



MLT Analyzer

Bulletin of the New Brunswick Society Of Medical Laboratory Technologists



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President's Message...

By Carlene McCaffrey



The beginning of each New Year is a time to set goals and priorities and to take up new challenges. Representing the NBSMLT regulatory body as your 2013 President is a challenge that I will accept with great honor.

I have been working at the Chaleur Regional Hospital for the past 30 years. Microbiology was the first department where I started my career as a medical laboratory technologist followed by hematology and immunohematology and then went to histology where I still work today as chief technologist. My involvement with the NBSMLT started at the Academy level and continued as a Board Member from 2009-2011 before accepting the President- Elect position in 2012.

I encourage every member to visit the new website (www.nbsmlt.nb.ca). It is easier to use and you can find information on various subjects such as the new Standards of Practice, the NB bridging program for internationally educated MLTs, the professional development program and the upcoming education activities.

The Standards of Practice were revised by the NBSMLT Legislation Committee. They are now more specific and easier to understand. These are principles that define a minimal level of behaviors, competencies and professional practices expected from members of the NBSMLT. The Standards of Practice were approved by the Board of Directors and were presented by the Legislation committee at the Annual General Meeting in October 2012.

Regular updates on the Bridging Program and frequently asked questions (FAQ) are being posted on the NBSMLT website

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under the Internationally trained MLT section. In addition, presentations on the Bridging Program will be held throughout the province in the next few months. As your President, I will be participating in the Bridging program evaluation workshop on March 8-9, 2013. The evaluation consists of a summary of activities and outcomes that were accomplished in the past year. I will also be attending the 15th National Metropolis Conference in Ottawa on March 14-16, 2013. Metropolis is the world's largest network of researchers, government officials, international organizations, and civil society organizations in the field of migration and population diversity. In 2012, the Bridging Program was nominated for an IQN (International Qualifications Network) award where it recognizes leadership in foreign credential assessment and recognition practices in Canada. We have received notification that the NBSMLT will be among the 8 initiatives of a total of 63 in Canada to receive an honorable mention at this national event.

Another aspect of the Bridging Program is the mentorship program which is an integral part of educating internationally educated individuals. This mentorship program will be managed by the ACR & PP committee. Training sessions for

mentors will also be available during the year. Details on how to become a mentor were sent by e-mail to the members. As a mentor you could make a big difference in someone's life.

The NBSMLT is looking at a new audit process for the assessment of PDP applications. This new process will reduce cost and reduce the amount of time spent by NBSMLT volunteers to review applications. The PDPs will be processed more quickly and meeting expenses decrease. Members will also incur savings for not having to mail the documents. Members will be notified of this new process. Each member will be required to keep their supporting documentation in their own file and sent only upon request by the NBSMLT registrar. This type of audit system is already in place in most regulatory bodies in Canada.

As you can see our society is bursting with activity for 2013. Many dedicated people, including paid personnel and volunteers work numerous hours to respond to issues in a collaborative manner. This ensures the mandate of the NBSMLT to protect the public and ensure high standards for the profession. I believe in the NBSMLT's mission, vision and values and this makes me proud to be your 2013 NBSMLT President.

NBSMLT Anita Lindsay Award



The Anita Lindsay Award is awarded annually to a technologist who exemplified exceptional professional service.

Applications for the 2013 award will be accepted until March 31, 2013.

Objective

The Anita Lindsay Award is presented to a member who is leaving the profession of Medical Laboratory Technology. The award will only be given when a suitable recipient is nominated.

Selection Committee

The Awards Committee shall select the recipient by reviewing the résumé of the nominees submitted. The Award Committee will purchase the award.

Presentation

The recipient shall receive an expense paid trip to Annual General Meeting where the President will present the award at the AGM banquet.

Selection Criteria

Must be leaving the profession of Medical Laboratory Technology (retiring or changing careers), at least 20 years as a member of NBSMLT.

Must have demonstrated professionalism, integrity and a commitment to high personal standards throughout his/her career.

Must have significantly contributed to the professional society at the academy, provincial, national or international level for at least 5 years.

Must be nominated by an active member of NBSMLT.

Publicity

A résumé and picture of the recipient shall be made available for press releases and publication in the Analyzer.

From the Editor...

William Allen



I hope that in this year to come, you make mistakes. Because if you are making mistakes, then you are making new things, trying new things, learning, living, pushing yourself, changing yourself, changing your world. You're doing things you've never done before, and more importantly, you're Doing Something. So that's my wish for you, and all of us, and my wish for myself. Make New Mistakes. Make glorious, amazing mistakes. Make mistakes nobody's ever made before. Don't freeze, don't stop, don't worry that it isn't good enough, or it isn't perfect, whatever it is: art, or love, or work or family or life. Whatever it is you're scared of doing, Do it. Make your mistakes, next year and forever.

Author Neil Gaiman

Next
submission
date
June 14
2013

I really like the above quote because it inspires all of us to have the courage to try new things. It persuades us to stop just thinking about doing something, not procrastinate, and jump in with both feet. I've always said, "I don't regret the things I've done, only the things I wish I'd done".

In this first issue for 2013 you will find information which will help keep you up-to-date on many NBSMLT topics. The Board of Directors has seen a few changes in the New Year. It is that time again to welcome our new president, Carlene McCaffrey. I would like to direct you toward her first article as President. We look forward to working with her as she brings her own perspective and insights to the NBSMLT Board of Directors. With the succession of our new president, we also have a new President Elect, Rania Elhalabi. Some of you may know her in her previous Board role in Public Relations and Bridging Project Coordinator; be sure to check out her article.

The Bridging program is shaping up to be just as busy this year as last. You will see some bridging

project updates which will keep you informed of how work is proceeding, as well as some information on the newly developed mentorship program. I encourage all of you to consider mentorship. You can truly make a difference in someone's life, and in the end, you will see how it's made a difference in your life as well!

I would like to bring your attention to the "important information concerning PDP". Here you will find the information you will need when submitting your next PDP. Yes, the NBSMLT is proceeding with an audit system for PDP submission. Even though this is a new process, I'm sure everyone will agree it is a welcomed approach which will be more cost effective and easier for our members. Thanks go out to the ACR&PP and Legislative Committees as well as the Board of Directors for working out the details for this new process.

We are always looking for new and fresh ideas for the Newsletter, if you have any suggestions or would like to submit an article for an upcoming publication please contact the office.

Submit your texts or comments/questions to:

488 Centrale Street,
Memramcook, NB E4K 3S6
office@nbsmlt.nb.ca

Editorial policy

The purpose of this newsletter is to provide a means of communication between the members of the NBSMLT and its Board of Directors. The opinions expressed in the MLT Analyzer are those of the contributors and do not constitute official policy of the NBSMLT. The editor reserves the right to edit submissions as required.

Welcome new Board members for 2013

Board of Directors

Carlene McCaffrey, President
Rania Elhalabi, President-Elect
Chrystal Allen, Director - Fredericton

Your participation contributes greatly to the Society's achievements and demonstrates a sense of leadership and pride in your profession.



Election Information 2014

The time is here once again for the nomination of President Elect for the New Brunswick Society of Medical Laboratory Technologists.

The Nomination Committee requests that you put forward names of NBSMLT members to stand for this important position. It is an opportunity for you to nominate technologists with a vision for the future, an individual who will be able to direct the Society's affairs in these interesting and challenging times.

Please forward all nominations to the Society's office on or before August 31, 2013.

Nomination Information

Term of Office

In order to comply with the 1991 Medical Laboratory Technologists Act, an annual election will be held by the Society for the office of President Elect. This will be a three year term: the first year (2014) the technologist will serve as President Elect, the second year (2015) he/she will become President of the Society and the third year (2016) this individual will serve as Past President.

Service and Goals

In order to provide the membership with background information regarding the candidates' present and past service in Society matters, a summary must be provided of his/her professional activities. A statement regarding goals as President Elect of the New Brunswick Society of Medical Laboratory Technologists, as well as a current photograph suitable for printing, should also be included. This information shall not exceed 250 words and will accompany the instructions sent with the ballot to each voting member.

Nomination Form

Election of President Elect

In order to comply with the 1991 Medical Laboratory Technology Act, the membership are to elect a technologist to the position of President elect each year. The term of office will be for three years, progressing from President Elect, to President, and the final year, Past President.

I _____ allow my name to stand for the position of President Elect of the New Brunswick Society of Medical Laboratory Technologists.

Signed _____

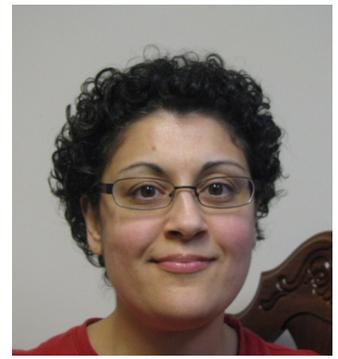
Date _____

Nominated by _____

Seconded by _____

Bridging Program Updates

Rania Elhalabi, BSc., MLT
NBSMLT Board Executive



Update December 2012

A lot has been happening with the bridging project. The NBSMLT has been very busy coordinating curriculum development, ensuring that course material is being completed on schedule. So far Transfusion Medicine and Histotechnology course profiles have been finalized, subject matter experts have been hired and development has begun. We anticipate that over 50% of the work related to curriculum development will be completed by March 31, 2013. Courses will be developed and delivered on line, which will make it easier for MLTs who are living abroad, to start their bridging education while in their home country.

So far course development has required a lot of financial, human and in-kind resources, to the point where additional funding was required. In fact, looking for additional funding to ensure the NBSMLT meets established deadlines has been a priority. The Department of Post-Secondary Education, Training and Labour, Population Growth Division is a Bridging Program partner and has been generous in awarding the NBSMLT Bridging Program additional funding to support curriculum development. This year, our project has received funding from Population Growth and Division of close to \$100,000.

It's exciting for the NBSMLT to be a part of this project, so many things have happened in the past year and half. Provincial and national, committees and groups are taking notice of the NBSMLT and the initiatives being made. MLTs are being asked to come to the table and become valuable well respected partners. The

NBSMLT can barely keep up with requests to present our bridging program model to other professions and various committees because of its enormous success so far.

As members, you should feel proud and excited to be a part of this progress and the growth of the society. There are so many more great things to come for the NBSMLT, the future looks bright with possibilities.

Our time is now; we need to seize the opportunity to push forward, be heard by the public, peers and government and to be recognized as innovators, valuable leaders and equal partners in healthcare!

Update January 2013

...recently an email was received from the New Brunswick Department of Health. A consultant for Hospital Operations sent a message to the Executive Director of the NBSMLT regarding the Bridging Program for internationally educated MLTs. This individual heard about the wonderful work the NBSMLT and its partners were doing on the Bridging Program. The email stated: ***"my intent was to drop you a line and applaud you on this outstanding work, very impressive"***. The NBSMLT was invited to give a presentation on the program at the Department of Health this spring. This will give the NBSMLT the opportunity to talk to government officials and decision makers about the Bridging Project and the benefit it will be to the profession. It will also provide an opportunity to put our profession in the forefront.

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The Bridging Program team wanted to share those words of encouragement with you, the members; this is just another reason to be proud of our accomplishments

Update February 2013

As part of the Bridging project, the NBSMLT has created a profile on the International Qualifications Network (IQN). IQN is a website created by the Government of Canada as part of the Foreign Credentials Referral Office. The Foreign Credentials Referral Office's purpose is to help foreign trained workers succeed in Canada. The website is dedicated to providing a space for regulators, groups or committees to promote collaboration on information related to the assessment and recognition of international qualifications. It enables members to share information about their own initiatives, and provide feedback on others' initiatives. Being

part of this website has enabled the NBSMLT to raise awareness and promote to other groups the NB Bridging Program. As such the NBSMLT was nominated for the IQN awards. The IQN Awards recognize leadership in foreign qualification assessment and recognition in four areas - workplace integration, innovation, engagement or overseas initiatives. We are proud to announce that the NB Medical Laboratory Technologist Bridging Program has received an Honourable mention in the category of Engagement. Our initiative is among 8 others to receive Honourable mentions from a total of 63 nominations. The NBSMLT and the Bridging Program will be highlighted at the IQN Awards Ceremony to be held on March 13, 2013 at the Museum of Civilization in Gatineau, Quebec.

If you would like more information about IQN or would like to visit our profile page go to <http://www.credentials-competences.gc.ca/>



CMA Accreditation

Accreditation is the public recognition that an educational program has met national standards. For the Canadian Medical Association, the goal is to ensure that educational programs enable their students to acquire the knowledge, skills and attitudes to function as competent health practitioners in Canada.

In New-Brunswick, employers benefit from the assurance that medical laboratory technologists and assistants have attained the competencies required for high quality patient care and accreditation provides NBSMLT with a reliable basis of decisions about the eligibility of candidates for entry to the profession in the province.

Listen to this 3-minute video for an overview of the Canadian Medical Association's Conjoint Accreditation Services.

Links to the video in English : www.cma.ca/accredit

And direct to YouTube <http://www.youtube.com/watch?v=HuZ9k8vGJHs&feature=youtu.be>



Once again, our profession was represented by the NBSMLT on the international stage!

by Janelle Bourgeois, NBSMLT Executive Director

The NBSMLT is currently involved in several initiatives supporting credentials recognition, training and the integration of medical laboratory technologists (MLT) in New Brunswick. One of the main initiatives is certainly the Bridging Program for internationally educated medical laboratory technologists (IEMLT), whose main goal is to provide the necessary training and support to IEMLTs wishing to integrate more easily into the labour market. The program will be provided in both English and French.

Apart from working on initiatives for the IEMLTs, the NBSMLT is committed to act as a leader in the initiatives related to the integration of internationally educated health professionals and is working in partnership with various organizations, including the Government of New Brunswick, the Consortium national de formation en santé (CNFS) and the Vitalité Health Network. Also, the NBSMLT maintains a good working relationship with other New Brunswick health professional regulatory bodies.

For the second time, the NBSMLT had the opportunity to take part in the international event called Destination Canada, last November in Paris and Brussels. This was made possible through an initiative of the Population Growth Division of the Post-Secondary Education, Training and Labour Department of New Brunswick. Destination Canada is a welcoming and recruiting forum for professionals interested in expatriating.

The NBSMLT had set several targets as part of its participation in Destination Canada, including informing internationally educated health professionals on the process of establishing equivalences for the qualifications earned abroad and obtaining a licence to practice in New Brunswick and attracting MLTs in New Brunswick.



Janelle Bourgeois,
NBSMLT and
Gabriel Léger,
Government of
Canada
at the booth of
Destination Canada
in France

Our participation to the event helped us clarify the procedures for practicing in Canada, which may seem complicated and ambiguous for internationally educated health professionals (IEHP). As a professional regulator, the NBSMLT supported the CNFS and, indirectly, the Vitalité Health Network in their initiatives to attract potential candidates to New Brunswick. Also, our presence at this event enabled us to distinguish ourselves as a profession at the international level. We provided information to over 130 health professionals, including 38 laboratory professionals.

We also went to Lyon, in France, with a representative of the Vitalité Health Network to meet with the TLM Program officials at the Université catholique de Lyon. We gave a presentation to 32 MLT students. Several were interested in moving to New Brunswick.

Recruiting IEHPs is an effort that produces medium and long-term results, as the process of establishing equivalences for the qualifications earned abroad and obtaining the required certification is long and sometimes complex.



Follow-up from AGM

During the Annual General Meeting held October 27, 2012, members discussed concerns they had about the current pay rates for MLTs and union issues. There were questions on why the NBSMLT has not/does not get involved with union negotiations on behalf of its members.

The NBSMLT recognizes these are valid concerns which affect the majority of members, however, salaries and union negotiations fall beyond our jurisdiction. As the provincial regulator, the NBSMLT's mandate is to protect the public by ensuring patient safety through its members. Members should continue to work with their respective union bargaining groups and with the employers.

The NBSMLT Board of Directors would like to thank the members for discussing this issue and hope the members will continue to work together with the employer and union to satisfy all parties.

National Medical Laboratory Week Learning Activity

How much do you know about NBSMLT?

During the week of April 28 to May 4, 2013 - National Medical Laboratory Week

A NBSMLT learning activity will be posted on the NBSMLT website www.nbsmlt.nb.ca. This learning activity is intended to educate NBSMLT members on various aspects of the society. It will consist of a quiz to be completed and submitted by members to NBSMLT office for marking. A certificate worth a total of **two PDP hours** will be given to those members with a quiz score of 80% or higher and for scores of 60% to 79%, **one PDP hour** will be given.

Timeline

The quiz will be available on the NBSMLT website from April 28 to May 4. Completed entries must be received by the NBSMLT before May 25, 2013 to be eligible for PDP hours. Successful entries will be sent their PDP certificate by email.

Prize

Only successful entries with quiz score of 80% and higher will be entered into a prize draw. Prize to be announced before Medical Laboratory Week in April.



If you have any questions please contact your local Continuing Education Committee member:

*Saint John – Hope Mackenzie, Moncton – Nicole Caldwell,
North Shore - Lynn Pelletier, Edmundston – Lise Ruest-Clavette,
Fredericton – Darlene Maddox, Miramichi—Marsha Cook*

The New Brunswick Bridging MLT Mentoring Program

Goal of the New Brunswick MLT Bridging Mentoring Program

To assist IEMLTs in learning the cultural conventions of professional practice, for facilitating professional socialization and for connecting with their peers in the field. To ultimately improve the chances of IEMLTs in securing jobs in a Canadian Medical Laboratory.

Program Overview

Mentoring provides a personalized learning and development experience at a critical juncture in a person's career path. It can be a formal or informal relationship that only lasts for a defined period of time. The mentor is someone who has traveled a similar path before and can offer advice, guidance and insightful questions to help guide the mentee. The mentor is part teacher, part thinking partner, and a curious listener and coach.

The NBSMLT NB Bridging Mentoring Program matches Internationally Educated Medical Laboratory Technologists (mentees) who are enrolled in the New Brunswick Bridging program with experienced New Brunswick Medical Laboratory Technologists (mentors) who can assist the Internationally Educated Medical Laboratory Technologists (IEMLTs) with setting and reaching defined goals.

Mentors

Mentoring other MLTs can provide a sense of fulfilment, particularly if the mentor is looking to enrich their own role. Mentors can develop attributes that will help them broaden their own cultural and social possibilities beyond what they do every day and have a lasting impact on the individual and the profession. Sharing wisdom and past experiences is what the mentee looks for from the mentor.

Mentor's Roles and Responsibilities

- Demonstrate leadership.
- Work within differing opinions.
- Identify opportunities.
- Recognize the best/potential in others.
- Challenge, analyze and evaluate.
- View problems differently to the mentee and challenge assumptions.
- Stay accessible, committed, and engaged during the length of the program.
- Willing to share time, energy, knowledge, experience and resources.
- Ability to build and engage in a relationship of trust.

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- Listen with an open mind and communicate effectively.
- Provide emotional support when needed.
- Share information on your own experiences, good or bad, if appropriate.
- Give and receive positive constructive feedback, as needed.
- Maintain confidentiality.
- Act as a sounding board.
- Ask questions to facilitate full exploration of an identified issue.
- Making referrals to additional resources when appropriate.
- Provide information that will assist the mentee in learning about the culture and values of the Canadian MLT lab.
- Serve as an unbiased coach, confidant, and advisor.
- Having clear expectations.
- Having difficult conversations if necessary with the mentee.

Mentoring Is Not

- About dishonest communication and feedback.
- About imposing views onto the mentee.
- Formal (each mentee/mentor relationship will likely look different).
- About being given answers to problems.
- About being told what to do.
- Founded on a lack of commitment.
- About having the same personal values.
- About avoiding issues/barriers that may be impeding the relationship or the ability of the mentee to move towards the achievement of goals.
- Don't discount, dismiss, or minimize.
- Don't patronize or make light of a perceived obstacle or place undue guilt on the mentee.
- Don't become a "crutch" for the mentee.
- Don't be distant or unapproachable.

The mentor/mentee relationship is designed to meet the personal and professional development needs of the mentee. A productive mentor/mentee relationship offers a comfortable, criticism-free environment. Conversely, both the mentor and mentee must realize that some expectations will be unmet and mistakes will happen. The mentor's role is to help and support, not rescue or complete tasks for the mentee.

***If you would like to become a mentor or would like more information please contact
rania.elhalabi@nbsmlt.nb.ca***

Important notice to all members

PDP Update

As of January 2013, the NBSMLT and the ACR& PP Committee will now be auditing selected PDP applications once every year.

The following are the new changes that will affect you

- The only document required for submission to the NBSMLT office is your log sheets. This can be sent by mail, email or fax.
- An audit notice will be sent to random members who have submitted their PDP log sheets; at this point they will be required to provide all proof of activities (i.e. certificates and/or supporting documentations) and sent by mail to office.

Important dates for PDP submission

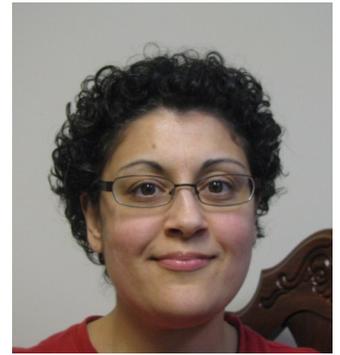
- Submit your PDP log sheets every three years.
- The October 15th due date remains in effect for log sheet submission, as well as the \$100 late fee will still apply.
- Any log sheets received after October 15th will automatically be audited.
- The due date for receiving all supporting documentation for those PDPs audited is November 5th. There will be a \$100 late fee applied after this date. This will allow for sufficient time to process all PDPs before December 31st, and ensure that registration renewals will not be delayed for January 1st.

If you have any questions or concerns please contact the office at (506) 758-9956 or by email at caroline.dupuis@nbsmlt.nb.ca

Thank you
Caroline Dupuis, Deputy Registrar/ ACR&PP Chairperson

President Elect 2013

Rania Elhalabi, MLT



I have been honoured to be given the opportunity to serve as the NBSMLT President Elect for 2013. After serving for nine years on the NBSMLT Board of Directors, holding various positions I felt it was time to move through the presidential chain. I have been involved in the profession not only locally, in Moncton, but provincially with the NBSMLT and nationally as well with CSMLS. Recently I also have been lucky to be part of the Bridging Project, as the Project Coordinator since 2011. Being part of

this project has been amazing, the benefits gained for the society is truly inspiring. The NBSMLT and in turn the members have been given a voice, we have made huge leaps and bounds in the last two years making a name for ourselves and the profession. With respect, we are being recognized as quality leaders not only in laboratory services but also as essential professionals to the health care system. We are now considered key stakeholders in many government initiatives.



Vacant Board of Directors Position Public Relations Chair

The NBSMLT is currently recruiting members to fill vacant Board of Director position for PR Chair

MANDATE :

The Public Relation (PR) representative will take on the role of PR chair and represent the committee as a Board of Director member. The PR rep will be responsible to hold meetings, maintain communication with other provincial regulators and the CSMLS, submit annual PR budgets, new PR recommendations, and reports. The PR rep will attend Board meetings as a voting member and will participate in discussions and help make the decisions on behalf of all NBSMLT members.

Please refer to the Terms of Reference on the NBSMLT Website for more information : www.nbsmlt.nb.ca

Please contact registrar@nbsmlt.nb.ca if you are interested in applying for the position

2013 LABCON Grants

Victoria, BC

May 11-13 mai 2013

LABCON 2013 will be held in Victoria, BC, May 11 to 13th, 2013. At the December 2012 meeting of the NBSMLT Board of Directors, a motion was carried to award two (2) grants of \$1,000 each to facilitate attendance at the national congress. Please complete application form if you are interested.

As in the past, recipients will be chosen based upon their commitment, professionalism and service to NBSMLT (at any level). All applicants who have contributed to the Society (as indicated on the application) in any manner, and have not previously received this grant, will be considered equally. Recipients will be chosen at random from qualified applicants and will be notified in writing by the Registrar as soon as the selection has been made.

On occasion, the Board of Directors may find an applicant to be outstanding and award one of the grants to that individual. When completing your application, please remember to complete all sections since this may be the only information that will be available at the selection process.

CONGRÈSLAB 2013 aura lieu à Victoria, C.-B. du 11 au 13 mai 2013. Le Conseil d'administration de L'ATLMNB lors de sa réunion de décembre 2012, a adopté une motion en faveur de l'octroi de deux (2) subventions de 1,000 \$ chacune afin de permettre à certains membres d'assister plus facilement au congrès national. Si vous êtes intéressé(s), veuillez remplir ce formulaire.

Comme par le passé, le choix des bénéficiaires sera fondé sur leur engagement, leur professionnalisme et les services qu'ils ont rendus à l'ATLMNB (à tous les niveaux). Seront examinées les demandes de tous les requérants qui, d'une manière ou d'une autre, ont contribué aux activités de l'Association (comme cela doit être mentionné dans la demande) et qui n'ont pas déjà reçu une subvention. Les bénéficiaires seront choisis au hasard parmi les noms des requérants admissibles, puis ils seront avisés par la registraire dès que les choix auront été faits.

Il peut arriver à l'occasion que le Conseil d'administration accorde une des subventions directement à une personne en raison de ses services insignes. N'oubliez pas de remplir toutes les parties de votre formulaire de demande, étant donné que ce formulaire sera la seule source d'information utilisée pour le processus de sélection.



New Brunswick Society of Medical Laboratory Technologists

Association des technologistes de laboratoire médical du Nouveau-Brunswick

**New Brunswick Society of Medical Laboratory Technologists
Association des technologistes de laboratoire médical du Nouveau-Brunswick**

**Application for Congress Grant
Demande de subvention pour le congrès**

Name/Nom _____

Home Address/Adresse du domicile _____

Home Telephone/Téléphone à domicile _____

Business Telephone/Téléphone au bureau _____

Place of Employment/Lieu d'emploi _____

Years of active membership in NBSMLT/
Nombre d'années comme membre actif de l'ATLMNB _____

Previous grant/Subvention précédente
Yes / Oui No / Non If yes, when? / Si oui, quand? _____

Professional Activities/Activités professionnelles

Academy/Au niveau de l'académie _____

Provincial/Au niveau de la province _____

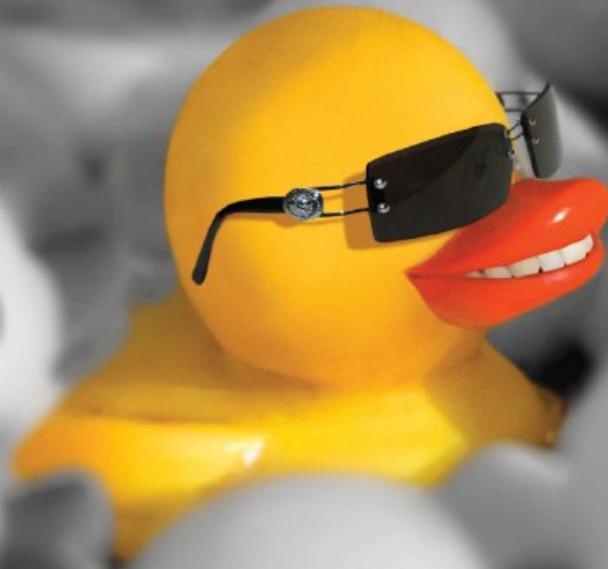
National/Au niveau national _____



**Mail or Fax to: / Postez ou envoyez par télécopieur:
NBSMLT/ATLMNB, 488, rue Centrale St., Memramcook, NB, E4K 3S6
Telephone: (506) 758-9956 Fax: (506) 758-9963**

**Applications must be received on or before March 15, 2013
Toutes les demandes doivent être reçues pour le 15 mars, 2013**

COME EXPERIENCE 'DIFFERENT'



- New presentation formats for sessions including;
 - Panel presentations
 - Round table discussions
- Innovative and scientific topics on quality control, laboratory case studies and antibiotic stewardship
- Industry specific exhibitions from our sponsors and exhibitors

May 11-13, 2013 | Victoria, BC | The Fairmont Empress & Victoria Convention Centre

DIFFERENT

Think. Learn. Aspire. Belong.

LABCON 2013

CSMLS's National Conference of Medical Laboratory Science
Congrès national de science de laboratoire médical de la SCSLM

labcon.csmls.org