



MISSION

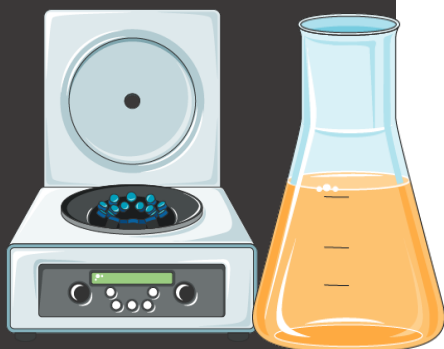
The NBSMLT regulates the profession of Medical Laboratory Science through high standards of practice, education and collaboration to ensure public protection.

VISION

- Grow and expand through collaboration and engagement
- Advance our leadership in healthcare

VALUES

- Engagement
- Professionalism
- Collaboration
- Transparency
- Accountability
- Public confidence
- Innovation



THE BEAKER

A message from our 2026 President Rachelle Kingsler

Where did summer go?!

It feels like we blinked and suddenly we're stepping into fall, gearing up for renewal season, committee work, and the final stretch of 2026. Even though the summer months flew by, our profession certainly didn't slow down—and neither did the important regulatory work happening behind the scenes.

As always, our mission keeps us grounded: *"The NBSMLT regulates the profession of Medical Laboratory Science through high standards of practice, education and collaboration to ensure public protection."* Everything we do—every amendment, every committee meeting, every update—is anchored in that responsibility.



This fall brings several meaningful milestones. With the Ministry of Health's approval of our bylaw amendments and the Board's approval of updated Rules, we continue to modernize our regulatory framework. One significant change is the removal of mandatory CSMLS membership as a condition of registration, giving registrants more flexibility while maintaining the essential protections required for safe practice.

Legislative work is also moving forward. Draft amendments to the *Medical Laboratory Technology Act* are underway, with member review anticipated later this fall. These amendments aim to strengthen our regulatory authority, reduce administrative delays, align with labour mobility legislation, and explore regulation of additional medical laboratory science professionals—including Medical Laboratory Assistants.

Our strategic priorities continue to advance steadily. Committees have been revitalized with a renewed focus on public protection, director learning assignments are ongoing, and our new website—launched June 23—has already strengthened communication and transparency.

Registration numbers remain strong, with **703 practicing members** as of August 25, 2026. We continue to collaborate with RHAs, regulatory partners, and national organizations such as CAMLPR, who recently published an overview of Field-of-Practice Examination development.

A quick reminder: **PDP submissions for 2026 expirations were due September 15.** Our volunteer committee has curated hundreds of learning opportunities, including French-language options, and the *Indigenous Canada* course remains eligible for 15 PDP hours. Upcoming Maritech, which is coming up in October, is an excellent opportunity to connect with colleagues, gain fresh insights, and earn valuable PDP hours all at once.

As we move into the final months of 2026, I encourage you to stay engaged, stay informed, and continue contributing to the strength of our profession.

Thank you for everything you do, and welcome to fall—ready or not.

NBSMLT Board of Directors 2026

			
President Rachelle Kingsler	President Elect Brittany Larkin	Past President Melissa King	Public Representative Christy Bishop
			
Director Grace Fenton	Director Charlene Collins	Director Kathleen Grondine Fougere	Director Kiana Beers
			
Registrar Gilberte Caissie	Executive Director Stephanie Taylor		

Registration Statistics as of August 25, 2026

Registration by membership Status	2026	2025	2024	2023
Practicing	703	692	684	676
Non-Practicing	14	15	14	16
Temporary	6	1	4	6
Retired	13	16	16	12
Associate MLA	3	2	2	3
	739	726	720	713

Registration by Age	2026	2025	2024	2023
Under 29	129 18.0%	125 17.6%	136 19.3%	146 20.8%
30-39	230 31.8%	219 30.1%	208 29.4%	206 29.5%

40-54	237 32.8%	229 32.3%	220 31.2%	212 30.2%
55-64	126 17.4%	136 19.0%	142 20.1%	137 19.5%
Retired 65+	16	17	14	12
	739	726	720	713

Professional Development Program PDP

PDP Submissions

Don't let it sit, submit!

PDP with 2026 expirations were due to be submitted before September 15th

You may submit your accumulated Professional Development Program at anytime during the year even if not due for renewal (expiry year), if all 45 hours are completed. You do not have to wait until the deadline (Midnight September 15) to submit your credits. Please see our website [here](#) for updated forms and details on submission.

Our dedicated volunteer committee has curated a list of hundreds of opportunities for PDP, many of which are free or at nominal costs, and now include a list of French course material as well. This guide is available on the Professional Development Program section of our website, via the member login section. Questions? Please contact our Registrar at registrar@nbsmlt.nb.ca

PDP Opportunities



Indigenous Canada

The NBSMLT Board has been working diligently to deepen our understanding of issues of social injustice, specifically the history of Canadian Residential Schools and the various calls to action as outlined in the Truth and Reconciliation Report. The report contains specific calls to Action regarding the Education and Health Care of Indigenous Peoples.

This completed course will be eligible for 15 PDP Credit hours as it will assist members in gaining a better understanding of issues facing Indigenous Peoples when seeking health care services from regulated medical health professionals.

Click here to register: [Indigenous Canada | Coursera](#)



<https://maritech2026.wixsite.com/maritech-2026>



10 New Labucate Courses Are Here — And They're Some of Our Best Yet

We've just released ten brand-new Labucate courses designed to sharpen skills, spark curiosity, and keep laboratorians ahead of the curve. But instead of giving everything away... we're only revealing a few.

Here's a sneak peak of what's waiting for you:

- **Artificial Intelligence in the Clinical Laboratory** — Explore how AI is reshaping diagnostics, decision-making, and risk mitigation.

- **Nanomaterials Revealed! From Clinical Diagnostics to Toxicity Issues** – A deep dive into their diagnostic potential... and the toxicity concerns you need to know.
- **The Global Evolution of Cytogenetics** – A journey through breakthroughs transforming genetic testing.
- **Whole Genome Sequencing vs. C. auris** – How sequencing at scale is tracking one of today's most concerning pathogens.
- **The Resurgence of Vaccine-Preventable Infections** – A timely update on diseases we thought were behind us.
- **Building a Strong Biosafety Program** – Practical strategies for safer, stronger lab environments.

👉 [Head to Labucate now to explore all 10 new courses and find your next must-take learning experience.](#)

Michelle Hoad, Executive Director
 Medical Laboratory Professionals Association of Ontario
www.mlpao.org



Antimicrobial Susceptibility Testing and Interpretation (AST&I)

Self-paced online course - Start any time

Focused on practical techniques, interpretation, and current best practices in laboratory antimicrobial resistance testing. Learn more and register at [AST Overview](#).

COURSE OVERVIEW:

- **Duration:** Two courses of about six weeks each. Complete the program in approximately 12 weeks or take up to one year
- **Delivery:** online, part-time, self-paced
- **Registration:** Open, start anytime
- **Cost:** \$750 per course; \$1500 for the program
- **Contact:** ast@pathology.ubc.ca
- **Register Now:** <https://polqm.med.ubc.ca/overview-ast/>



🚦 **REGISTRATION NOW OPEN** 🚦

UBC LABORATORY QUALITY MANAGEMENT (LQM) PROGRAM

-- Starts January 6, 2027 --

☀️ **EARLY BIRD DISCOUNT AVAILABLE!** ☀️

Register by **SEPTEMBER 30, 2026** to lock in special early rates!

Designed for laboratory professionals seeking to deepen their quality management expertise, this comprehensive program provides practical tools and training to elevate quality standards in healthcare and diagnostic labs. Secure your spot today and take advantage of our Early Bird Rate by completing your registration by September 30, 2026. Learn more and register at:

<https://polqm.med.ubc.ca/lqm-overview/>

WHY JOIN THE LQM PROGRAM?

- Master key quality management systems & international laboratory standards.
- Gain practical tools to improve laboratory safety, efficiency, and performance.
- Flexible options for individual courses or full program certification.
- Accredited by UBC CPD and CSMLS.

COURSE OVERVIEW:

- Duration: Two courses of 10 weeks each. Complete the program in 20 weeks or take up to two years.
 - Course 1: January – March
 - Course 2: April - June
- Delivery: online, part-time, and asynchronous
- Cost:
 - Early Bird Rate: \$1,550 per course or \$3,000 for the full program (ends Sept 30, 2026).
 - Standard Rate: \$1700 per course or \$3300 for the full program
- Contact: lqm@pathology.ubc.ca
- Register Now: <https://polqm.med.ubc.ca/lqm-overview/>

GRANTS & AWARDS

2026 Fall Continuing Education Grants

Planning to attend an educational conference this fall? Apply for **one of two \$250 NBSMLT** grants!

Send a type-written request letter in a Word document indicating the following:

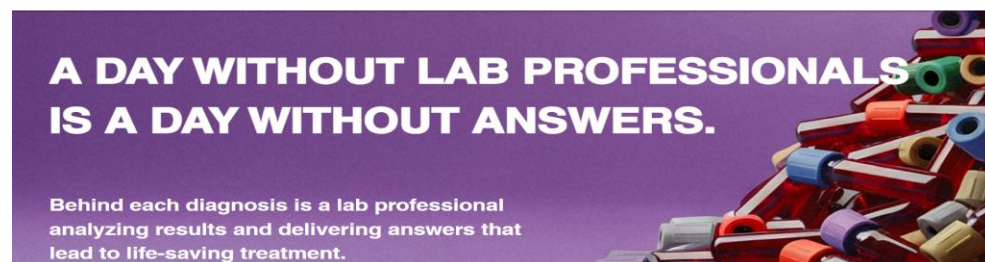
- Name & job title
- Email, phone number, workplace, region
- Include in your request:
 - If in good standing with bylaws and standards of NBSMLT for the past two years
 - What educational opportunity you will be attending
 - What you are hoping to learn from the conference/ course and how it relates to your current position.
 - If you have applied or received funding from another source
 - List volunteer participation in Medical Laboratory board of directors, committees, or conferences in the past five years

Email your request before **October 15th** to office@nbsmlt.nb.ca. NBSMLT Awards committee will review applications at the November board of director meeting. Payment will be made upon proof of registration.

****NBSMLT Members Only. Only selected recipients will be contacted ****

ADVOCACY NEWS

MLPAO - The Day Tests Stopped campaign



On World Cancer Day, the MLPAO launched a year long PR campaign inspired by a powerful idea: **The Day Tests Stopped**. This campaign brings to life a reality few have ever imagined – what healthcare would look like without you. Through real objects from labs and beyond, displayed in overwhelming volume, we reveal a simple truth: our healthcare system moves because you do. Over

half a million tests are performed daily in Ontario. Remove lab professionals for just one day, and everything changes. Diagnoses halt. Surgeries pause. Treatments vanish. Lives are left waiting.

This campaign is more than awareness. It is a tribute. A spotlight on the essential, life saving work you do with skill, precision, and heart. In the months ahead, you'll see this message across the province – online, in the media, and in the communities you serve. Each placement is a reminder to the public of the heroes they rarely see but rely on every single day.

Please visit the [campaign page](#), share the message, and help tell this story with the strength it deserves. When your voice is amplified, your impact grows – and together, we can reshape how the world understands the vital role of medical laboratory professionals.

REGULATORY RUNDOWN

NBSMLT Legislative Updates

NBSMLT Rules

As part of our legislative review, our Rules required updating once our Bylaw amendments were officially approved in March 2026. The requirements and guidelines for temporary licence application have been clarified and amended to reflect alignment with the field of practice examinations.

The Rules were amended in collaboration with our legal consultants and approved by the NBSMLT Board of Directors on September 9, 2026.

The Rules are available for review on our website. [NBSMLT Rules Sept 2026](#)

Medical Laboratory Technology Act Amendments

The NBSMLT is reviewing proposed draft amendments to the 1991 Act, and is anticipating finalizing a draft for member review in the fall of 2026.

As previously published, the NBSMLT AGM was held on Wednesday, October 1. The motion to approve the proposed bylaw amendments was carried. The Ministry of Health provided approval on March 9th.

Our Bylaws are available for review on our website here: <https://nbsmlt.nb.ca/en/public-protection/policies-and-legislation>

Notable amendments included the removal of Canadian Society of Medical Laboratory Science (CSMLS) membership as a condition of initial and ongoing registration with the NBSMLT.

What does this mean for registrants?

New Registrants

New registrants will no longer be required to be a member of the CSMLS. They will however be required to obtain and provide proof of professional liability insurance (PLI), complete the initial application and license application form and pay annual dues to the NBSMLT.

Existing practicing members

Your CSMLS membership including PLI is valid until December 31, 2026.

When registration renewal for 2027 opens in fall of 2026, you will be required to complete your online renewal form, pay your NBSMLT 2027 dues of \$315, ensure your PDP is valid, and provide proof of professional liability insurance (PLI) coverage from **your chosen service provider to registrar@nbsmlt.nb.ca**. For those participating in an employer Payroll deduction program, this information has been communicated to your payroll officer, and your 2027 dues were remitted to the NBSMLT in August.

For a general MLT, you are required to hold a minimum PLI of \$2 Million. For members working outside their competency profile (for example, a General-license MLT working in genetics and performing tasks outside their competency profile) \$5 Million PLI coverage is suggested, and additional documentation will need to be provided at the time of renewal.

For your PLI, you will need to pay your insurance fees to that provider. You may wish to only secure PLI through insurance providers like Harvard Western, or become a member of an association such as CSMLS and/or MLPAO for their vast membership benefits. The choice is yours.

PLI is now available through multiple providers such as:

Canadian Society for Medical Laboratory Science (CSMLS)

The CSMLS is the national professional association for Med lab professionals and offers independent PLI coverage as an option with membership. They also offer a range of additional membership benefits, including:

- Continuing education, research, member discounts on learning & events (like LABCON), and a subscription to the Canadian Journal of Medical Laboratory Science
- Professional networking opportunities and access to a national med lab Job Bank
- Discounts from corporate partners like GoodLife Fitness, TD Insurance, Perkopolis etc.

The annual membership fee for a practicing MLT in 2027 is \$179.00 plus PLI of \$15/\$2 million coverage or \$30/\$5 million coverage. The membership fee is pro-rated based on the month you join.

To learn more about CSMLS Membership and PLI coverage, please visit here: [CSMLS Membership](#)

Harvard Western Insurance

Harvard Western Insurance is an insurance company that provides PLI coverage to MLTs across the country. They are an insurance company only. There is no membership and no benefits. They are strictly insurance coverage provider. Their policy defends professionals by providing for:

- Malpractice insurance for events such as misconduct or errors causing patient harm,
- Legal defense, which covers you against challenges brought by your provincial regulator.
- Individual coverage, not group coverage

To learn more about Harvard Western PLI coverage, please visit here: [Malpractice Medical Lab Professionals | Harvard Western Insurance](#)

Costs for PLI is \$50.00 for \$2 Million coverage and \$60.00 for \$5 Million coverage.

Medical Laboratory Professionals Association of Ontario (MLPAO)

MLPAO is the Ontario provincial advocacy body for Med lab professionals and offers PLI coverage as part of membership to the Association. Membership is not limited to Ontario. They also offer a variety of additional membership benefits, including:

- Continuing education, research, learning opportunities and the ADVOCATE publication
- Professional networking opportunities and job board
- Professional discounts from corporate partners, awards, and member engagement contests

The membership cost for a registered practicing MLT for 2026 including PLI coverage is \$139.99 for \$2M per claim coverage with \$5M aggregate for the policy period.

To learn more about MLPAO Membership and PLI coverage, please visit here: [MLPAO Membership](#)

In conclusion:

Provider	PLI	Association (with dues)
CSMLS	√	√
Harvard Western Insurance	√	No
MLPAO	√	√

You have the choice to decide which option best serves your situation.

It is the responsibility of all members to ensure they are respecting their competency profile and have the appropriate PLI to cover their activities.

Questions? Please contact the NBSMLT at registrar@nbsmlt.nb.ca

Next steps:

The NBSMLT Board will be moving forward with additional legislative amendments with a focus on:

- Clearly establishing the NBSMLT as the regulatory body for MLT in New Brunswick,
- Reducing delays and government administrative involvement by transferring the requirement of amendment approval and appointment of NBSMLT public representatives

to the Department of Health as opposed to the Lieutenant Governor in Council, which is supported by government.

- Modernizing legislation to be fully compliant with Labour Mobility legislation.
- Seeking regulation of other medical laboratory science professionals.

Timelines:

Work will be ongoing, with aim to present draft legislation in spring 2027. We sincerely thank membership for your engagement and commitment as we progress with strategic priorities into the new year and beyond. Member engagement is crucial as we move forward with respecting our mandate of public protection and answering the provincial and federal calls to action.

Labour Mobility

Fair Registration Practices in Regulated Professions Act

The amendments by the New Brunswick provincial government to the ***Fair Registration Practices in Regulated Professions Act*** are now in force. These amendments are intended to strengthen the existing regulatory framework while supporting greater clarity, consistency, and accountability across licensure processes for foreign educated applicants and labour mobility applicants.

The NBSMLT must adhere to:

- The timelines expected of you for both foreign educated and labour mobility applicants, as outlined in the Act
- The new deemed registration process for labour mobility applicants.
- Reporting requirements as will be established by the provincial government.

New Regulations: [2026-27.pdf](#)

PROVINCIAL REGULATORY NEWS



Medical Laboratory Assistants

We are looking to connect with you!

The NBSMLT has been meeting with a group of MLA who are looking to pursue regulation of the profession in New Brunswick.

Nova Scotia was the first province to regulate the profession of Medical Laboratory Assistants, and New Brunswick is striving to be the second.

NBSMLT is currently working with our legal team and government to pursue the regulation of MLA through amendments to the Medical Laboratory Act of 1991.

We want to hear from you and keep you informed of the process and milestones achieved.

If you would like to be added to the MLA contact list to subscribe to our ongoing communications regarding this initiative, please contact either office@nbsmlt.nb.ca or NBaMLA@outlook.com

We look forward to connecting with you



CAMLPR News

Field-of-Practice Examinations Overview of Development, June 2026

CAMLPR has published a detailed article to explore the development of the Field-of-Practice Examinations.

[Click here to read full Article](#)

CAMLPR is hiring!

[Credential Assessment Specialist](#)
[Manager of Examinations](#)

ACCREDITATION NEWS

HSO EQual

The new **CAN/HSO 40001:2026 Healthcare Education standard** has been released by HSO
[Healthcare Education - HSO Health Standards Organization](#)

- Minimum of 1.5 year notice before being assessed by EQual
- Programs will continue to use the same standard throughout their full assessment cycle

HSO EQual is the accreditation body for several health education programs in Canada, including Medical Laboratory Technology. The organization assesses educational programs against the established competency profiles to measure the programs' ability to graduate students who are competent to work in the profession. Programs are required to publish their accreditation status on their website for full transparency.

New Brunswick

Accreditation client	City	Educational program	Status	Expiry
Collège communautaire du Nouveau-Brunswick	Dieppe	Sciences de laboratoire médical	Accredited with Condition	2027/07/31
Collège communautaire du Nouveau-Brunswick	Edmundston	Sciences de laboratoire médical	Accredited with Condition	2027/07/31
New Brunswick Community College	Saint John	Medical Laboratory Technology	Accredited	2027/01/31
Oulton College	Moncton	Medical Laboratory Technology	Accredited	2027/08/31

Strategic Directions for 2025-2027

The NBSMLT Board of Directors participated in strategic planning sessions in fall of 2024 with a goal of establishing the strategic directions for the Board for the following three to five years.

After performing an environmental scan, a SWOT analysis and compiling feedback from the member survey, the following three Strategic Directions were identified:

1. **Excellence in Regulation and Governance**
2. **Competence**
3. **Stakeholder Confidence**

Our Strategic Plan is available on our website. Please click [here](#) for more details.

Progress on Strategic Priorities

The NBSMLT has made significant progress on our identified strategic priorities for the upcoming 3-5 years.

-Strategic Priority #1 Legislative Amendments

Bylaw amendments passed at the October AGM, marking a significant milestone in fulfilling this priority. Approval received from the Ministry of Health in March 2026. NBSMLT Amended Rules were approved by the Board in September 2026. Drafting of proposed amendments to the Act have commenced in August 2026.

-Strategic Priority #2 Board and Committee Work

Committees have been re-invigorated, with a focus on public protection. New members are sought regularly, as diverse perspectives will best guide us in decision-making that represents the public we serve. A new Board composition matrix will be implemented to assess gaps in representation. The orientation package for the Complaints and Discipline Committee members is robust and designed to provide a full guide on navigating the process. The 2026 Board has been confirmed

-Strategic Priority #3 Board Training

Meeting and Director evaluation surveys have been implemented to establish and assign targeted training and education opportunities to best support our directors in their regulatory and governance roles. Directors complete quarterly learning assignments and biannual self evaluations.

-Strategic Priority #4 Investment in tools to enhance regulation and governance

An agreement has been signed for the development of a new member database to increase capability and reduce manual inputs for members and administration. The 2026 Budget reflects dedicated funds for the project, with an implementation planned for early 2028.

-Strategic Priority #5 Licensee Competence

A continuing education requirement needs to truly reflect the needs of the profession and be responsive to a rapidly changing profession. The Registrar has conducted extensive research of alternative models to establish continuing competency of MLTs across their career, with a goal to emerge with a best-practice model for implementation in New Brunswick.

-Strategic Priority #6 Enhanced Communication

On June 23, we launched our new website, delivering on our commitment to improve communication. We will be continuing to add components to our site, specifically regarding the commitment to principles of Equity, Diversity and Inclusion. Please be sure to visit the new site and let us know your thoughts. www.nbsmlt.nb.ca

We have also added to the content of our monthly newsletters, sharing key initiatives and information with members. The meeting minutes in full, are posted in the newsletter and on our website, in both official languages. Any updates from CAMLPR are shared in our minutes and newsletter for full transparency.

Board Activity

The NBSMLT Board of Directors did not formally meet during the summer but continued to engage in work required to progress on the strategic goals.

Board work included:

- Review of staff activity reports, briefing reports and financial reports
- Completion of learning assignments
- Completion of self-evaluations
- Motion carried to approve the 2025 Annual Report
- Motion carried to approve proposed amendments to the NBSMLT Rules

Meeting Minutes are posted on our website once approved for circulation.

[NBSMLT Meeting Minutes](#)

Office Activity

The Registrar and Executive Director carry out the day-to-day functions of the Society under the direction of the Board of Directors.

Notable activities included:

- Drafting Rule and Act amendments
- Collaborating with RHA for lab job descriptions
- Managing of Finances and budget
- Collaborating with other regulatory colleges and stakeholders
- Processing of PDP submissions
- Processing new certified practicing licenses
- Assisting international applicants
- Processing interprovincial transfers