

2013 ANNUAL REPORT

Ontario Society of 
Medical Technologists



2013 OSMT

50 years of history ... with eyes to the future

2013 OSMT Annual Report

In 2013, the Board and members celebrated the 50th Anniversary of the OSMT. It was a year that marked five decades of leadership, service, and advocacy for the medical laboratory professionals of Ontario. It was a time to reflect and be proud of the difference our work has made, and continues to make, to the enrichment of the professional lives of our membership.

OSMT 50th Anniversary Events

The year presented many opportunities to spotlight the thousands of laboratory professionals who play a vital role in healthcare delivery. The first round of the celebrations was held in the spring to capture the momentum and zeal that's always generated by National Medical Laboratory Week. District Directors and other Board members organized special events across the province that ranged from informative, and sometimes amusing, education sessions, wine and cheese get-togethers, and healthful mind and body exercises.

District 8 hosted *"Kicking off our Golden Anniversary Celebrations"* at St. Joseph's Health Centre in London. The event featured an entertaining presentation by the CSMLS about *"Generations 2.0 Listen and Be Heard"*, their values and beliefs, and how to optimize their contributions in the workforce. ORBCoN representatives spoke about *"Contingency Planning"* and *"Ontario's Redistribution Plan for Blood Products and Shortages"* and ways in which hospitals are required to deal with them.

In Kingston, an interactive presentation on *"Ethical Decisions: Ethical Practice"* was held at St. Lawrence College. Later in the evening, everyone kicked back with a glass of wine and indulged both in edible food and the food for thought that was stimulated by the earlier 'ethics' conversations.

District 1 organized the *"Flourish and Focus"* event in Thunder Bay. The day's activities centered on ways to balance our hectic lives and to flourish in our "do more with less" work environment. A Tai Chi lesson in the morning was followed by an insightful, energetic, and humorous glimpse into the latest research about happiness. A chef's lunch demonstrated the benefits of eating healthy and local. Scientific sessions were presented on *"Common Cancers"* and *"Cancer Treatment in an Era of Personalized Medicine"*. The day concluded with meditative Yoga that left everyone feeling rested and refreshed.

In District 5, the Toronto College Park campus of Everest College held an information session for about 100 medical laboratory assistant/technician students from across the GTA. The luncheon, door prizes, and networking opportunities made for an enjoyable and informative day for all.

In its commitment to collaboration, the OSMT lent sponsorship to education events by other organizations in Ontario's laboratory communities:

- ◆ The 2013 education series by the InterHospital Laboratory Partnership (IHLP) for twelve participating hospital laboratories in District 6
- ◆ The University Health Network (UHN) Education Day that featured a travelling booth at the various UHN sites
- ◆ The Ontario Regional Blood Co-ordinating Network (ORBCoN) *"8th Annual Transfusion Medicine Symposium – Transfusion in the Female Population"* at Queensway Carlton Hospital in Ottawa
- ◆ The Ross Memorial Laboratory Education Program's one-day session in the City of Kawartha Lakes at Sir Sanford Fleming College in Lindsay with *"Procalcitonin testing"* and *"Regulation of laboratory assistants/technicians"* by the CMLTO as the featured topics.

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Shari Batson, BSc., ART

**President
Director-at-Large
Chair, MLA/T Certification Committee**



Conrad Bégin Jr., MLT, ART

**Vice-President
Past-President
District 2 Director
Chair, By-Laws Committee
Chair, Nominations, Elections &
Credentials Committee**



Blanca McArthur

Executive Director

OSMT 2013 Annual Report



Karim Bhaloo, BSc., MLT
District 5 Director
Chair, Editorial Committee



Jan Church, MLT
Secretary-Treasurer
Director-at-Large



Joan Gandza, MLT
District 8 Director
Chair, Professional Development
Committee

Multimedia Contest

During this commemorative year, the Board of Directors wanted to do something special to encourage our members to publicly showcase their professional pride. The idea was to also appeal to our younger laboratory professionals who enjoy using multimedia applications. This was the concept of the OSMT 50th Anniversary Multimedia Contest. The winners were Kylee Thomson, Valerie Hetzel and Michelle Noel, students of Everest College's Barrie Campus MLAT program for their 8-minute "Med Lab Style" video.

Advocacy and Communications

Since the founding of the Society in 1963, the OSMT has advocated to improve the professional lives of medical laboratory technologists and technicians in Ontario.

It is the role of the OSMT to keep abreast of emerging issues and how they might impact laboratory professionals. We engage in discussions with government, educators, regulators and other organizations about identified priorities. We represent the membership on many fronts including representation on numerous groups and committees.

- ◆ Institute for Quality Management in Healthcare (IQMH) Stakeholder Forum
- ◆ Coalition of Ontario Regulated Health Professions' Associations (CORHPA)
- ◆ Allied Health Professional Development Fund (AHPDF) Committee
- ◆ CMLTO Regulation of Medical Laboratory Assistants & Technicians Advisory Working Group
- ◆ CSMLS National Council on Government and Public Relations
- ◆ Internationally Educated Health Professionals (IEHP) - Pilot Navigator Project for Selected Health Professions
- ◆ The OSMT also sits in on the College of Medical Laboratory Technologists of Ontario Council meetings to stay informed about the directions taken by the regulatory body

Other communication and promotional activities included:

- ◆ Presentations of the *Politics of Professionalism*, which introduces the key stakeholders and features recent developments and current issues that impact the medical laboratory profession.
- ◆ Meeting with the CMLTO about the College's *Enhanced Professionalism* project and exploring ways to support this initiative.
- ◆ Sponsorship of the Kenora-Rainy River Regional Laboratory Program annual symposium.
- ◆ Discussions with LifeLabs Medical Laboratory Services and the Ontario Coalition for Lab Reform about the acquisition of Canadian Medical Laboratories (CML) by LifeLabs in the fall of 2013. The OSMT provided each group with a venue to present their perspectives on the OSMT's website.
- ◆ Sponsorship and attendance at numerous career fairs.
- ◆ Obtaining information about some proposed approaches that are being considered in the development of new regulations, programs, and policies under the *Human Pathogens and Toxins Act*.
- ◆ Participating in a Ministry of Health and Long-Term Care *Technical Briefing on Bill 117 – Enhancing Patient Care and Pharmacy Safety Act*. This Bill is the government's response to the chemotherapy under-dosing issues that occurred this past spring to cancer patients at several Ontario hospitals.

OSMT Conference

The OSMT's 2013 Conference was held in London, Ontario, exactly 50 years from the date of the OSMT's first Annual General Meeting in the same city. The theme of the conference was "50 years of history ... with eyes to the future". In keeping with this theme, a conference logo

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was created to depict, Janus, the ancient Roman god of beginnings and transitions. He has two faces to look into the future and the past, and is featured on the cover of this Annual Report.

Our 50th Anniversary Conference set the stage for many old and new connections. The vendors' Welcome Reception gave everyone a chance to wear their retro outfits from the 60's. Delegates were entertained by Elvis, Roy Orbison, and Johnny Cash (Roy LeBlanc) at the Golden Memories gala dinner, and everyone enjoyed the inspirational talks by our leaders at the Past-Presidents' Luncheon. The scientific sessions covered a wide range of disciplines including an insightful closing ceremonies session on "The Future of Laboratory Science" about how molecular testing will share our diagnostic future.

Awards

Each year the OSMT presents a number of awards to recognize leadership, outstanding achievements, and contributions to promote the medical laboratory profession. The 2013 OSMT Awards were made to the following individuals and groups:

Trillium Award

Mr. Bernard Hartung, MLT
Grey Bruce Health Services, Owen Sound

Richard Lafferty "Excellence in Writing" Award

Dr. Michael D. McLean and Dr. J. Christopher Hall
PlantForm Corporation
"Biologics and biologic products" published in Fall 2012 issue of *Advocate*

MLT Student Achievement Award

Ms. Sarah Luzak, Cambrian College, Sudbury

MLA/T Student Achievement Award

Ms. Anh Dao, Everest College, Toronto College Park Campus

National Medical Laboratory Week Awards

Joseph Brant Memorial Hospital Laboratory, Burlington
Southlake Regional Health Centre Laboratory, Newmarket

Membership

During our 50th anniversary year, the OSMT took time to remember its rich history of accomplishments, landmarks, and challenges. Four issues of the *Advocate* publication included highlights from our past and the cover of the Spring 2013 issue bore our anniversary logo and was printed with gold foil lettering. In appreciation of the loyal support of our membership, an OSMT 50th anniversary commemorative flash drive with two recorded education sessions was sent to all our 2013 members. Our anniversary membership brochure featured important milestones from each decade of the OSMT's history to be added to the chronicles of the Society.

The OSMT's 2013 membership totaled 2,353, with a composition of 41% MLTs, 53% MLATs, and 6% Students and other categories. This was the second consecutive year in the history of the OSMT that the number of MLAT members surpassed MLT members. Overall, there was a reduction of 4% in memberships since 2012, predominantly in the MLT category. The Board recognizes that the decline in membership in recent years needs to be addressed. During 2013 the Board began to roll out its strategic priorities to deal with the decline in membership. Plans are currently being made for the OSMT District Directors to visit some of their area laboratories in the coming year to poll laboratory technologists and technicians about what services and benefits they would value as OSMT members.

The OSMT has been providing its members with Professional Liability Insurance (PLI)



Linda Godeski, MLT
District 1 Director



Linda Moran-Ferron, MLT
District 3 Director
Chair, Finance Committee



**Robert Scheuermann,
MLT, BSc., MBA,**
District 6 Director
Chair, 2013 Conference Committee

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Irene Sottile, MLT
Director-at-Large



Soultana Tsitsikotas, MLA/T
Director-at-Large, MLA/T
Chair, Membership Marketing &
Communications Committee
Chair, MLA/T Exam Committee



Gregory Young, MLT, ART
District 4 Director

protection since the early 90s. In 2013, the College of Medical Laboratory Technologists of Ontario (CMLTO) passed a bylaw that will require all practicing members of the College to have PLI by March 31, 2014. The College stated that most Ontario hospital and community laboratory employers carry insurance for their practicing MLTs that meets the criteria described by the bylaw. While the OSMT endorses this PLI requirement, the Society is concerned that most employer policies will not cover certain situations such as legal representation for disciplinary hearings with regulatory bodies such as the CMLTO. The OSMT Board felt this was critical information to convey to our members and utilized numerous means to get this message to the membership.

Medical Laboratory Assistant/Technician (MLA/T) Certification program

Our MLA/T Certification program, and the people who became members after achieving certification, have contributed greatly to the success and longevity of the OSMT. It was in 1988 that the OSMT offered its first MLA/T Certification exam and during the next decade, MLA/Ts gained a significant role in the society. Since its inception, 12,495 individuals have achieved MLA/T certification. The OSMT has made substantial investments and has a strong commitment to this program and has a continuous validation process to ensure that the MLA/T exam is up-to-date and consistent with Ontario legislation and workplace practices.

Collaborative Education Fund (CEF)

In 2013, the Society established the new OSMT Collaborative Education Fund (CEF) to provide support and sponsorship for professional development initiatives that positively impact and enhance the skills and knowledge of medical laboratory professionals. Education events such as seminars, conferences, and workshops, which are held by health institutions or health-related organizations and groups, are eligible for sponsorship. Events may be organized by non-laboratory healthcare professions and must contain programming and content that will be of benefit to medical laboratory professionals. Support from the CEF is available to organizations and groups by application to the OSMT Professional Development Committee.

Financial Statements

As has been the case for numerous years now, the Society continues to enjoy a solid financial condition. The year 2013 closed with a healthy \$1,762,794 in net assets, \$700,000 of which has been earmarked in a Program Development Fund. Some of this will be used for technology acquisitions and upgrades and the development of new or improved initiatives during implementation of the OSMT's strategic priorities.

The 2013 Financial Statements show total revenues of \$650,061 and expenses of \$555,425. It is noted that the Society's top revenue source is from the Laboratory Assistant/Technician certification program, followed by income from membership fees. The year ended with \$94,636 in net income.

No extraordinary commitments or contracts were outstanding at the end of the year. The Society maintains a \$250,000 internally-restricted reserve as protection against operating costs.

The new Canadian Audit Standard requirements demand a more vigorous audit of certain areas of operations and reporting structures have been modified to comply with current best practices in recognizing assets and liabilities.

Thank you!

The OSMT wishes to extend a heartfelt thank you to all the members and volunteers who helped to make the OSMT's 50th anniversary a very special year!

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INDEPENDENT AUDITORS' REPORT

To the Members of **Ontario Society of Medical Technologists**

Report on the Financial Statements

We have audited the accompanying financial statements of Ontario Society of Medical Technologists, which comprise the statements of financial position as at December 31, 2013 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the organization's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Ontario Society of Medical Technologists as at December 31, 2013, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

KRIENS-LAROSE, LLP

Kris ~ Larose

**Chartered Professional Accountants
Licensed Public Accountants**

Toronto, Ontario
April 8, 2014

ONTARIO SOCIETY OF MEDICAL TECHNOLOGISTS STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2013

	2013	2012
	\$	\$
ASSETS		
CURRENT		
Cash	192,629	111,595
Investments (Note 2)	1,568,368	1,433,735
Accounts receivable	27,417	1,831
Prepaid expenses	8,692	11,440
	1,797,106	1,558,601
INVESTMENTS (Note 2)	100,000	250,000
EQUIPMENT (Note 3)	4,021	4,940
	1,901,127	1,813,541
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	23,189	28,168
Deferred revenue (Note 4)	102,990	109,608
Government remittances payable	12,154	7,607
	138,333	145,383
NET ASSETS		
Unrestricted net assets	808,773	713,218
Program Development Fund (Note 5)	700,000	700,000
Reserve for General Operations (Note 5)	250,000	250,000
Invested in equipment	4,021	4,940
	1,762,794	1,668,158
	1,901,127	1,813,541

APPROVED ON BEHALF OF THE BOARD:

[Signature], Director, San Church, Director

Accompanying notes available upon request

ONTARIO SOCIETY OF MEDICAL TECHNOLOGISTS
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2013

	2013	2012
	\$	\$
REVENUES		
Laboratory Assistant Certification Program	260,870	270,141
Membership fees	249,987	256,301
Convention and trade show	68,876	15,351
Interest income	33,550	29,687
Members services	31,939	26,653
ADVOCATE and publications	2,928	704
Continuing education	981	–
Unrealized investment income	930	3,159
	650,061	601,996

EXPENSES

Administrative (Schedule II)	324,647	325,963
Operating (Schedule I)	222,843	205,967
Financial (Schedule III)	7,935	7,800

	555,425	539,730
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**EXCESS OF REVENUES OVER
EXPENSES FOR THE YEAR**

	94,636	62,266
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Accompanying notes available upon request

ONTARIO SOCIETY OF MEDICAL TECHNOLOGISTS
SCHEDULES TO STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2013

	2013	2012
	\$	\$
SCHEDULE I		
Operating Expenses		
Convention and trade show	61,335	7,007
Board and committee meetings	44,368	34,724
ADVOCATE and publications	42,932	38,560
Laboratory Assistant Certification Program	26,641	21,713
Membership and public relations	23,860	44,258
Members insurance	23,707	31,954
Strategic planning	–	27,751
	222,843	205,967

SCHEDULE II

Administrative Expenses		
Salaries and benefits	247,329	242,406
Rent	35,855	35,494
Office and supplies	20,215	21,313
Leases	16,127	18,363
Telephone	1,824	1,923
Postage	1,378	1,932
Amortization	1,040	1,258
Miscellaneous	879	693
Consulting	–	2,581
	324,647	325,963

SCHEDULE III

Financial Expenses		
Audit	4,500	4,400
Insurance	3,435	3,400
	7,935	7,800

Accompanying notes available upon request

The complete audited Financial Statements are available from the OSMT Office upon request.

Ontario Society of Medical Technologists

52nd Annual General Meeting
Saturday, September 20, 2014
16:15 – 17:30 pm

Four Points by Sheraton
285 King St., E. – Gibraltar Room
Kingston, ON

AGENDA

1. Call to Order and Approval of Agenda,
Shari Batson, BSc., ART
(AGM Motion Voting Rules)
MOTION To approve the agenda for the
52nd Annual General Meeting
2. President's Report, *Shari Batson, BSc., ART*
3. Executive Director's Report, *Blanca McArthur*
4. Credentials Report, *Conrad Bégin Jr., MLT, ART*
(re: status of members present)
MOTION To accept the credentials report for
the 52nd Annual General Meeting
5. Minutes of the 51st Annual General Meeting,
Irene Sottile, MLT
MOTION To approve the minutes of the
51st Annual General Meeting
6. Business Arising from the Minutes
7. 2013 Annual Report, *Irene Sottile, MLT*
MOTION To receive the 2013 Annual Report
8. Appointment of Auditors, *Jan Church, MLT*
MOTION To appoint the accounting firm
Kriens-LaRose Chartered Accountants
as auditors for OSMT 2014 fiscal year
9. Report of the By-Laws Committee,
Conrad Bégin Jr., MLT, ART
MOTION Amendments to by-laws
10. Election of Directors, 2014-2015,
Conrad Bégin Jr., MLT, ART
MOTION To accept the report of the
Nominations, Elections & Credentials Committee
MOTION To destroy ballots
11. Ratification of Board Actions
MOTION To approve the actions of the OSMT
Board for 2013
12. Other Business
13. Resolutions
14. Adjournment
MOTION To adjourn the meeting

OSMT Board of Directors 2013 – 2014

OFFICERS

President:	Shari Batson, BSc., ART
Vice-President:	Gregory Young, ART
Secretary:	Irene Sottile, MLT
Treasurer:	Jan Church, MLT
Past-President:	Conrad Bégin Jr., MLT, ART
Executive Director:	Blanca McArthur (ex-officio)

DISTRICT DIRECTORS

District 1	Vacant
District 2	Aline Letourneau, MLT (Timmins)
District 3	Vacant
District 4	Gregory Young, ART (Lindsay)
District 5	Karim Bhaloo, BSc., MLT (Toronto)
District 6	Robert Scheuermann, MLT, BSc., MBA (Stratford)
District 7	Vacant
District 8	Joan Gandza, MLT (St. Thomas)

DIRECTORS-AT-LARGE

Shari Batson, BSc., ART (Kingston)
Jan Church, MLT (Richmond Hill)
Irene Sottile, MLT (Thunder Bay)

DIRECTOR-AT-LARGE, MLA/T

Soultana Tsitsikotas, MLA/T (Scarborough)

OSMT STAFF

Blanca McArthur	Executive Director
Debbie Brooks	Executive Assistant
Margaret Faye	Program Development Team Leader
Amy Yu	Membership & MLA/T Examination Coordinator
Sue Bowerman	Membership Assistant



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