

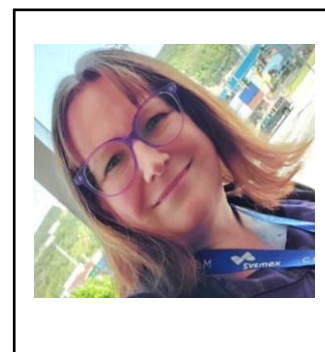


THE BEAKER

A message from our 2025 President Melissa King

Dear NBSMLT Members,

As medical laboratory professionals, we expect excellence, integrity, and attention to detail in everything we do. I am very excited to chair the NBSMLT Board of directors this year. Over the past year the board has focused on setting our strategic direction and governance training so that we can power into 2025 with a dedication to striving for excellence in regulation and governance. Our core values of openness, honesty, integrity, and continued focus on equity, diversity, and inclusion will guide us into 2025 and beyond.



In response to recent regulatory changes, we will be focusing on updating our legislation to align our practices with regulatory bodies across the country. This long overdue update not only reinforces our dedication to public protection but also ensures that we uphold the highest standards.

Recognizing the importance of effective communication with our registrants and other stakeholders, we will be developing a new, user-friendly website. This platform will be designed to be straightforward to navigate and provide easy access to information and resources.

We will also be undertaking a comprehensive review of the continuing competence requirements in the professional development program. This initiative aims to ensure that all registrants maintain the highest professional standards throughout their careers, reflecting our unwavering commitment to excellence in medical laboratory science.

Our board remains relevant, future-focused, and strategic while steadfast in our mission to ensure public protection. We are confident that our new strategic direction will position us to meet the evolving needs of the healthcare landscape, even in the face of declining resources. As we embark on this exciting new year that will be filled with challenges and opportunities, we will continue to serve as a pillar of trust and integrity in our field.

Melissa King

NBSMLT President

MISSION

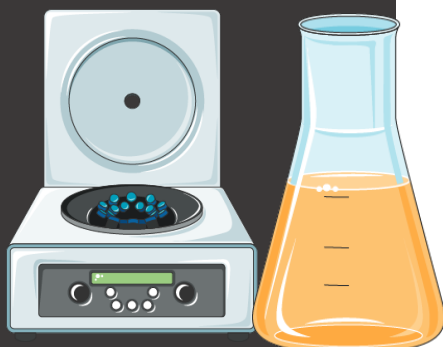
The NBSMLT regulates the profession of Medical Laboratory Science through high standards of practice, education and collaboration to ensure public protection.

VISION

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

VALUES

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



Meet our newest Board Member President Elect Rachelle Kingsler

Dear NBSMLT Members,

As your President Elect, allow me to introduce myself. My name is Rachelle Kingsler (nee Dupuis) and I have been working as a Medical Laboratory Technologist since 1997. One might say, that is when my journey began, but I think my passion for the profession began a lot earlier. You see, although my heritage is Acadian, I was born in Kitchener, Ontario. My elder brother being diagnosed with severe hemophilia A in the late 1960's was the catalyst for my parents moving our home base closer to centers that specialized in treatment options. Some of my earliest memories are in the McMaster University Hospital playroom in Hamilton, Ontario. I remember my mother (a non-medical professional) practising venipunctures on my dad so she could provide the Factor VIII infusions at home. We returned to Memramcook, NB when I was 7 years old and my lab exposure continued when I would accompany my mom to the Moncton Hospital Blood Bank to pick up the factor VIII (We used to call it "cryo" and if you remember your TM history, you will understand why). Almost 20 years later, it felt a little surreal walking these same halls as a student, then as an MLT for my first job post graduation. A lot has changed since then.

Starting my career in a large hospital lab, I alternated between small core labs in the Artic and New Brunswick, then moved on to teaching, and coordinating point of care testing. I have lots of experience with change. Although it can be difficult and scary, I have learned to look at change as an opportunity and it has allowed me to grow both personally and professionally. The profession I have loved for over 20 years is undergoing unprecedented change and, although it makes me nervous, I am looking forward to being part of the team navigating this new landscape.



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 January 1, 2025

Registration by membership Status	2025	2024	2023
Practicing	651	684	676
Non-Practicing	12	14	16
Temporary		4	6
Retired	16	16	12
Associate MLA	1	2	3
	680	720	713

Registration by Age	2025		2024		2023	
Under 29	100	15.0%	136	19.3%	146	20.8%
30-39	207	31.2%	208	29.4%	206	29.5%
40-54	223	33.5%	220	31.2%	212	30.2%
55-64	135	20.3%	142	20.1%	137	19.5%
Retired 65+	15		14		12	
	680		720		713	

Professional Development Program PDP

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 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

2025 LAB WEEK ACADEMY GRANTS

The NBSMLT is pleased to offer a grant of \$100/ per eligible academy to provide financial assistance for planned public professional promotion activities during Lab Week.

For an application form, please contact office@nbsmlt.nb.ca.

All completed applications must be submitted by **April 30th**.

2025 Spring Continuing Education Grants

Planning on attending an educational conference this spring? 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 **March 7th** to office@nbsmlt.nb.ca. NBSMLT Awards committee will review applications at the March board of director meeting. Payment will be made upon proof of registration.

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

REGULATORY RUNDOWN

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

Call for Committee Members – Complaints Committee

The NBSMLT Board of Directors is currently seeking members to serve on our complaints committee. This committee is integral in supporting the NBSMLT in its role of public protection. Written complaints are considered and investigated by the committee. The committee is responsible for making a determination regarding the complaint, and whether the complaint must be referred to the discipline committee.

Orientation will be provided to committee members. Terms of service are three years. The committee is comprised of five MLTs and two non-MLTs.

Please send nominations to office@nbsmlt.nb.ca stating language ability, years working in the profession and any other relevant experience.

Call for Committee Members – Discipline Committee

The NBSMLT Board of Directors is currently seeking members to serve on our discipline committee. This committee is integral in supporting the NBSMLT in its role of public protection. Written complaints are considered and investigated by the committee. The committee is responsible for making a determination regarding the complaint and determining disciplinary outcomes

Orientation will be provided to committee members. Terms of service are three years. The committee is comprised of seven MLTs with a minimum of five years experience in the profession, and one bilingual non-MLT.

Please send nominations to office@nbsmlt.nb.ca stating language ability, years working in the profession and any other relevant experience.

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**

Once finalized, our Strategic Plan will be made available on our website.

Board Activity

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

In January, the Board topics included:

- Review of staff activity reports, briefing reports and financial reports
- Review of correspondence
- Review of strategic priorities
- Review of CAMLPR activities related to exam and PLA services

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

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 January included:

- Preparing documents for 2024 Financial Audit
- Preparing 2024 Annual Report
- Preparing 2025 Strategic Plan
- Processing PDP submissions
- Processing registrations for restricted licenses (MLT-1)
- Engaging in legislative review
- Collaborating with website developers on new NBSMLT website
- Meeting with CAMLPR



CAMLPR News

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 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/>

CAMLPR employment opportunity – Executive Director

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) is posting a job opportunity for an Executive Director. The position is full-time permanent, with the ability to work remotely with limited travel.

To learn more about this opportunity, please visit [CAMLPR Job Opportunity: Executive Director – CAMLPR](#)

