



THE BEAKER

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

A message from our 2025 President Melissa King

With warmer days beginning to melt away the winter blues, you can sense a feeling of renewal. The NBSMLT board of directors has been making significant progress in key areas of our strategic direction. Upon finalizing our strategic plan, we have a new focus to guide our monthly meetings ensuing clear direction for our ongoing initiatives and future goals. We are looking forward to the changing landscape of professional regulation with the upcoming introduction of the new entry-to-practice exam options. We can envision the positive changes this will bring to the workforce and are actively working to align our bylaws and rules with updated regulatory standards to maintain consistency and compliance.

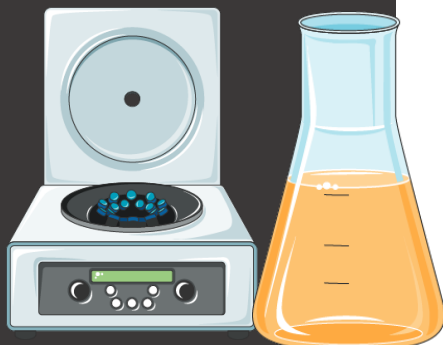


Another exciting milestone is the development of the new website, which is well underway. The board recently reviewed a sample of the fresh new design, and we unanimously agree that it represents a major and much-needed improvement. This update will enhance user experience, provide better access to resources, and modernize our online presence.

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.

Congratulations to the prospective Medical Laboratory Professionals who wrote the entry-to-practice exam at the end of February. It takes sheer dedication and hard work to reach this stage, and we share in the excitement as they eagerly await their results to take the next steps in settling into an incredibly rewarding career. As the board of directors continues to work in the public interest, we remain committed to supporting professional growth, regulatory excellence, and technological advancements in our field.

Finally, I would like to extend congratulations to the Nova Scotia College of Medical Laboratory Technologists. With the exciting news that medical lab assistants are now a regulated profession in Nova Scotia, NBSMLT is eager to explore similar legislation in our own province. We recognize the vital role MLAs play in laboratory medicine and are committed to supporting efforts of MLA regulatory recognition which would enhance our professional standards and result in greater public protection.



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 March 1, 2025

Registration by membership Status	2025	2024	2023
Practicing	653	684	676
Non-Practicing	14	14	16
Temporary	21	4	6
Retired	16	16	12
Associate MLA	1	2	3
	705	720	713

Registration by Age	2025		2024		2023	
Under 29	118	17.1%	136	19.3%	146	20.8%
30-39	211	30.6%	208	29.4%	206	29.5%
40-54	227	32.9%	220	31.2%	212	30.2%
55-64	134	19.4%	142	20.1%	137	19.5%
Retired 65+	15		14		12	
	705		720		713	

Professional Development Program PDP

PDP Opportunity – Spring Symposium

The Moncton Lab Educational Committee will be hosting an in-person **Spring Symposium Education Day** on April 5, 2025, at the Moncton Hospital Theatre A. Cost is \$30 for 5 hours of PDP credits. Please pass along to your colleagues. Registrations are open to all med lab professionals across the province (and Maritimes if interested). Sessions will be in English with the opportunity for bilingual questions.

Registration links are on the poster, or it can be printed for QR code scanning. [Event Poster](#)

Registration deadline is March 23.

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

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 ****

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**.

REGULATORY RUNDOWN

MLA now regulated in Nova Scotia

The NBSMLT extends congratulations to the Nova Scotia College of Medical Laboratory Technologists (NCSMLT) in being the FIRST province in Canada to regulate the Medical Laboratory Assistant profession. We applaud efforts of the NSCMLT and Nova Scotia government in achieving this historic milestone in public protection.

We will be engaging with the NSCMLT and other MLT regulatory colleges through the CAMLPR forum to learn how we may proceed with supporting MLA regulation in New Brunswick.

For further details, please click here: [NSCMLT Press Release](#)

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 February, the Board topics included:

- Review of staff activity reports, briefing reports and financial reports
- Review of correspondence
- Welcome of new President-Elect and updating of signing authorities
- Approval of Strategic Plan
- Legislative Review
- Review of MLA role in Pathology
- 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 February included:

- Completion of Financial Audit documentation
- Completion of signing authority documentation and account access
- Finalization and translation of Strategic Plan
- Completion of documentation and requirements for website work
- Confirmation of legal requirements and next steps for potential Bylaw amendments
- Confirmation of Complaint and Discipline Committee members
- Coordination of MLT student awards
- Integration of defined strategic priorities into continuing Board work
- Identification of education and training opportunities for Board
- Continuation of 2024 Annual Report preparation
- Processing of PDP submissions
- Processing of applications for restricted licenses (MLT-1)
- Meeting with CAMLPR



CAMLPR News

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) and Accreditation Canada | Equal are pleased to announce the signing of an agreement to provide accreditation services to Medical Laboratory Science (MLS) educational programs.

This collaboration marks an important step in ensuring the continuity of educational quality assurance, while equipping future MLS professionals with the skills and knowledge needed to meet the evolving demands of the sector.

Under this partnership, CAMLPR and Accreditation Canada | Equal will work together to incorporate the CAMLPR competency profile(s) into the accreditation assessment process.

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/>

