

A new Regulatory  
College – what it means  
to you.





# Designation Regulation

- Friday, December 9, 2016 - Victoria, B.C.
- “The Province of B.C. is proposing to establish a new College of Diagnostic and Therapeutic Health Professions [CDTHP] to enhance patient safety and quality of care in British Columbia.”
- The new college would initially oversee four types of healthcare professionals in Phase One:
  - ✓ respiratory therapists,
  - ✓ radiation therapists,
  - ✓ clinical perfusionists and
  - ✓ medical laboratory technologists [MLTs]



## BCSLS Role

- Advocating for regulation for 24 years as early as the 1990's
- Co-Chaired a Working Group with 11 other professions all seeking self regulation [two phases]
- BC is the last Province in Canada to regulate MLTs.



# BCSLS Role

- One of the lead drivers for regulation
- Regulation under the H.P.A - MLAs  
Phase Two
- Developing “draft” by-laws, business plan and financing plan for presentation to first Board



# Why Regulate?

- 85% of decisions made by a doctor are based on lab test results or diagnostic imaging
- Without us doctors would be guessing
- BC the only province without mandatory continuing education for MLTs



# Why Regulate?

- Public opinion – 89% support across BC – thought we were , if not we should be!
- MLTs enable accurate, reliable clinical diagnoses and support preventative disease management. Quality is key!





# Why Regulate?

- While members of the public can bring concerns about regulated care providers directly to their regulatory College, complaints about unregulated care providers can only be dealt with by their employer or through the courts.



# Why Regulate?

- Unregulated care providers also do not have the same mandatory mechanisms to ensure appropriate training, education, or standards.
- Only regulated health care professionals are accountable to a regulatory body for the quality of care they provide.



# The Privilege to Self-Regulate

- Self Regulation is a privilege, not a right
- It only truly exists in Canada
- It is a model admired and aspired to globally
- We have the privilege to regulate ourselves and are trusted to “do things right” and “do the right things”



# The Privilege to Self-Regulate

- We decide ourselves what we need to do to be an effective regulator and set the fees needed to do it
- We hold our members accountable, BUT we are accountable too



# Hallmarks of Self-Regulation

A Regulator has the right and responsibility to:

- Set high standards and hold licenses accountable
- Receive, investigate and adjudicate complaints
- Discipline own members with a panel of peers
- Be a self-funding and self-sustaining authority – no cost to taxpayers
- Set and collect fees needed to ensure legislative and regulatory mandate is met





# Self-Regulation

- Set Entry to Practice Requirements and Examinations
- Standards of Practice, based on competency profiles
- Code of Professional Conduct/Ethics
- Continuing Competency Program
- Member Conduct/Practice discipline thru Complaints/Inquiry process
- Patient Relations

# Self-Regulation

- Pride in Profession
- Recognition by other Professions
- Recognition by Government
- Recognition and confidence from the Public
- We regulate ourselves, not regulated by government or an outside agency.





# Professional Advocacy versus Professional Regulation in BC

- Professional Advocacy is the role of a Society or Association such as the BCSLS - i.e. member driven services
- Professional Regulation is the role of a College, public protection from the practice of the members





# Professional Advocacy versus Professional Regulation in BC

- The co-existence of professional advocacy and regulatory functions under one organization is problematic and not allowed in the HPA
- This situation leads diminished public confidence in self-regulation of professions

# Important to Remember

- The mandate of a Regulator Body is to serve and protect in the interest of PUBLIC SAFETY
- It is NOT in the Regulator Bodies mandate to serve the interests of its practicing members
- The mandate of a Professional Society/Association such as BCSLS is to serve the interests and needs of its members





# What's in it for me – the MLT?

- Practice as a regulated professional
- Use the protected title of RMLT
- Nominate, elect and participate in the governing board or council
- Contribute to patient safety and public protection through standards for the provision of safe, competent and ethical laboratory services



# What's in it for me – the MLT?

- Protect the integrity of the profession through a culture of accountability and professionalism
- Help define entrance to practice requirements for safe and competent practice
- Create Standards of Practice
- Create a Code of Ethics defining morale guidelines for MLTs



# What's in it for me – the MLT?

- Promote quality lab services with purposeful life-long learning and PD through a Continuing Competence [CE] Program
- Provide an avenue for peer review whereby fellow MLTs adjudicate in complaints of misconduct
- Reinforce public trust and confidence in MLTs specialized knowledge and skills



# What's in it for me – the MLT?

- Foster pride and professionalism with peers & other members of the health care team
- Get out of the shadows of doctors and nurses – an equal
- Raise the profile of my profession and lab technology
- Take pride in being totally current, competent and a big part of patient's wellbeing.
- With thanks to CMLTA for sharing their Value Proposition





## FAQ's

- Will there be grandfathering?
- Will I lose my job?
- What will it cost?
- Are there tax advantages?
- What voice do MLTs have on the Board.
- Is BCSLS membership an advantage?



# Next Steps

- Ministerial Regulation [Scope, RAs, protected titles etc.]
- First Board appointed by Government
- College by-laws adopted and implemented
- Registrar and staff hired and office secured
- Registration process of 4,000 starts [late 2018 ?]
- Quality Assurance begins.

# The Quality factor

- The application of the unique knowledge held by medical laboratory technologists has significant impact on the provision of safe, effective, high-quality laboratory services to the public.
- Excellence, accountability and pride are hallmarks of the self-regulated MLT profession



# The Quality factor

- Enhanced professionalism is an important component of the medical laboratory technologist's ability to support the evolution of the broader health care system.
- Understanding the unique value MLTs provide to the health care system and sharing this unique value with others leads to improved patient care



# The Quality factor

- Quality Assurance will be one of the top priorities of the College of Diagnostic and Therapeutic Health Professions [CDTHP] in BC
- In becoming a regulated health care professional, **each medical laboratory technologist (MLT) makes a commitment to continuous quality improvement.**
- The CDTHP will have a Quality Assurance Committee that develops and maintains a program to ensure MLTs perform to best practice standards.
- Components of this program include:
  - Professional Portfolio
  - Practice Review
  - Professional Practice Learning Program
  - Competency Evaluation



# Patient Relations

- The College of Diagnostic and Therapeutic Health Professions [CDTHP] was created to regulate the medical laboratory technology profession and 3 others in the public interest.
- An important component in fulfilling that mandate is the CDTHP Patient Relations Program (PRP) for:





# Patient Relations

- Improving the public's understanding of the profession and the vital role that medical laboratory technologists (MLTs) play in ensuring positive patient outcomes.
- Providing the public with easy access to information needed to understand that role and to access CDTHP services.
- Improving the public's understanding of the role of the CDTHP in regulating MLTs.
- Supporting members in their efforts to promote positive patient relations by providing up-to-date standards of practice and guidelines



# In Summary

- In medicine, the majority of decisions about diagnosis and treatment are based on laboratory test results.
- This is why the people who provide these results and ensure their accuracy – **medical laboratory professionals** – play such an important role in the health care system.



# In Summary

- They are regulated in the public interest and quality is an underpinning principle.
- As regulated health professionals, medical laboratory technologists (MLTs) are held accountable for their conduct and practice.



# In Summary

All members of the College of Diagnostic and Therapeutic Health Professions of BC will meet strict training, safety and ethical standards. So you can have complete confidence in the MLTs doing your lab tests and the quality of the results.



# College of Diagnostic and Therapeutic Health Professions

- Thanks for Being Here!

