

## President's Message

# What's his style? What's your style?



**H**ave you ever asked these questions? If you have, then you were most likely thinking about a management style. By asking these questions, we are affirming the fact that there are different management styles. This then begs the question, 'which style is the correct one'? I would say that there is no one style that we can say everyone should be using. I believe that no one style is correct, but there are styles that are most definitely wrong!

The way in which managers function has changed over the years, as has everything. We like to think that change has been for the better and on the whole I believe it has. I have had the opportunity to be on both sides of the table and would like to comment on some observations

that I have noticed. These are for those who are managers, those hoping to become a manager, or those who never want "that" job.

1. We have two ears and one mouth – we should be doing twice as much listening as talking. Everyone can benefit from really listening, not only to the words but also to the way it is being said.
2. Remember the golden rule – do unto others as you would like done unto you. Treating others with respect and dignity should not be lost in our dealings with colleagues.
3. Keep your emotions in check. There will always be conflict when 2 or more people are together, but keeping in control is vital to relationships. We cannot control

how others react but we do have control over ourselves. If we lose control, then we are saying to others that it is okay for them to lose control also.

4. Be honest and truthful – let your yes be yes. Always tell others the truth, do not be deceitful. People want to know that they can count on what you say.
5. Be genuinely interested in others.

At this point there may be some of you out there saying 'this guy has no idea what he is talking about, in what dream world does he live?' And maybe I am a little naïve in my thinking. As for me, even though I'm not on the management side at this point, I try to follow these observations as best as possible. Hope you have an excellent day! ❖

Blanca McArthur

## Executive Director's Message

# Keeping you posted on a couple of recent OSMT initiatives



### Patient Focused Teamwork symposium

**L**ast fall, the OSMT became the proud recipient of a *HealthForce-Ontario* (MOHLTC) grant that will enable the Society to address patient testing issues at an interprofessional level. The project will result in a pilot event in Sudbury this fall called **Patient Focused Teamwork – Optimizing Your Role in Lab Results**.

The initial phases of the project included a series of interviews with organizations that represent the healthcare providers who are involved in pre-analytical and point-of-care testing and who would potentially benefit from an interprofessional symposium. In late March, the OSMT hosted a Forum with groups who had previously been consulted to help us set

the content of the symposium. This day long event was extremely productive in identifying the gaps and issues that need to be addressed from the vantage points of the other professions involved in the patient testing process. This exercise also identified the professions who are truly interested in taking a collaborative approach to patient care. We will move forward in unison with those professions through the next stages of the project.

With the leading reigns now handed over to the symposium organizing committee in Sudbury, we believe the project will prove a unique and groundbreaking experience for the medical laboratory profession. (please see symposium announcement in this issue).

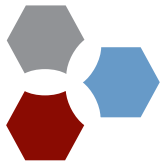
### MLT Scope of Practice review

An overview of the MLT Scope of Practice

submission to HPRAC was provided in the last issue of *Advocate*. Since then, HPRAC has completed its review of this referral and included its recommendations to the Minister in a report titled "*Critical Links: Transforming and Supporting Patient Care*". While the OSMT was disappointed that none of the recommendations for expanding the scope of practice for MLTs were endorsed by HPRAC, the OSMT elected not to sign off on the subsequent CMLTO/CSMLS response. The OSMT Board believes that an explanation to our absence was in order and the following letter was sent to the Minister.

The Critical Links report can be accessed through the OSMT website at [www.osmt.org](http://www.osmt.org).

Chapter 5 will be of particular interest to MLTs. ❖



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March 4, 2009

The Honourable David Caplan  
Minister of Health and Long-Term Care  
10<sup>th</sup> Floor, Hepburn Block  
80 Grosvenor Street  
Toronto, ON M7A 2C4

Dear Minister,

Re: HPRAC *Critical Links* report

We appreciate the opportunity that was given to the Medical Laboratory Technologist (MLT) profession to participate in the scope of practice review that was recently conducted by the Health Professions Regulatory Advisory Council.

In June 2008, the College of Medical Laboratory Technologists of Ontario (CMLTO), the Ontario Society of Medical Technologists (OSMT), and the Canadian Society for Medical Laboratory Science (CSMLS) made a joint submission to HPRAC to expand the scope of practice for MLTs. Upon release of the *Critical Links* report, we were collectively disappointed to learn that HPRAC did not support any clarification of, or expansion to, the scope of practice of MLTs or to the proposal to amend outdated regulations.

In this respect, the proponents were to prepare a joint response under the leadership of the CMLTO. Unfortunately, the OSMT was not in entire agreement with the approach taken by the CMLTO and we declined to endorse the response. It is with regret that the time constraints made it impossible for the OSMT to author its own response by the February 28<sup>th</sup> deadline but we wish to explain the situation.

With respect to the section entitled "Scope of Practice and Authorized Acts" in the CMLTO/CSMLS response, the OSMT continues to support the case presented. However, the OSMT believes that the research conducted by HPRAC was as thorough as possible considering the breadth of the referrals and the challenging time-lines for all concerned. The rationale for the conclusions reached by HPRAC were adequately justified and we believe we can learn from discussions presented to better prepare the profession for a more favourable position for scope of practice changes in the future. We feel that the CMLTO/CSMLS response is unfair in its criticism of the methodologies and approaches taken by HPRAC in carrying out the work involved in this referral.

Another reason for declining endorsement of the CMLTO/CSMLS response is that it includes misleading indications that all the proponents are in favour of regulating Medical Laboratory Assistants/Technicians (MLA/Ts). As a matter of record, the OSMT does not support regulation for MLA/Ts at this time.

As clarification, the original medical laboratory technology submission to expand the scope of practice for MLTs was made in two parts. Part A requested an expansion of the scope of practice for medical laboratory technology as well as amendments to several pieces of related legislation. This was supported by the OSMT. Part B of the submission included a request to regulate MLA/Ts. Part B was not supported or endorsed by the OSMT. We felt it was inappropriate to use this multifaceted Ministerial referral as a platform to present cases to address this complex issue.

We noted that the CMLTO/CSMLS response includes a statement that reads "...the CMLTO and CSMLS are heartened by HPRAC's confirmation of and seeming support for the Proponents' rationale for regulating MLA/Ts." While we are aware that HPRAC did explore this possibility and concluded that it was not within this Ministerial referral, the only indication that the OSMT has had on HPRAC's thoughts on regulating MLA/Ts has been that of neutrality. This was indicated to us in the attached letter from Ms. Barbara Sullivan, dated October 17, 2008. On a final note about this matter, the OSMT is concerned that the CMLTO uses many occasions to promote its goal to regulate MLA/Ts under its umbrella and by doing so has, and continues to spend enormous amounts of energy, resources, and funds on this pursuit.

Once again, please accept our apologies that the OSMT was not able to develop a more comprehensive response to the *Critical Links* report. While our resources and the time constraints did not allow us to focus on all of the report's components, some key issues were addressed by our endorsement of the response submitted by the Coalition of Regulated Health Professions' Associations of Ontario (CORHPA).

We respect the conclusions reached by HPRAC on the Scope of Practice review and will endeavour to revisit this on another occasion.

Yours sincerely,

Blanca McArthur, Executive Director

Yours sincerely,

Bernard Hartung, MLT, President

encl.

cc: Ms. Barbara Sullivan, Chair, Health Professions Regulatory Advisory Council  
Ms. Marilyn Wang, Director, Health Professions Regulatory Policy and Programs, MOHLTC  
Ms. Kathy Wilkie, Registrar, College of Medical Laboratory Technologists of Ontario  
Mr. Kurt Davis, Executive Director, Canadian Society for Medical Laboratory Science