

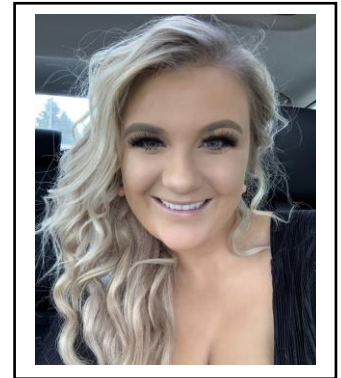


THE BEAKER

A message from our 2024 President: Brittany Larkin

Dear NBSMLT Members,

Regulation of our profession is essential to ensure the highest standards of practice, safety, and quality in medical laboratory technology. It protects both practitioners and the public, maintaining trust and excellence in our field. This edition of The Beaker includes some questions from our members along with the corresponding answers, as well as the society's position statement on a key issue. If you ever have any concerns or questions, please do not hesitate to reach out to us at the New Brunswick Society of Medical Laboratory Technologists (NBSMLT). We are here to support you.



With warm regards,

Brittany Larkin

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



REGULATORY RUNDOWN

Question and Answers

1. *Who regulates what is considered MLT/MLA work in New Brunswick? As we face MLT shortages over the province, more and more tasks are given to MLAs. Who decides when the process(s) MLAs perform is no longer pre analytical? Without regulated MLAs, how can you protect qualified MLTs working in the province?*

A: The Medical Laboratory Technology Act of New Brunswick (the Act), signed in 1991, protects the practice of Medical Laboratory Technology. The Act defines MLT practice as, “the performance of laboratory investigations relating to the diagnosis, treatment and prevention of disease and the evaluation of their technical validity, on specimens taken from the human body.” The Act also protects the use of the MLT title designation, in that no one may hold themselves out to be an MLT in the province of New Brunswick unless they are registered in good-standing with the NBSMLT.

The legislation in New Brunswick does not allow for reserved acts, meaning only certain professionals are able to perform certain tasks, i.e. venipuncture. In New Brunswick, there may be overlap, with several regulated health professionals having the same task or act within their defined scope of practice. As in the case with MLTs and MLAs, there may be overlap in their scope of practice. The issue arises when a task or act is being performed by a professional when it is not within their scope of practice. The NBSMLT continues to provide reminders to the members, as well as the Health Authorities, of the MLT & MLA defined scopes of practice.

MLTs are licensed to perform tasks within a medical laboratory based on the duties outlined in the CSMLS MLT Scope of Practice. The role of the NBSMLT is to protect the public interest through regulating MLTs by ensuring they have met the established competence requirements for registration, which include successful completion of an accredited Canadian MLT program and obtaining a passing grade on the national entry-to-practice exam.

If an MLT is practicing beyond their scope of practice, a member of the NBSMLT or public can file a complaint against this MLT regarding professional misconduct. The mandate of the NBSMLT is not the protection of the registered members, but rather to protect the public who receive services by MLTs, by ensuring only highly-competent are performing testing in a skilled and safe manner.

The MLA profession is currently not regulated in any province in Canada. However, MLAs working in accredited hospital laboratories must also work within their scope of practice, which is clearly defined in the CSMLS MLA scope of practice, even if not regulated. All accredited MLA educational programs must prove that their programs deliver all these competencies.

However, should an employer request that a duty defined under the MLT scope be delegated to an MLA (or other), it is the responsibility of the employer to ensure and prove proper training and competence have been achieved. The NBSMLT discourages this practice, as it carries significant risk to patient safety by having a non-MLT perform duties defined under the MLT scope of Practice.

2. Regarding the previous question, why can't laboratory assistants be in the association as well? By having more members, we would be able to have a little more money to help pay the fees and also that they are regulated.

A: The NBSMLT does not determine the regulation of MLAs within New Brunswick. The provincial government grants the regulation of health professions, based upon the applicant's submission demonstrating that there is a need for regulation of the profession, as it poses significant risks to the public. The regulation of the MLA profession, through its own legislative Act, or through umbrella legislation of the New Brunswick Medical Laboratory Technology Act, rests ultimately with the approval of provincial government.

The NBSMLT is in full support of MLAs seeking regulation within New Brunswick, as we recognise both their significant role in quality patient care and high-quality contributions to the health care team, as well as the additional safe guards to the public, as provided through professional regulation. The self-regulation of MLAs will provide the public and employers with greater protection and confidence by assuring that MLAs meet a standard entry to practice competency through relevant education, training and certification upon registration, followed by continuing competency development, and are subject to a complaints and discipline framework that addresses any issues of alleged professional misconduct, incompetence, dishonesty or incapacity.

In 2016, after lengthy consideration and resource dedication to exploring the option of having the NBSMLT apply directly to government to lobby for the regulation of MLAs, it was determined the best course of action would be for MLAs to organize and advocate for regulation on behalf of their profession. To date, no Canadian province has been successful with MLA regulation, though regulation for the profession is nationally supported.

3. The NBSMLT requires members to pass the CSMLS national entry-to-practice exam to be registered. How does that apply with the federal transfer regulations that we accept other provincial registrants that are not required a pass for the CSMLS exam?

A: The NBSMLT issues a license to practice as an MLT to new applicants who have graduated from an accredited Canadian program, or to those who have been deemed equivalent as per the CSMLS Prior Learning Assessment (PLA) process, and proven competence by passing the national entry to practice exam (currently provided by CSMLS). Licenses must be renewed annually with reporting of practice hours and submission of completed approved professional continuing educational activities (PDP).

The NBSMLT also grants licenses to interprovincial transfers; those who have been practicing as an MLT in another Canadian province immediately prior to seeking registration in New Brunswick. These applicants must submit a letter of standing from their provincial regulatory body, attesting that they have met the initial requirements for registration in that province and are compliant with ongoing registration requirements. Any disciplinary action taken against the applicant are reported to the NBSMLT by the applicants' regulatory college.

The initial requirements for registration may vary from province to province. The Federal Agreement on Internal Trade (AIT) legislation mandates for the recognition of skills and for the mobility of professionals who are working in their profession and are in good standing with the registration requirements and legislation of that province. If a national entry to practice exam

was not required in the applicants' home province, such as in the case of Quebec, but have been a member of good standing in their province and have been working in their profession immediately prior to requesting an interprovincial transfer, the applicant should be deemed equivalent and considered for registration and licensure. These MLTs are licensed as "Technologists non-certified" as per NBSMLT bylaws and have full rights as a certified MLT. All licensed MLT's, both "certified" and "non-certified" are required to comply with the bylaws, Code of Ethics, Standards of Practice and ongoing registration renewal requirements of the NBSMLT, including CSMLS membership with PLI, minimum, achievement of 750 practice hours over the preceding three years, and engage in a minimum of 45 hours of continuing education over each three-year period.

The AIT legislation allows MLT's practicing in one province the ability to practice their profession anywhere else in Canada, regardless if the registration or renewal requirements differ. In the same that way that New Brunswick registered MLT's will be eligible to practice their profession in another province even if the initial requirements for registration of that province differ from those of New Brunswick.

NBSMLT Position Statement Regarding Grossing and Embedding in Pathology

The New Brunswick Society of Medical Laboratory Technologists (NBSMLT) is the regulatory body for Medical Laboratory Technologists (MLTs) in New Brunswick with a primary role in protection of the public with regard to medical laboratory services.

The Medical Laboratory Technology Act of New Brunswick (the Act), signed in 1991, protects the practice of Medical Laboratory Technology. The Act defines MLT practice as, "the performance of laboratory investigations relating to the diagnosis, treatment and prevention of disease and the evaluation of their technical validity, on specimens taken from the human body." The Act also protects the use of the MLT title designation, in that no one may hold themselves out to be an MLT in the province of New Brunswick unless they are registered in good-standing with the NBSMLT.

The legislation in New Brunswick does not allow for reserved acts, meaning only certain professionals are able to perform certain tasks, i.e. venipuncture, embedding and grossing, etc. In New Brunswick, there may be overlap, with several regulated health professionals having the same task or act within their defined scope of practice. As in the case with MLTs and MLAs, there may be overlap in their scope of practice. The issue arises when a task or act is being performed by a professional when it is not within their scope of practice.

The act of grossing and embedding specimens is clearly covered under the CSMLS MLT competency profile. Section 4.3 Analyses/Assessment/Interpretation captures tissue preparation techniques including: Grossing, Processing, Embedding, and Sectioning. Therefore, this task is within the scope of practice for Medical Laboratory Technologists. Grossing and embedding is NOT part of the MLA competency profile, other than to say, "*If delegated, the medical laboratory assistant may help with simple results reporting, once the result(s) has/have been validated and released as acceptable by the medical laboratory technologist.*" The NBSMLT does not support this practice for Grossing and Embedding, as it poses a significant risk to the public. However, should an employer request that a duty defined under the MLT scope be delegated to an MLA (or other), it is the responsibility of the employer to ensure and prove proper education, training and

competence have been achieved. Ongoing competency assessments and continuing education are required. The NBSMLT discourages this practice, as it carries significant risk to patient safety by having a non-MLT perform duties defined under the MLT scope of Practice.

The MLA profession is currently not regulated in any province in Canada. However, MLAs working in accredited hospital laboratories must also work within their scope of practice, which is clearly defined in the CSMLS MLA scope of practice, even if not regulated. All accredited MLA educational programs must prove that their programs deliver all these competencies.

Although grossing and embedding are not reserved acts, these acts are clearly defined in the MLT competency profile and are not in the competency profile for MLAs. As such, it is our position that medical laboratory professionals, regulated, certified, or otherwise, must be held to the same standards for patient care and oversight.

How familiar are YOU with your Competency Profile and Scope of Practice?

The primary mandate of the NBSMLT is to protect public safety through the regulation of Medical Laboratory Technology. Each and every MLT, (including supervisors, managers, and employers, etc.) share in this responsibility and need to hold each other accountable for adhering to safe practices while respecting their professional scope of practice. How familiar are YOU with your [Competency Profile](#) and [Scope of Practice](#)?

The NBSMLT is fully aware that the profession is experiencing staffing challenges with the current and predicted human resource shortages. Labs are feeling the pressure to do more with less. Employers are trying to find innovative ways to address gaps. Situations may arise where you are asked to perform tasks outside of the NBSMLT MLT scope practice or CSMLS competency profile, or to train non-MLTs to perform tasks that traditionally are part of the MLT scope of practice and competency profile.

We all play an important role in the common goal of public protection. The privilege of Provincial Regulation ensures that patient testing is conducted by qualified employees who have demonstrated adherence to their scope of practice and competency profile. As part of the healthcare team, it is your responsibility to ensure public safety by respecting your scope of practice and competency profile.

It is important to remember that by signing off on another employees training and competency documents, you are assuming the responsibility for the quality and accuracy of the work performed. Each registrant must be aware of who is ultimately responsible for those tasks outside their scope of practice or competency profiles.

If you have any questions or need of clarifications concerning the scope of practice or competency profile, contact the NBSMLT for guidance. If you also feel that someone is performing tasks outside their scope of practice or competency profile, it is your due diligence to notify the NBSMLT.

The Medical Laboratory Technologists registered with the NBSMLT continue to demonstrate their commitment to ensuring patient and public safety through respecting their regulatory requirements.

WHEN THE QUESTION OF SCOPE ARISES, AN MLP SHOULD ASK THE FOLLOWING QUESTIONS:



[Guidance for MLP Working Outside of their Competency Profile](#)

Is it on the competency profile that I was certified in?	+
Is it the natural evolution of technology?	+
What is the position of the regulator in my province?	+
Does it align with legislated duties permitted?	+
Is there a Ministerial Order?	+
Has the act been delegated by a health professional whose scope it is?	+
Was I trained and assessed for competency? (knowledge, skills and ability)	+
Do I have personal professional liability insurance (PLI)?	+
Is there documentation to support training, competency assessment, delegation, liability insurance, etc.?	+
Does it breach the professional code of conduct, standards of practice, or the code of ethics?	+
Is patient safety at risk?	+
Do I feel confident?	+
Have I discussed the expectations with my employer and/or the union?	+

If you are asked by your employer to perform a task that you do not routinely perform, the NBSMLT strongly encourages you to consult your competency profile and scope of practice. If the task is not within your competency profile/scope or if you are uncertain, we encourage you to reach out the NBSMLT for guidance. If you are asked to train someone to perform a task that they do not routinely perform or you normally perform as an MLT, we strongly encourage you to consult the competency profiles and scope of practice or to reach out the NBSMLT for guidance. It is a shared responsibility to protect the public.

Information Collection Survey - Strategic Planning 2024

The Board of the Society will be undertaking a strategic planning session later this year. In preparation for strategic planning, the Directors would like to survey members to collect information and feedback. The directors invite members to respond to the questions below and provide other comments.

1. As an MLT, what do you see as the biggest opportunity for the profession?
2. What do you feel are the biggest threats or challenges for the profession?
3. If you could name only one thing you would like the Society, in its regulatory role, to accomplish in the next three years, what would it be?
4. As an MLT, what keeps you awake at night?

Click [here](#) for survey link

GRANTS & AWARDS

2024 ANITA LINDSAY AWARD – DEADLINE EXTENDED

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 2024 AGM.

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

AUTOANTIBODY SUMMIT GRANT

Planning on attending the [AUTOANTIBODY SUMMIT](#) being held in Fredericton September 12-13?
Apply for one \$200 NBSMLT grant!

The NBSMLT is pleased to offer a grant of \$200 for one lucky recipient to provide financial assistance for attendance of the 2024 Auto Antibody Summit this fall.

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

- Name & job title
- Email, phone number, workplace, region
- Indicate if in good standing with bylaws and standards of NBSMLT
- Indicate what you are hoping to learn from the Summit

Email your request before **June 19th** to office@nbsmlt.nb.ca.

Payment will be made upon proof of registration

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

If you would like to become a member of the NBSMLT or inquire about volunteer opportunities, please contact office@nbsmlt.nb.ca

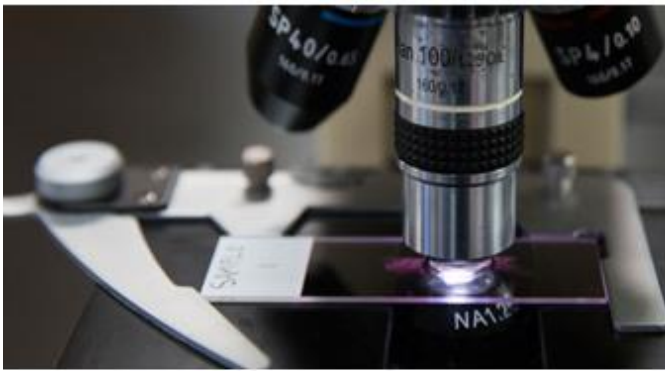
For more information on the Summit, please click [here](#)

For registration, please click [here](#)

NBSMLT 2023 Annual Report

The 2023 NBSMLT Annual Report and Audited Financials are available on our website under the News section and under the Annual Report section of the Members Page.

[2023 Annual Report & Financials](#)



2023 ANNUAL REPORT
RAPPORT ANNUEL



What is the role of the NBSMLT Board of Directors?

The government of NB establishes the rules for self-regulated health professions, and the board of directors enforces the rules. The NBSMLT has the authority to license MLTs and the ability to discipline licensees.

The role of the Board is to regulate the profession, and oversee the NBSMLT's activities such as management, actions, and policy development. Professional staff, with the support of the board, conduct the regulatory and administrative work of the NBSMLT. The Board meets monthly.

Board of Directors duties include:

- Regulating MLT registration
- Setting and enforcing Standards of Practice
- Performing disciplinary measures as needed
- Setting continuing education requirements
- Maintaining a public register of NBSMLT registrants
- Strategic Planning
- Policy Development
- Financial Oversight
- Compliance and Legal Oversight
- Executive Leadership Oversight
- Board Development and Education
- Emergency Preparedness and Continuity Planning
- Ethical and Legal Integrity

Please visit WWW.NBSMLT.NB.CA to find out more.



Questions or comments?

Email : OFFICE@NBSMLT.NB.CA