



MISSION

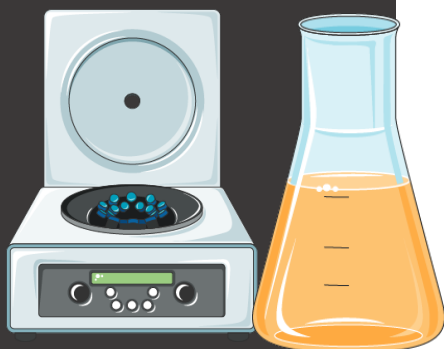
The NBSMLT regulates the profession of Medical Laboratory Science through high standards of practice, education and collaboration to ensure public protection.

VISION

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

VALUES

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



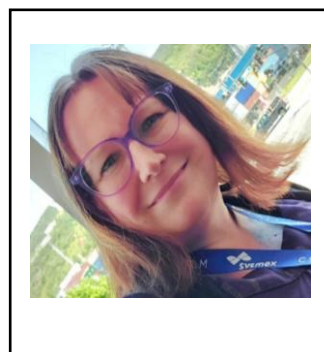
THE BEAKER

A message from our 2025 President Melissa King

Happy Medical Laboratory Week!

This is a time to celebrate the incredible skill, dedication, and expertise that medical laboratory professionals bring to healthcare every day. As vital members of the healthcare team, our work ensures accurate and reliable results that guide patient care and save lives.

As President of the New Brunswick Society of Medical Laboratory Technologists (NBSMLT) Board of Directors, I am proud of the commitment to professionalism, accountability, and strengthening public confidence displayed by our registrants.



At the NBSMLT, we are dedicated to upholding high standards of practice. Through licensing and competency assurance, we ensure that all practicing MLTs meet the qualifications necessary to perform laboratory testing safely and effectively. Our Legislative Act, Bylaws, and Rules are in place to protect the public and maintain trust in our profession. Through engagement and collaboration among ALL medical laboratory professionals, we can continue advancing our leadership in healthcare and shape the future of laboratory medicine.

This week, take a moment to recognize your contributions and the essential role we play in patient care. Your dedication and expertise deserve to be celebrated – not just this week, but every day. Let us congratulate all medical laboratory professionals for your hard work and commitment to excellence.

Did you know that the board of directors and other NBSMLT committees are comprised of dedicated volunteers who commit their time to upholding our mandate of public protection?

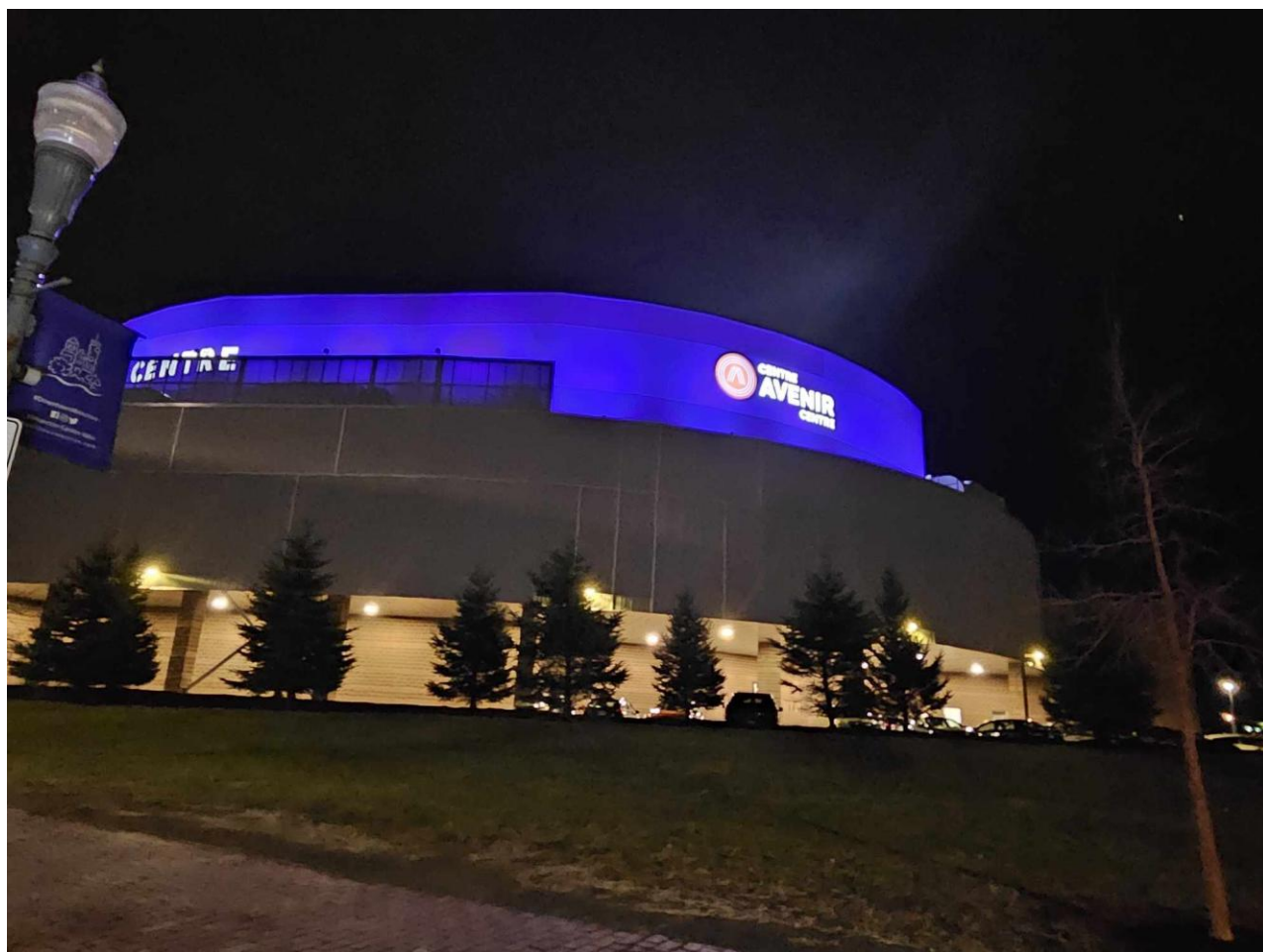
If you've ever wondered what happens behind the scenes or how regulation impacts working technologists, we encourage you to get involved! We are always looking for new volunteers, including non-MLT participants, to help shape the future of our profession. In a few short months, we will be seeking a bilingual public representative to join the board of directors. If you know someone who is interested in protecting the public interest, please encourage them to submit their name.

National Medical Laboratory Week 2025

Each Year, The Canadian Society for Medical Laboratory Science (CSMLS), asks major landmarks across the country to light up in indigo to celebrate medical laboratory professionals.

In New Brunswick, there are two locations that will be lit up in recognition of national medical laboratory week. In Fredericton, you will be able to see the indigo light shining bright at city hall from April 14-27. In Moncton, there and in four locations in Moncton: City Hall, Downing Street, Downtown Place and the Avenir Centre on April 15th.

Be sure to spread the word of this CSMLS initiative with your family and friends.



Celebrating Medical Laboratory Technologists and Assistants

As a regulated profession, Medical Laboratory Technologists (MLTs) play a vital role in protecting public health. In New Brunswick, we uphold high standards of practice, ethics, and continuous learning to ensure accurate and reliable diagnostic results that directly impact patient care.

We also want to acknowledge the invaluable contributions of Medical Laboratory Assistants (MLAs), who work alongside MLTs to keep laboratories running efficiently. While they are not yet regulated, their role is critical to the healthcare system. Bringing MLAs into a regulatory framework would provide greater professional recognition, clear standards, and enhanced public protection.

Regulation is key to maintaining public trust and ensuring excellence in laboratory medicine. By actively engaging, whether through professional development or volunteering with NBSMLT as a Board Director or committee member, we help strengthen our profession and shape its future.

During this National Medical Laboratory Week, let's celebrate our contributions, reaffirm our commitment to quality care, and encourage others to take an active role in shaping our profession.

Thank you for your dedication and commitment!

Mathieu Doucet – NBSMLT Director

Whether we work in a small lab that requires knowledge of many disciplines, in a large lab that provides the opportunity to specialize in a certain field, in a private clinic or collection site that are a vital part of the healthcare team, Canada's week-long appreciation of medical laboratory professionals celebrates all of us. While today's workplace climate can feel overwhelming or uncertain, remember that you are part of a team, and it is ok to lean on one another. I would like to share a quote someone shared with me: "Shared joy is doubled and shared sorrow is halved." This coming med lab week, know that the NBSMLT values each and every one of you.

"Individually, we are one drop. Together, we are an ocean." - Ryunosuke Satoro

Rachelle Kinglser - NBSMLT President Elect 2025

The Importance of Continuing Education and Professional Development in Medical Laboratory Technology

As Medical Laboratory Technologists, we are entrusted with the responsibility of delivering accurate and timely diagnostic information that directly impacts patient care. As a regulated profession, we have a duty to uphold the highest standards of practice to ensure patient safety and protect the public. One of the most effective ways to fulfill this duty is through continuing education and Professional Development Programs (PDP).

Medical science is constantly evolving, with new technologies, methodologies, and research emerging at a rapid pace. To provide the best possible care, we must stay current with these advancements. Engaging in high-quality continuing education allows us to refine our skills, adopt new techniques, and ensure that we are applying the most up-to-date knowledge in our daily practice. This commitment to lifelong learning is not only a professional obligation but also a crucial component of delivering safe and effective healthcare.

Beyond individual growth, ongoing education strengthens the integrity of our profession. By prioritizing professional development, we reinforce public confidence in our ability to provide reliable laboratory results. The importance of continuing education extends beyond technical proficiency – it fosters critical thinking, adaptability, and a proactive approach to problem-solving, all of which contribute to improved patient outcomes.

Engaging in research and publishing findings is an excellent way to earn PDP credits while advancing the field of Medical Laboratory Science. If you're interested in reading a paper I helped publish, check it out here: <https://doi.org/10.3390/labmed1010004>

As we celebrate National Medical Laboratory Week, let us recognize the essential role of lifelong learning in our profession. By committing to continuous professional development, we not only enhance our expertise but also uphold the trust placed in us by patients and healthcare providers alike.

Happy National Medical Laboratory Week!

Brittany Larkin, NBSMLT Past President

NBSMLT Board of Directors 2025

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

Registration Statistics 2025

Registration Statistics as of April 1, 2025

Registration by membership Status	2025	2024	2023
Practicing	676	684	676
Non-Practicing	14	14	16
Temporary	4	4	6
Retired	16	16	12
Associate MLA	1	2	3
	711	720	713

Registration by Age	2025	2024	2023
Under 29	121 17.4%	136 19.3%	146 20.8%
30-39	213 30.6%	208 29.4%	206 29.5%
40-54	228 32.8%	220 31.2%	212 30.2%
55-64	134 19.2%	142 20.1%	137 19.5%
Retired 65+	15	14	12
	711	720	713

Professional Development Program PDP

Continuing Education

[Comparison of Two Different Integration Methods for Quantifying Monoclonal Proteins on Agarose Gel and Capillary Zone Electrophoresis Instruments](#)

Article submitted by Brittany Larkin

PDP Submissions

Are you one of the 200 registrants with a PDP due to expire in 2025?

Don't let it sit, submit!

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 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

GRANTS & AWARDS

2025 Spring Continuing Education Grants

Congratulations to our Spring Continuing Education Grant recipients Vanessa Sweet and Sylvie Melanson. We trust the CSMLS Lab conference will provide you with educational and networking opportunities that be beneficial in contributing to the medical laboratory profession.

2025 Student Awards

Each year the MLT and MLA program coordinators select students who have demonstrated incredible leadership or achieved high academic standards throughout their program. This year we are happy to announce the following award recipients:

NBCC MLA Leader of Tomorrow Award

Evan Harmes



NBCC MLT Academic Excellence Award

Rylee Kinsella



Oulton College MLA Leader of Tomorrow Award Breanna Holloway



Oulton College MLT Leader of tomorrow Award Joëlle Landry



Oulton College MLT Academic Excellence Award has Tiaan van Zyl



Your careers as Medical Laboratory Professionals are starting off on a solid foundation. Your proven efforts as a student will serve you well as you transition to the workplace. We wish you a distinguished career filled with much success.

2025 ANITA LINDSAY AWARD

Do you know a member deserving of the Anita Lindsay Award?

Who was Anita Lindsay? [CLICK HERE](#)

SELECTION CRITERIA:

- Must be leaving (**retiring** or changing careers) the profession of Medical Laboratory Technology after at least **20 years** as a registrant of NBSMLT.
- Must have demonstrated professionalism, integrity and a commitment to high personal standards throughout their 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 with a letter by an active member of NBSMLT, stating a biography, volunteer initiatives, and why they are deserving of the award.

The award will be presented at the 2025 AGM.

Please submit your nomination letter **before April 30** to office@nbsmlt.nb.ca

REGULATORY RUNDOWN

Fairness in Registration Legislation

Summary of Bill 14 – Act to Amend the *Fair Registration Practices in Regulated Professions Act*

March 27, 2025

By [Sheila Mecking](#) and [Danielle Bailey-Heelan](#)

On March 25, 2025, [Bill 14](#) was introduced by the Acting Minister of Post-Secondary Education, Training and Labour to amend the *Fair Registration Practices in Regulated Professions Act* which governs 50 regulatory bodies in New Brunswick.^[1] The current Act's purpose is to ensure the registration process for regulated professions are transparent, objective, impartial and fair. Bill 14 proposes changes focused on the registration process for labour mobility applicants ("**LMAs**") – individuals applying to register in New Brunswick who are already registered in the same or a substantially similar regulated profession by an extra-provincial regulatory body.

Bill 14 would implement three main changes to the Act: (1) creating a separate process for registering LMAs; (2) adding new duties for regulatory bodies in handling LMAs; and (3) granting the Lieutenant-Governor in Council the power to make regulations regarding registration of LMAs. The details of how Bill 14 will impact individual regulators will be determined by regulations to follow.

Registration of labour mobility applicants:

Bill 14 intends to create a separate process for registering LMAs. A LMA must meet prescribed requirements and submit a registration document of an extra-provincial regulatory body to the regulatory body. Notably, individuals registered in professions exempted under the Canadian Free Trade Agreement cannot apply.

The regulatory body must notify LMAs of receipt of the document, and LMAs are then deemed registered to practice within a scope that matches their extra-provincial registration. If an LMA's extra-provincial registration has a larger scope exceeding that of New Brunswick's, they will not be deemed registered with that larger scope. LMAs must then submit their application within the prescribed time, or their deemed registration will be revoked.

After reviewing the application, the regulatory body must confirm or refuse registration. A regulatory body cannot refuse to renew an LMA's registration solely because it is for a limited scope of practice. The Minister can review decisions made by the regulatory bodies with respect to granting or refusing registration to ensure the body is complying with the Act and regulations.

Additionally, Bill 14 provides that a LMA who knowingly provides misleading or false information to a regulatory body commits an offence.

Additional duty of regulatory bodies

Bill 14 seeks to add to regulatory bodies' duties. Specifically, Bill 14 would create a duty that regulatory bodies comply with the requirements of the Act and the regulations relating to the registration of LMAs.

Additional regulation-making powers:

Bill 14 would expand the Lieutenant-Governor in Council's regulation-making power with respect to the registration of LMAs. Particularly, regulations may be made respecting the requirements and procedure related to LMAs and respecting additional rules that may apply to LMAs registered to practice in New Brunswick.

[1] *Fair Registration Practices in Regulated Professions Act*, SNB 2022, c 39.

This client update is provided for general information only and does not constitute legal advice. If you have any questions about the above, please contact the authors.

Position Statement – MLA role in Embedding

The NBSMLT is pleased to provide an update and supporting statement regarding the role of MLA in Pathology grossing. After several discussions with government, the provincial job description for MLA has been amended, to exclude embedding. We applaud the provincial government in demonstrating their support of established competency profiles and prioritizing patient safety.

[NB MLA job description](#)

[NBSMLT Embedding Position Statement](#)

Position Statement – Diagnostic Cytologist role in Semen Analysis

The NBSMLT has issued the following statement regarding the role of Diagnostic Cytologists in semen analysis: [Diagnostic Cytologist Position Statement](#).

Call for Committee Members – Legislation Committee

The NBSMLT Board of Directors is currently seeking members to serve on our legislation committee. We require a minimum of two members with previous Board experience, and can add additional members without board experience who would like to volunteer their time in contributing to this valuable work of the Society. May not be a member of the Complaints or Discipline Committees.

The committee members are responsible for:

- Preparing for and attending meetings as required. Generally, one meeting per year and additional as required when a legislative review has been deemed necessary by the Board.
- Review the Act, Bylaws, Rules and other Standards of Practice and other official documents of the NBSMLT, under direction from the Board of Directors.
- Propose amendments to the Act, Bylaws, Rules, Standards of practice or other official documents of the NBSMLT for Board consideration;

Please send a completed [nomination form](#) to office@nbsmlt.nb.ca

Call for interest - Opportunities for Public Members

The NBSMLT Board of Directors is currently seeking to establish a candidate pool of persons interested in potential appointment as members of the public. Do you know someone who is looking for a volunteer opportunity?

All Public Members shall not be members of the Society, or be Medical Laboratory Professionals.

The Public Directors are appointed by the Lieutenant Governor for two-year terms with potential re-appointment for two additional terms.

For more details and nomination forms contact office@nbsmlt.nb.ca

Strategic Directions for 2025

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 now available on our website. Please click [here](#) for more details.

Board Activity

The NBSMLT Board of Directors meet monthly to review and discuss issues affecting regulation, governance and the MLT profession.

In March, the Board topics included:

- Review of staff activity reports, briefing reports and financial reports
- Legislative Review – Presentation by Stewart McKelvey Law
- Review of MLA role in Pathology – Approval of Position Statement
- Review of CAMLPR activities related to exam and PLA services
- Review of Cytologist role in semen analysis – Approval of Position Statement
- Granting of two continuing education grants

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

Committee Activity

The members for the Complaints and Discipline Committees for 2025 were confirmed and received an orientation presentation and guidance manual regarding the complaint process. The NBSMLT appreciates the valuable contribution made by these volunteers to support our primary mandate of public protection.

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 for March included:

- Submission to government of candidate names for appointment on as Public Representative
- Submission to PETL regarding Labour Mobility Legislation
- Activation of CNAR Board memberships and implementation of training records
- Management of Finances
- Drafting of position statements
- Processing of PDP submissions
- Assisting international applicants
- Processing interprovincial transfers
- Processing of practicing licenses for recent MLT program graduates
- Meeting with CAMLPR



CAMLPR News

HSO Equal accreditation and CAMLPR held two joint webinars in March to provide further clarity and reassurance regarding the transition of accreditation to the CAMLPR MLT competency profiles. HSO stressed to education programs that they will be working with them to ease the transition process and do not anticipate an issue with compliance or timelines.

CAMLPR will be welcoming a new Executive Director to oversee operational aspects and a PLA specialist position will be posted soon. Stay tuned.

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) represents provincial regulatory bodies (also called Colleges) for Medical Laboratory Technologists in Canada. The role of CAMLPR is to establish standards for the knowledge, skills, and judgement in the practice of medical laboratory technology. CAMLPR is focused is on fair, efficient, effective, ethical, transparent, and inclusive regulatory approaches and practices for medical laboratory professional regulation across Canada.

With support from the Government of Canada, CAMLPR undertook two key initiatives to enhance and accelerate the registration process for medical laboratory technologists (MLTs), addressing an anticipated workforce shortage over the next decade. These projects align with the government's goal of increasing the supply of qualified health professionals in Canada.

Launched in 2020, the MLT Gateway Project established a centralized online platform for MLTs to access registration requirements, submit documents, and explore clinical practice assessment opportunities. It also defined language benchmarks for professional practice in both official languages.

Flexible Pathways to Registration Project Initiated in late 2022, the Flexible Pathways Project focuses on developing pan-Canadian pathways to assess and register individuals with diverse education and experience. Key components include competency profiles, equivalency assessment processes for internationally educated professionals, and a secure online portal for applications. CAMLPR continued to make significant progress on both projects in 2023, advancing efforts to streamline registration processes, address workforce challenges, and support the government's objective of increasing the supply of qualified health professionals in Canada.

To learn more, please visit <https://camlpr.org/>

