying an applicant the opportunity to practice the profession, especially where the applicant has already rehabilitated himself by serving the sentence imposed by the court after being convicted.

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2011 ANNUAL GENERAL MEETING

MINUTES

September 24, 2011

Edmonton, Alberta

1. Opening Remarks

1.1 Awards Presentation

Award of Distinction to Camille Bailer

Award of Distinction to Judy Welke

Award of Merit to Joy Elefson

1.2 Greetings

1.3 Introduction of 2011 College Council

Myron Pilip, President

Melody Montgomery, Councilor

Dan Woods, President Elect

Mik Mousouliotis, Councilor

Darcy Gara, Past President

Judy Welke, Councilor

Christina Dixon, Councilor

Dixie Nielson, MLA Representative

Moe Goulet, Councilor

Ken Gall, Public Member

Leila Kipke, Councilor

Ira Goldman, Public Member

1.4 Introduction of College Office Staff

Lori Kmet – Executive Director/Registrar/Complaints Director

Larissa Fadish– Manager of Professional Practice and Competence/ Deputy Registrar

Avaleen Petryk – Executive Assistant

Sharon Semeniuk – Finance Manager

2. Call to Order at 1120

3. Appointment of Scrutineers and Validation of the Number of Regulated Voting Members

The following Scrutineers were appointed: Marlene Cairney, Richelle Miller, Wendy VandeVoorde

3.1 Identification of Non-voting College Members

MOTION #1:

Be it moved that the members in attendance be approved.

Moved by: Franca Gagliardi

Seconded by: Catherine Pon

Carried

3.2 Identification of Non-members

Pat Knoll, Parliamentarian; Melissa Lefebvre, College Auditor; Blair Maxston, College Legal Counsel; Michelle Ray, Speaker; Tania Toffner, CSMLS Representative

- 3.3 Introduction of the Parliamentarian and Review of the Annual General Meeting Rules of Order
- 3.4 President's Address

4. Approval of the Agenda and Rules of Order

Rules of Order as printed on the voting cards. Accepted as unanimous consent.

Motion #2:

Be it moved that the agenda for the 2011 Annual General Meeting, as distributed to the membership in the August 2011 *NewsUPDATE* in accordance with the provisions as set out in the College Bylaws, be approved as distributed.

Moved by: Barbara Ewachow

Seconded by: Bonnie Sales

Carried

5. Minutes of the 2010 Annual General Meeting held on September 25, 2010, in Calgary, Alberta, and as published in the January/February 2011 issue of *Under the Microscope*.

Motion #3:

Be it moved that the minutes of the 2010 Annual General Meeting, as distributed to the membership in the January/February 2011 issue of *Under the Microscope* in accordance with the provisions as set out in the College Bylaws, be adopted.

Moved by: John Langley

Seconded by: Lisa Brabec

Carried

6. 2010 Annual Report - The Annual Report is available online at www.acmlt.org. Printed copies may be ordered at info@acmlt.org.

7. New Business

7.1 Nominations Report – Darcy Gara, Past President

7.1.1 Councilor - Three-year term: January 1, 2012 – December 31, 2014

7.1.2 Councilor - Three-year term: January 1, 2012 – December 31, 2014

First Call for Nomination: Myanh La

Second Call for Nomination: Cody Mah

Third Call for Nomination: Donna Marquardt

Cody Mah and Donna Marquardt were elected as Councilors.

Myanh La was offered a position on the Legislation Sub-Committee. Offer was accepted.

7.1.3 President Elect - Three-year Term Progressing to President and Past President: January 1, 2012 – December 31, 2014

Current Councilor, Maurice Goulet, allowed his name to stand

First Call for Nominations – none

Second Call for Nominations – none

Third Call for Nominations – none

Myanh La, Cody Mah, and Donna Marquardt declined their names to stand for this position

Maurice Goulet was appointed as President Elect

7.2 Appointment of Auditor for 2011

MOTION #4:

Whereas it is necessary the College to be audited on an annual basis,

Be it moved that the firm Yaremchuk and Annicchiarico LLP be appointed as auditors for 2011.

Moved by: Edna Brenneis

Seconded by: Joanne Brisbois

Carried

7.3 Bylaw Amendments

MOTION #5:

Be it moved that the Bylaw amendments as distributed to the membership in the August 2011 *NewsUPDATE* in accordance with the provisions set out in the Bylaws be accepted as published.

Moved by: Donnell Wolff

Seconded by: Arlene Felt

Carried

8. Further Business: None

9. Resolutions

#1: Sincere thanks and appreciation are extended to staff, OOMPH! Events Management, and presenters for their role in ensuring a successful 2011 PD Symposium.

#2: Sincere thanks and appreciation are extended to volunteer members for the dedicated service on College Council, Committees, and Working Task Groups, and to staff for their service to the College.

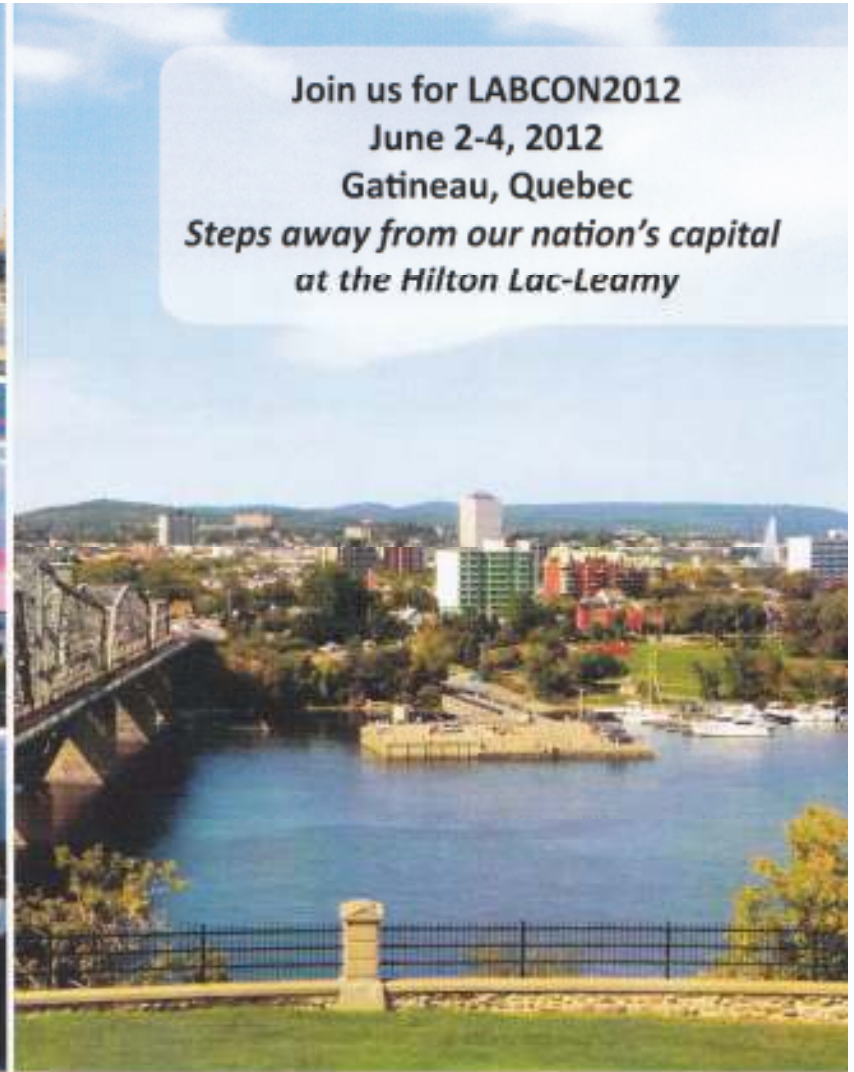
#3: Sincere thanks and appreciation are extended to members' families and employers who have supported their involvement with and service to the College.

#4: Sincere congratulations are extended to all those receiving their CSMLS certification, PD Certificates, or CSMLS Professional Studies Certificates during 2011

#5: Sincere congratulations are extended to all Award recipients during 2011.

#6: The Public Members on Council would like to thank the College for its continuing efforts towards ensuring public protection through the regulation of Medical Laboratory Technologists and providing leadership for the advancement of the profession.

10. Adjournment at 12:10



Join us for LABCON2012
June 2-4, 2012
Gatineau, Quebec
*Steps away from our nation's capital
at the Hilton Lac-Leamy*

Take part in our scientific program with over 50 sessions presented by subject matter experts, including:

- Laboratory Health and Safety: The People Part
- Anticoagulation through the Ages
- Unique Laboratories – Umbilical Cord Blood Banking
- The Laboratory's Role in Personalized Cancer Treatment

Saturday Keynote: Increasing Your Effectiveness in a Multicultural Workplace – Lionel LaRoche

Closing Keynote: A Glimpse into the Future of Healthcare – Dr. Diponkar Banerjee

Register Now!

3 DAYS | 60 EXPERT SPEAKERS | 50+ EXHIBITORS | ENDLESS OPPORTUNITIES



www.csmls.org/labcon2012

Under the Microscope

Code of Ethics

The Code of Ethics defines the basic expectations and sets forth the ethical principles the Alberta College of Medical Laboratory Technologists (College) has for every member. The Code of Ethics is a moral guide which governs the professional and personal conduct of all regulated members of the College and conveys to the public the principles by which professional performance is adjudicated.

1. **Respect**

Medical Laboratory Technologists value and protect the welfare and dignity of all individuals. We are respectful, accessible, and cooperative with individuals, colleagues, and other health care providers to provide effective patient care.

2. **Professional Attitude and Behaviour**

Medical Laboratory Technologists are honest, dependable, and equitable. We contribute to the development of the profession through collegiality, mentorship, self-development, and support of its institutions.

3. **Professional Development**

Medical Laboratory Technologists strive for excellence in their professional practice and personal conduct by improving our knowledge, skills, judgments, and attitudes, and by protecting and enhancing our own well-being and fitness to practice.

4. **Accountability**

Medical Laboratory Technologists are accountable for their actions and practice within the scope of their professional competence. We are responsible first to the individual, then to society and the environment for safe and lawful practice, and sustainable use of resources.

5. **Confidentiality and Conflict of Interest**

Medical Laboratory Technologists understand and comply with applicable privacy legislation and policies regarding the collection, use, and disclosure of confidential information. Medical Laboratory Technologists are to avoid conflicts of interest, and will disclose a conflict if one arises.

6. **Safety**

Medical Laboratory Technologists promote a culture of safety and practice in compliance with all current provincial and federal legislation for the protection of patients, healthcare providers, the general public, and the environment.

7. **Professional Responsibility**

Medical Laboratory Technologists promote excellence in their profession and practice within their scope of professional competence. We recognize self-regulation is a privilege which individual members of the profession merit through adherence to the Code of Ethics and the Standards of Practice.

CSMLS Membership:

Think back to the at school. You were like-minded people

and curiosities as you. These were the people you discovered the field of medical laboratory technology with, side-by-side working in the labs, on research and assignments. These were the people you relied on in the wee hours of the morning hoping the information you were cramming into your caffeine soaked-brain would absorb. These were the people who help celebrate your accomplishments and empathized with your defeats.

Now, fast-forward to working in the real world. The workplace is a whole different ball game - you probably don't have the opportunity to talk to your colleagues to discuss the latest research; you probably don't have the time to have an in-depth discussion about the benefits of one technique over another; and you may not feel you can share your career aspirations with co-workers. So where can you go to rediscover the camaraderie of your school years? The answer is obvious.....your national professional society.

The Canadian Society for Medical Laboratory Science (CSMLS) is the professional society for medical laboratory professional across Canada. The CSMLS provides the opportunity to share, discuss, and network with like-minded professionals, and a place to learn, discover, and be supported. In essence, the CSMLS is your community!

Many people decide to join their professional society when they are searching for employment. They hear their society will help them in the job hunt. Although the CSMLS does offer a *Job Bank* for members looking for employment, the benefits are so much more than that. The success in finding employment through your society comes from the networking, the relationship building, and the education you receive along the way.

"It's similar to buying a fitness membership" says Michelle Squarciotta, CSMLS Director of Marketing, Communications and Membership. "If you only go a few times, you get frustrated because you won't see the results you had hoped for. You start to think the membership was a waste of your money; it hadn't fulfilled its promises. But you only get out of it, what you put into it".

A fitness centre gives you the equipment, the staff, and the personal trainers to help support your goals; much like the CSMLS offers resources, support, and education. It's still up to you as the member to make use of these tools to reach your goals.

The true value of your CSMLS membership is the access to these tools. "We make a concerted effort to give our members what they need to succeed in their career" says Ms. Squarciotta, "this can mean something different for everyone, whether it's getting up to the minute news, learning the latest techniques, or getting hands-on experience, we cover it all".

What can your CSMLS membership do for you?

Set You Apart:

Employers look at membership in a professional society as an added bonus when looking through piles of resumes. It demonstrates you are passionate about your profession, keep up with the latest trends, and you are involved in your professional community.



Worth Your Investment

years you spent studying surrounded by classmates, with the same interests

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Lifelong Learning:

Just because you're not in school doesn't mean you should stop learning. CSMLS offers a wide range of online continuing education courses in every discipline. Members receive one free online course every month. The benefit of online education is flexibility for your schedule and commitments, and it is easy on your wallet.

Networking Opportunities:

Annually, the CSMLS hosts LABCON, Canada's premier medical laboratory conference, which facilitates the gathering of our members from across the country. This is a prime networking event, but also a great way to get some hands-on experience and see some innovative products.

Get Involved:

There are many ways to take your membership from passive to interactive. Consider volunteering on one of CSMLS's committees or write an article for the Journal. CSMLS is always looking for new people willing to share their time and talents with us. You may find volunteering allows you to get some experience doing something you may not do in your regular work day.

Further the Profession:

The CSMLS is an advocate for the medical laboratory profession, continually bringing attention to the issues which affect you the most. With a community of almost 15,000 members, our voices are much louder when they are in unison.

No matter what stage of your career you are at, there is always a reason to be a member of your professional society. You can make the most of your career with the CSMLS!



Professional Development Forum & AGM

SAVE THE DATE!

**Saturday
September 29, 2012**

Location: Marriott at River Cree Resort
300 East Lapotac Blvd
Edmonton (Enoch), Alberta

Website & registration launching April, 2012

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.