CMLTA

COLLEGE OF
MEDICAL LABORATORY
TECHNOLOGISTS
OF ALBERTA

www.cmlta.org

Strategic Plan

2020 - 2023

GOAL ONE

PRIDE AND PRESENCE

STRATEGIES

- Increase the number of education and outreach sessions across the province.
- Consider those in remote areas and incorporate the use of webinars and other technologies to reach them.
- Actively participate with students, particularly in their graduation year.
- Develop a tool kit for Council members and others to use to organize 'Lab Days or Career Days.'
- Beginning adding professional designation and 'proud member of CMLTA' on signature line of correspondence.
- Conduct focus groups to share the role of the College and research what would members like to see the College provide.
- Update the website to make it user friendly and applicable to members.
- Consider partnering with the AFRHP to develop a member app that is easily accessed on mobile devices.

WHY THESE STRATEGIES

- It is important that members realize the value of CMLTA and the significance of being a member of a self-regulated profession who have a noble role: protect the public.
- Create pride in the profession and instill confidence in members and their important role in the health system.
- Demonstrate value for membership fees; members understand the services provided and how to access them.
- Increase member satisfaction and connection by encouraging members to become involved in projects with CMLTA that ultimately contribute to the betterment of the profession.
- Keep the profession and CMLTA sustainable by having new graduates engaged as soon as they enter the profession.

GOAL TWO

LEADING FROM BEHIND, LEADING FROM WITHIN

Increase the profile and influence of CMLTA with stakeholders, decision makers, and legislators.

How it aligns with what we heard and what we discussed:

Recent work completed by AFRHP and others indicates that regulatory colleges may be at risk due to various ideologies on the purpose, roles, and function of regulatory bodies. The CMLTA plays a unique and critical role in the laboratory technologist profession. There is a need to align the CMLTA platform with current government goals to help achieve success in our goals.

STRATEGIES

- Continue to work with AFRHP as they research regulatory trends in other jurisdictions, learn and share best practices in regulatory policy, governance, and management.
- Demonstrate 'protection of the public' by:
  o Investigate adding other non-regulated practitioners working in laboratory sciences to be regulated under CMLTA.
  o Increase the scope of practice to include areas not currently in the purview of CMLTA members.

WHY THESE STRATEGIES

- A united approach strengthens the positions of all Colleges: 'high tides lift all boats.'
- CMLTA could achieve even greater regulatory excellence if their scope was expanded, and other non-regulated practitioners working in the same field of laboratory science would come under their regulatory banner.
- Demonstrate professionalism and commitment to protection of the public.

GOAL THREE

REGULATORY EXCELLENCE

Achieve strong governance, excelling as a Council and College.

How it aligns with what we heard and what we discussed:

This goal was previously defined as "Develop a resiliency agreement" that would allow relationships and trust to flourish. Upon reflection, Council determined that recent barriers to excellence could be removed by focusing on their governance role. Trust will be built, and strong relationships emerge when there is role clarity and strong governance structures put in place.

STRATEGIES

- Regular training and updates by an expert in governance and regulation.
- Clarity on governance structures and accountability process.
- Conduct a complete review of Bylaws.
- Establish a 'dashboard' or 'report card' reporting system outlining progress.

WHY THESE STRATEGIES

- Council determined that they needed clearly defined role separation, definition of policy and procedure, and knowledge of 'who is in charge of what'.
- Council would also like clarity on the processes and terminology. Council should be in an overseeing position, with work assigned to sub-committees, supported by staff.
- Council wants to avoid micromanaging; regular reporting mechanisms would give them the confidence that plans were being acted upon.