

**COVER**

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Colleen Moran, President

ACADEMY REPORTS

North Shore 6
Moncton

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NBSMLT Organizational Structure

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Greetings from the President

I must say, as I write this letter for the Analyzer, I am filled with emotion. It will be my last official "hello" as your President. Over the past few weeks, many people have asked me if I am glad that my term as President is almost completed and if I am glad it will soon be over? Not so....I feel no joy at all.

I must admit, the year has passed too quickly and I feel like I need to stay another year to complete some of the tasks that have come to the forefront in recent weeks. The experience has been wonderful and I do not regret one minute. It has been a learning experience as well and I have met many fantastic people across our province and Canada. Without the help of the members of the board, I am sure things would have been more difficult. I encourage all technologists to consider involvement with your Society at some level, either in your Academy or on the Board of Directors. It will help you to understand the complexities of our profession, on a broader scale.

The Board of Director's for 2002, will soon begin a task list of their own. I ask you to welcome your new Presi-

dent, Edna Smith, (DECH). Edna and I have known each other only over the past year, but I assure you, she will make a fantastic President and representative of our province on the Council of Presidents. I am pleased to announce that Rachelle Dupuis, (Moncton), has accepted the position of President-elect. She will be following things closely as she begins learning the Presidential position.

In closing I would like to wish you all the best, for the rest of 2001. Take care and may God bless.

Respectfully submitted
Colleen Moran RT,MLT



Thought for the day:

You must learn from the mistakes of others. You can't possibly live long enough to make them all yourself.

Sam Levenson



Professionalism and the PDP

So You Want to Call Yourself a Medical Laboratory Technologist, eh?



I flipped the pages in my old Webster's New Collegiate Dictionary to **professionalism** to make sure I got it right. The first definition was pretty much what I thought; "*the conduct, aims, or qualities that characterize or mark a profession or a professional person*". The second definition, I didn't like as well, as it seemed to tarnish the ideal; "*the following of a profession (as athletics) for gain or livelihood*". After a little contemplation I reconciled that in reality it was probably some combination of the two.

Most of the women of my Mother's generation did not work outside the home. In the early 70's I was going to get an education, a good job, and make some money for the extra things in life. Little did I know or expect that nearly 3 decades later, I would still be working to pay the bills! So what does that have to do with professionalism? Not much, except for the fact that I know it is not easy to work everyday, be a parent, pay the bills, clean the house, do homework with the kids, take care of myself, and participate in the continuing education and professional development activities expected of a professional person.

If you are reading this article, then you too are most likely in the profession of Medical Laboratory Technology and a member of the CSMLS and NBSMLT. Dedicated technologists on the boards and committees of these societies have advanced our profession immeasurably over the

last 6 decades and in their wisdom have given us the code of professional conduct and standards of practice that characterize our profession.

We need these standards so that we can strive for excellence in our service to the public.

If you haven't read them before, they can be found on the CSMLS website - www.csmls.org.

The following is the CSMLS Position Statement on Maintenance of Competence:

Professional status carries both rights and responsibilities. Along with the right to use a professional title or designation and to present oneself as a qualified professional, come responsibilities:

1. *to measure up to the accepted standard of practice*
2. *to adhere to a code of conduct or ethics*
3. *to be accountable for one's professional acts*

Implicit in these responsibilities is the need to maintain knowledge and skills at an appropriate level. To keep pace with today's rapidly evolving and technically complex laboratory environment, learning must become a lifelong commitment. The CSMLS believes that maintaining our knowledge and skills is a fundamental professional responsibility.

The following is an excerpt from the CSMLS Standards of Practice:

1. Knowledge

1.6 Assume responsibility for professional development to ensure continued competence

7. Professional Responsibility

7.1 Be responsible and accountable for their continued competence.

The following is an excerpt from the CSMLS Code of Professional Conduct:

Medical Laboratory Technologists shall endeavor to maintain and improve their skills and knowledge and keep current with scientific advances.

Medical Laboratory Technologists shall share their knowledge with colleagues and promote learning.

Improve knowledge and skills, share knowledge, maintain knowledge; these are the keys to continued competence so that the public will be best served. And this is the most important aim that characterizes our profession isn't it?

As for the qualities that characterize our profession you need only look to someone who has been your teacher or mentor, someone you respect at work. No doubt that person is knowledgeable, likes to share their knowledge with others, is responsible and dedicated and can always be trusted to serve the interest of the patient first and foremost.

Striving to attain the conduct, aims, and qualities of our profession is what differentiates commitment from a job, the technologist from the unskilled. Vital to all of these attributes is knowledge.

(Continued on page 3)

(Continued from page 2)

We all graduated from lab training programs and wrote our RTs so that when we entered the workforce we had passed the requirements of the entry level competencies. Since then we have all learned individually. You may think that it is no one's business but your own what you choose to learn or if you choose to learn. You may think that you are as competent as your neighbor but how can you measure that anyway?

In 1991, the NBSMLT, after a lot of hard work, was given by the Legislative Assembly of New Brunswick, An Act Respecting the New Brunswick Society of Medical Laboratory Technologists. Among other things, the society was given the trust of self regulation and the dual role of providing for the welfare of members of the public as well as for its own members. I urge you to read the Act, which you can get from Janet Kingston or borrow from a board member. The Board of Directors must accept the responsibility for protecting the public by ensuring that the members are competent. At a strategic planning meeting in 1999, one of the identified goals was to develop a Professional Development Program (PDP) to address the issue of competency.

By January 2001, the PDP was ready to be sent out to the members for their approval. The Advisory Committee on Regulation and Professional Practice, who worked on this project, had spent many hours of research, discussion and debate on the issues and wording of this document. They knew from the beginning that they lacked the resources that some regulatory bodies have to measure competency. They understood that this would be very difficult for some and tried to make it as flexible as possible. They had hoped to begin a program by which the membership could demonstrate its commitment to life long learning. The membership rejected the program, some because of the program itself, many because of the mandatory status it was to have. The Board of Directors however in May 2001, voted to accept it as a voluntary program and a starting point for those members who wished to participate.

I am happy to announce that 26 technologists have, to-date, applied for, and received, their Professional Development Program certificates. I congratulate these professionals in their commitment to and pride in their chosen profession, Medical Laboratory Technology.

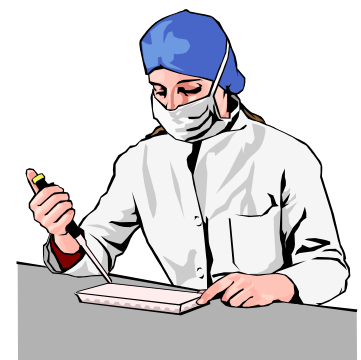
In the near future it is predicted that there will be a shortage of technologists in New Brunswick. Those who are getting close to retirement have lived and worked through years of extraordinary technological change and have amassed a wealth of experience and knowledge. When they start to retire there will be great void and our profession needs to be ready. We need to be able to attract bright young people to join our ranks and we need conscientious professionals to lead the way. I encourage all of you to strive for excellence and accept your professional responsibility.

Martha White MLT RT
Area Director Fredericton
Member ACR &PP Committee



Every job is a self-portrait of the person who did it. Autograph your work with excellence.

Anonymous



Professional Development Program (PDP) Q&A



Q. Do I have to participate?

A. The PDP is a voluntary program, accepted by the Board of Directors (BOD) of the NBSMLT as an avenue for technologists to demonstrate their commitment to lifelong learning.

Q. Where can I get a copy of the PDP and log sheet?

A. The PDP has been put on our website, www.nbsmlt.nb.ca, with a printable log sheet. Your CE rep or member of ACR &PP committee will also be able to get these for you. You may also submit your own computerized form if it is printed in a similar format.

Q. Do I need documentation for everything?

A. It is advisable to send as much as you have. You will definitely need copies of certificates for formal courses to be recognized. Since this is a new voluntary program and technologists are just beginning to realize the importance of keeping a *portfolio*, the committee was quite lenient with the first submissions. The second round will require better records. Photocopies are preferred. Originals will be returned if you include a self-addressed and stamped envelope.

Q. How far can I go back for the first application?

A. You can go back three years and your certificate will indicate when to renew. The requirement is for a minimum of three credits. There is no carrying forward of credits.

Q. Do I need credits from all categories?

A. No! The PDP is meant to be a flexible program so that you can use credits from all or one category. The committee recognizes that a commitment to lifelong learning gives you an opportunity to accomplish your professional goals at a rate that best fits your life.

Q. Who is assessing my application, where do I send it and what happens to it?

A. The Advisory Committee on Regulation and Professional Practice will review the applications at their face to face meetings. You can send it to the NBSMLT office and it will be forwarded to the committee or you can give it to a committee member. The reviewed forms will be held in your personal file by the registrar at the office.

Q. I participate in the PEP, so why would I want to do the PDP?

A. The Professional Enhancement Program (PEP) is the CSMLS recognized program while the PDP is recognized by your regulatory body and Society--- NBSMLT. When submitting for your PEP, why not send the same information in for the PDP?

Q. If I am on the executive of the Academy or Society do I get extra credits?

A. Yes. You can get credits for your position on the executive as there is an assumption of working and therefore learning new professional skills.

You would also receive the credits for attending the organized meetings, the same as other members.

Q. How do you assess credits for other committees that are not listed?

A. You will have to send information on the purpose and activities of this committee and your role and time spent, to be given sufficient credit.

Q. I am in a small hospital and find that there is no time and not enough available to me. What can I do?

A. Contact your academy CE rep and ask for help. There may be materials available from the academies or the Society loan library that they can find out about for you. Perhaps they can plan an activity for your area. The CE committee wants to know what your needs are so that they can assist with your professional development.

Q. Why don't we get credit for supervising each student?

A. The credit is supposed to reflect your learning component. It was felt that preparing to supervise and teach one student or five students would be the same amount of learning.

Q. Why is there no credit given for working experience?

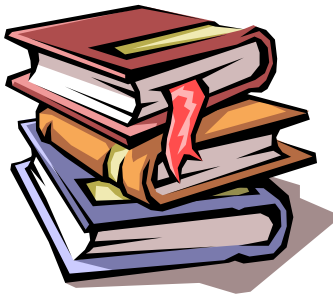
A. It was felt that while working experience is an important component in learning, this program was prepared for actively working members and we would all have the same credit as a base. The PDP requires 3 credits over and above working experience. However, several activities that take place at work, above the norm, can be used for credit, such as: training, being trained, reading

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newsletters or journals, attending or giving in-services, etc.

If you have other questions about the PDP they can be sent to the ACR&PP committee members or through the NBSMLT office.



ACR&PP Members

Colleen Moran - Chair
colmor@nbnet.nb.ca

Martha White: *whitejr@nbnet.nb.ca*

Carol Connors – POCT Chair
connorscr@hotmail.com

Trudy Charles-Young
trudy.charles-young@gnb.ca

Bea Latour

Congratulations to the NBSMLT Members who have completed the requirements for the Professional Development Program



Martha White
Janice MacLeod
Gisele Gagnon Cormier
Luc Levesque
Sharon Nason
Carlene McCaffrey
Kimberley Murphy
Karen Marie Doiron
Sophie Gaucher
Dale Tozer
Charlene Collins
Jean Henry
Vivienne Bourgoin

Bernadette Muise
Mabel Monteith
Coral Curtis
Edna Smith
Kathy Pupek
Susan Atkinson
Janet Mullin
Trudy Charles-Young
Colleen Moran
Marielle Lagace
Diann Roy
Lisette Vienneau
Carol Connors

Congratulations



I am pleased to announce the winner of the Award for Academic and Technical Excellence, newly Registered MLT for 2001 is Nick Gaunce. Nick has been working at the Charlotte County Hospital Lab in St. Stephen. This award is donated by the NBSMLT.



Academy Reports

North Shore Academy



There was an Academy meeting Sept 26/01 with 14 technologists present. Reports were given from Area Director, Public Relations, Continuing Education and Point of Care. The Academy will send a letter of congratulations to Denise Bushey. She was awarded the Joan Kennedy Award at the APSC in May.

In October there will be an open door for glucometer verification in all labs in the Academy. There were discussions about setting up teleconferences in each lab during the Acad-

emy meetings (due to the long traveling distances)

A 'Creative Building' contest has been launched as a National Med Lab week project; make a team and use recycled material from the lab.

Respectfully submitted by
Germaine Savoie, Area Director

A spaghetti dinner for a good cause!



During National Medical Laboratory Week, the NorthEast Health Network medical laboratory technicians organized a spaghetti dinner in order to raise money for the Chaleur Regional Hospital Fund, more specifically to help finance the installation of a platform on the MRI mobile unit. By holding such an event, the technicians were able to raise \$1,000 which was presented to Fund representatives during a reception honouring the MLT's volunteer work.

Lisette Vienneau
Chemistry Laboratory, Bathurst

Moncton Academy

There was an Academy meeting held at the Moncton Hospital Oct. 18, 2001. It was attended by 12 technologists. Minutes from the previous meeting were read, treasurer's, area director, public relations, and continuing education reports presented.

Since Rachelle Dupuis will be moving to the provincial Board of Direc-

tors we are actively recruiting for the position of President for the term of office beginning Jan. 2002.

Preliminary plans have been made for a social event in November combining fun and activity with an evening of curling.

Respectfully submitted by,
Bernadette Muisse, Area Director



“Bioterrorism”

“In the 19th century men lost their fear of God and acquired a fear of microbes”

Margaret Swift ART

How much more do you need or even want to know about Bioterrorism? Over the past few weeks the news has been inundated with information both good and bad and ranging from thought provoking to downright scary. One of the reasons why this is confusing is because there is so much that we do not know. Whilst we can make educated guesses about certain agents and how to control them etc., much of the research on agents of bioterrorism has been carried out in secret, with misinformation and/or outright denial of testing being the norm. Thus it is no wonder that guidelines are still in the process of evolving with changes being made as we learn more about these agents.

It should be remembered that biological agents are not just directed against humans; plants and animals may also be the targets of a terrorist act – the resulting disruption of food supplies, loss of jobs, etc., can have a significant effect on the economy and health of a country. Imagine something like the foot-and-mouth epidemic in Great Britain as the result of a deliberate attack (actually the outbreak is thought to have been the result of illegal smuggling of animals or their products into the country).

In March 2000, the Laboratory Centre for Disease Control (LCDC) hosted a meeting on “Bioterrorism and Public Health” to discuss planning issues surrounding bioterrorism. In June of this year, a Working Group on Bioterrorism met to discuss the response of Canadian laboratories to such a threat. This group consisted of representatives from all types of laboratories from across the country plus the federal microbiol-

ogy laboratories, DND, etc. (New Brunswick was represented by Dr. Magda Kuhn). Three main levels or “tiers” of laboratories were recognized.

Tier 1: Includes most routine hospital microbiology departments, private and veterinary labs, whose main function is to rule out the possibility of a bioterrorism agent and/or to forward suspicious isolates. For example: a Gram positive rods growing in a blood culture is tested to rule out *Bacillus anthracis*. If the screen tests (gram smear, colony description, motility, haemolytic reactions, etc.) indicate that the isolate may be anthrax, it is then forwarded to the national reference center as soon as possible. These laboratories are not equipped to deal with suspicious packages etc.

Tier 2: Includes facilities that have Containment Level 3 facilities – in New Brunswick this will be the laboratory in Saint John (they are awaiting final inspection and accreditation). There are fully functional facilities in BC, Quebec and Alberta, these labs may confirm the identification of isolates and process suspicious packages, etc.

Tier 3: This is the national Microbiology Laboratory, Winnipeg which has both Containment Level 3 and Level 4 facilities, i.e. they are trained and equipped to work with all human and animal pathogens. This laboratory serves as the federal reference facility providing advanced testing, method development, training and proficiency testing. They are also part of an international laboratory network dealing with dangerous pathogens.

While anthrax is front and center in the current news, other agents have also been assigned to the “Category A List” accepted by many countries including Canada, as the agents with the greatest potential for use in a biological attack.



This list includes:

Variola major – smallpox: We now know that while the Russians were busy helping eradicate this disease in the 1980s, they also had scientists collecting the highly virulent strain found in northern Indian and learning how to “weaponize” it. A reprehensible piece of early Canadian history records the deliberate handing out of blankets, previously used by patients dying of smallpox, to the native population in an attempt to reduce their numbers.

Yersinia pestis – plague: This has been known for centuries as a devastating, rapidly spreading infection. In the 1950s and 1960s, both US and Soviet scientists developed techniques to directly aerosolize this bacterium resulting in pneumonic plague in the exposed population, this is an otherwise uncommon, highly lethal and potentially contagious form of the disease.

Francisella tularensis – tularemia: This is one of the most infectious

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“Bioterrorism”

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pathogenic bacteria known – as few as 10 organisms can cause disease. Generally found as a “rural disease” with humans becoming infected by bites with infected fleas, handling infectious animal waste, tissues, fluids etc. Several countries including the US, Japan and the Soviet Union have experimented and stockpiled this bacterium in biological weapons. As with anthrax, human to human transmission is not documented.

Botulism toxin produced by *Clostridium botulinum* is the single most poisonous substance known. Although this toxin is easy to prepare and transport, weaponization does not appear to have been very successful. The toxin is readily inactivated by heat at $\geq 85^{\circ}\text{C}$ and by com-

mon water treatment techniques.

Filovirus/Arenovirus - hemorrhagic fevers – e.g. Ebola, etc., these are relatively new diseases and little information is available as to the ability to weaponize these agents.

The information is endless, the message is that we must **be cautious but not panic**. In the laboratory we must continue to use safe work practices and use adequate control measures. Additional information is readily available on literally hundreds of web sites – here are 3 that I have found useful:

CDC Atlanta - www.bt.cdc.gov

Center for Civilian Biodefense Studies, John Hopkins
www.hopkins-biodefense.org

Dalhousie Library Web Site
www.library.dal.ca/kellogg/subjects/bioterrorism.htm this has several good links to other Canadian sites.



Contributed by:

Margaret E. Swift ART
Supervisor, Microbiology
South East Healthcare Corporation,
Moncton

In Memoriam:

News was received, from Mona Crowley, of the death in September, of retired technologist, Miron McGeouch.

The following was taken from an article written when she retired in 1967:

Miron McGeouch's service spanned the whole history of the growth of the Provincial Laboratory and was probably unique in the Civil Service of the Province of New Brunswick.

The Civil Service as such, did not exist when she started her career. At a very young age she was hired and trained by Dr. Abramson, a distinguished Pathologist, who pioneered many methods in his time. After his death, Dr. R. A. R. MacKeen took over, and Miron became a member of both the Canadian Society of

Laboratory Technologists and the American Society of Medical Technologists. She was, by this time, an expert chemist and was further trained in the exacting work of Medical-Legal Tests and served as Provincial Analyst.



The bright young students of today would be slightly aghast at the 5 1/2 day work week - no overtime - no taxis for night calls - one afternoon off for a week-end's work.

During polio epidemics, the staff

worked a full day plus night calls (after working until 1 am) and weekends - with no extra remuneration or time off, - no union and no guaranteed annual raises. Strangely enough, there was always a waiting list for the honour.

A murder in those days meant the participation of the entire staff doing tests to help solve it - vastly different from the computerized formality of the present.

Miron was probably the last working member of the staff to remember the days when the sheep were kept in the rear of the hospital to supply blood weekly for the Wasserman Tests.

Our sympathies are extended to her family and friends.

Public Relations Committee

The Public Relations Committee is responsible for marketing and communicating Society values, vision, mission and goals to members and the public.

As a provincial initiative the PR committee has drafted a career pamphlet to encourage recruitment of new technologists. These will be completed by Dec 31, 2001. The book project is on hold until Aug 2002, because there were not many entries received. If enough submissions are received, Sharon Nason will be coming to the Board next budget (Oct, 2002) with a request for a loan for production/publication of the book and plans to repay the loan to NBSMLT after sale of the book. All profits from the sale of the book will go to the museum project in Saint John.

The committee is in the process of gathering all media resources and contact information in each area.

Once compiled, a completed list will be sent to NBSMLT office. Each PR representative will have a list for their own area.

Charlene Collins has taken on the OUTBREAK project, which deals with recruitment. We will be reviewing the completed presentation at our next face to face meeting in March. It may be available for presentation at the APSC in Edmundston. We will be putting it on our Web site and have copies for each Academy.

The report from National demonstrated that Med Lab Week 2001 was a huge success. This campaign will continue for 2002. National is in the process of getting career information on the CSMLS web site because recruitment is also a national concern. Scrubs type uniforms will be on sale very soon. Delay was due to a supplier problem. The David Ball Award will be presented for the first time at 2002 Congress. The re-

ipient shall be a member who volunteers outside the profession. Deadline for entries is Feb 2, 2002. Look for detailed information in this issue of the Analyzer. I am very proud to announce that Bathurst Regional Lab along with Calgary Lab Services and Northern Alberta Institute of Technology are the top three entries for the PR Award of Distinction. The PR committee declined Newfoundland & Labrador Society of Laboratory Technologists suggestion that each province publish names of members in local newspapers as a part of technologist recognition.



Respectfully submitted by;
Bev Ross, Chair



Stories from and about NB Medical Lab Technologists

As a fundraiser for the Museum Project in Saint John, local technologists had hoped to publish a book of stories that would highlight the development of New Brunswick Labs from the bench technologist perspective.

The deadline for submissions of stories was set for August 1st 2001, giving enough time to publish for Christmas.

However, we have had few submissions so it has been decided to postpone the project. If anyone would like to submit a story or poem about your working or student life, the society, or submit photographs, please send them to Sharon Nason.

If we have collected enough material for a book by August 1, 2002 we will submit a proposal to the society for funding for the publication.

Please send any submissions to:

Sharon Nason
76 Varsity Street
Saint John
E2K 4K7

Email nasonc@nbnet.nb.ca

The David Ball Community Service Award

Medical laboratory professionals are a diverse group of people who possess many different skills, talents and interests. As members of the health care team, they make valuable contributions to the health and well-being of Canadians. Many are also involved in their communities – serving as volunteers with local schools, places of worship, service groups and community service agencies.

The CSMLS Board of Directors has established a special award to recognize medical laboratory professionals who volunteer their time and talent to make a difference in their communities. The award is named in honour of former CSMLS President David Ball who passed away on July 11, 2001. David was an outstanding

person whose influence extended far beyond the laboratory. Not only was he a leader and an advocate for his profession, but he was an active volunteer in his community of Deer Lake, Newfoundland.

The David Ball Community Service Award will be awarded annually to a CSMLS member who has made a significant contribution to his or her community through volunteer service. The award will be presented at the annual CSMLS congress – travel and accommodation costs will be paid by the CSMLS.

Nominations may be submitted by CSMLS members. Each nomination must include a detailed citation. A letter of support from the agency/group to which the nominee has

made a contribution must also be included with the nomination. The deadline for submission of nominations is Friday, February 2, 2002. A fact sheet and application form will be published in the December issue of CJMLS. For more information, please contact:

Lynn Zehr

Telephone: 1-800-263-8277 ext. 12

Fax: 1-905-528-4968

E-Mail: lzehr@csmls.org



CSMLS David Ball Community Service Award **GUIDELINES**

1. Award is open only to CSMLS members in good standing.
2. The nominator must be a CSMLS member in good standing.
3. Only one entry will be considered for each nominee.
4. The award citation should describe why the nominee is being submitted for recognition and should include detailed information such as:
 - ⇒The name of the agency/agencies to which the nominee has contributed
 - ⇒How their volunteer service has impacted their community
 - ⇒Length of volunteer service
 - * Citation must be typewritten, double-spaced should not exceed 1,000 words. It must be attached to the entry form.
5. A letter of support from the service agency/organization must be included with the submission. Ideally, it should be signed by an officer (Executive Staff or Board Member) of that agency/organization.
6. The CSMLS Awards Committee will judge the nominees based on the information submitted with the application. As with all awards, submissions are held in strict confidentiality, as are the deliberations of the judging committee. The CSMLS reserves the right to not grant an award in a given year if an entry of sufficient merit is not received.
7. Entries must be submitted (postmarked) to the CSMLS by February 2, 2002.
8. The award will consist of a special memento to be presented at the annual CSMLS Congress. It must be accepted in the year granted; no cash equivalent or other options are available. CSMLS will also provide:
 - ⇒Return airfare (economy class) to the CSMLS National Congress
 - ⇒Hotel accommodation and meal allowance at current CSMLS rates for the duration of the congress.
 - ⇒Full weekly registration for the CSMLS Congress (workshops and social events NOT included).
9. Officers and staff of CSMLS and their families are not eligible for this award.

CSMLS David Ball Community Service Award

Please type information or use black pen to neatly print information.

Nominee Information

Name: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Home Phone: () _____ - _____ CSMLS ID #, if known: _____

Employer: _____

Is Nominee aware of this nomination: Yes ___ No ___

I submit this entry to the CSMLS David Ball Community Service Award as per the award guidelines.

Name: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Home Phone: () _____ - _____ CSMLS ID # _____

Employer: _____

Signature _____

Mail to: **CSMLS Awards Committee
CANADIAN SOCIETY FOR MEDICAL LABORATORY SCIENCE
PO BOX 2830 LCD 1
HAMILTON ON
L8N 3N8**

**CSMLS Professional Liability and Legal Defence Insurance
Relax...You're Covered!**

You can enjoy peace of mind knowing that you are protected from financial loss resulting from civil or criminal litigation related to your professional practice. CSMLS provides low-cost professional liability and legal defence insurance to all practising and student members.

Professional liability insurance provides coverage for civil litigation arising from malpractice in your role as a medical laboratory technologist. The maximum coverage is \$3 million per incident to a total of \$6 million per year.

Legal Defence Insurance protects you from loss of earnings in the event that you are called to appear as a witness (in your capacity as an MLT), at a coroner's inquest, civil or criminal proceeding. You may be eligible to receive up to \$200 per day salary replacement costs to a maximum total claim of \$1000. It also provides up to \$125,000 to cover legal defence costs for proceedings in criminal court. The allegations must pertain to an event during the course of professional services. Coverage will only be paid if you are found to be innocent. For members in regulated provinces, it provides coverage for legal representation and loss of earnings arising from a disciplinary hearing. Please note that you must contact CSMLS or our insurance agent immediately in the event of any occurrence which might result in

a claim against this program.

Some of you may be thinking, "How likely is it that I will be sued? I don't really need this type of insurance." Think again. Two years ago, a legal suit was brought against a laboratory for a missed cytology diagnosis. Both the supervisor and several employees in the laboratory were named in the suit. Although the supervisor was not directly involved in the missed diagnosis, their name appeared on all of the signed reports. The supervisor was very worried and called CSMLS to seek advice. Fortunately, the supervisor was an active member and therefore, entitled to professional liability insurance. The CSMLS insurance program covered the fees for an independent consultation with a lawyer. In the end, the employer settled the case out of court. But had it gone to trial and a settlement been awarded to the plaintiff, the member would have been covered. The non-member employees would not.

Last year, CSMLS introduced professional liability and legal defence insurance for medical laboratory assistants. They receive the same levels of coverage, but only for those pre-analytical tasks within the expected scope of a laboratory assistant (The new CSMLS Competency Profile for Laboratory Assistants will be used as a guide in this interpretation).

So, why take a chance with your financial security? In New Brunswick, CSMLS membership and professional liability and legal defence insurance (for just \$8 per year plus PST) is part of our registration fee. Comparable coverage from a private insurance company would cost anywhere between \$1,600 to \$2,000 per year.

For more information, please call: Kurt Davis, Executive Director, CSMLS Ext 11 1-800-263-8277 or Alison Toupitch, CSMLS Director of Communication Ext. 15.

Sigrid Neuman: Cowan Dalton Inc 1-888-474-7592 Ext 250 (Insurance Broker)

Sidebar:
Professional Liability Coverage Limits

- \$3 million per occurrence
- \$6 million per member total per policy year

Legal Defence

Civil Proceedings:

- \$50,00 per member per policy year
- Loss of earnings up to \$200 per day, maximum claim \$1,000 per claim

Criminal Defence Reimbursement:

- \$125,000 per member per policy year

★
★ **Please Note :** ★
★ Our membership year ends on December 31 of each year. ★
★ The coverage of the CSMLS liability insurance package ends with the membership year. ★
★

Although we are given a month of grace to pay our membership fees by our Society; the insurance coverage **does not** recognize this 'grace period'.

If your fees are not paid by December 31, be advised that the liability insurance coverage will not cover you during that grace period.

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AIT (Agreement on Internal Trade) Report

Jeanne Irwin, who acted as the official photographer at Congress, took this historic picture at the signing of the Mutual Recognition Agreement on June 25, 2001.



Signatories of this agreement were: Maureen Webb (AB) Sandra Slimmon (AB) ; Kurt Davis (CSMLS) Margie Flynn (CSMLS) Laurel Ayerst (SK) ,Sarina Clarke (SK) ; Kathy Wilkie (ON) Marion McChesney (ON); Susan Atkinson (NB) Colleen Moran (NB) Heather Autio (BC) Shelby Giesbrecht (BC); Linda Schroeder (MN) Theresa Wincher (MN); Eugene Smith (NS); David Schneider (PEI) Valerie Robinson (PEI); Dave Keeping (NF) Reuben Noseworthy (NF)
Absent from photo: Gail Drisdelle (NS) Karen Girling of the Yukon, Robin Greig of the NW Territories & Audrey Saxton of Nunavut

It was a very proud moment and I am pleased to be able to show you our terrific group. The technologists shown above, except for a few, have been part of the process from the beginning. Colleen Moran, your President, signed the document in place of Janet Kingston. We were told by our government labour mobility coordinator that we were indeed an exceptional group. We technologists did not come in with our egos, but with the single purpose of drafting this agreement.

In June 1999, one year later than

most professional groups became involved; the five regulated provinces along with the other Provincial Societies and the CSMLS put together their team. This team's responsibility would be to draft an agreement that would allow for labour mobility within our profession as per the Agreement on Internal Trade.

On the surface with our national certification we, naively perhaps, thought that this would be a fairly straight-forward task. Our deadline was July 1, 2001. Our work is still

not finished as Quebec could not sign until an equivalency study is completed.

We also still need to come to a consensus on how each province will recognise members with specialty disciplines for example Clinical Genetics, including Cytogenetics and Molecular Genetics and Cytotechnology. We have a meeting scheduled this November.

Submitted by;
Susan Atkinson

NBSMLT Promotional Articles for Sale

Don't forget!

There are still a few of the 10 oz NBSMLT glasses as well as NBSMLT coasters and mousepads available as advertised in the April-May-June 2001 issue of the Analyzer. Please contact your area director or public relations representative to purchase any of these items.

Glasses (10 oz) \$10.00

Coasters \$4.00

Mousepads \$10.00

Congress 2005 Progress Report:

The Congress Core Committee is now in place with the following members:

Susan Atkinson: Congress Chair
Bernadette Muise: Registration & Congress Co-chair
Marty White: Finance
Colleen Moran: Exhibits
Jim Sloan: Entertainment
Rachelle Dupuis: Scientific
Linda Richard: Reception & Transportation
Line Daigle: Accommodations & Equipment
Charlene Collins: Promotions & Publications.

It seems at times that we are working far in advance but the contract with the Delta was signed just in time, as someone else also was requesting our dates. Diane Savoie from the Capitol Theatre was contacted to see the feasibility of holding the Opening Ceremonies there and she will let us know if she becomes aware of a social event that we could integrate into our program.

We are looking to have some distinctive clothing made to be worn by the Congress Committee, perhaps with the NB Tartan. If anyone has any suggestions please let us know.

It was agreed that we will not only

need to attend the Saskatchewan Congress in 2004, but as well the one in Quebec City in 2003, in order to encourage our neighbours in Quebec to attend and to inform them that we will be including a French program.

Partnering with other Associations or Societies is always recommended and we have approached Canadian Association of medical Laboratory Educators; Canadian Society of transfusion Medicine and Canadian Society of Laboratory Managers.

A tentative name and theme has been discussed and we hope to publish it the next issue of the Analyzer.

Editorial

When many of us graduated from our Medical Technology program and passed our CSLT Registered Technologist exams, we understood that with National Certification standards we could practice anywhere in Canada.

As various provincial bodies took over the regulation of the profession, that portability was no longer guaranteed. In 1991, New Brunswick became, after Quebec, the first province to regulate the profession of Medical Laboratory Technology. This ensured that **only** qualified Medical Laboratory Technologists were licensed and could practice the profession in this province.

Over the past 2 years, we have heard from Susan Atkinson about Labour Mobility and the Agreement on Internal Trade. A Mutual Recognition Agreement for the profession of Medical Laboratory Technology was signed this past summer in or-

der for our profession to be in compliance with the Agreement on Internal Trade. We now have in place a document that will allow the portability of our professional credentials as long as we **maintain our licence and meet the standards in our own regulated province**. If we were to be working in one of the few non-regulated provinces, we would need to meet the standard of the province in which we hope to gain employment in order to be issued a license to practice. The CSMLS certification exams are a minimum requirement along with the ability to demonstrate continuous professional development anywhere. (You can get information about these standards from the registrar of those provinces.)

In order for NB to remain 'good faith' signatories to this Mutual Recognition Agreement we must have at least a voluntary professional development program in place. Be aware though that all the other regulated provinces who have signed this document have a strict **mandatory**

professional development program requirement. It is not inconceivable that a mandatory program could be imposed upon our profession by the provincial government. This Agreement on Internal Trade covers not just technologists but all professions. This is a Federal government undertaking to create a 'level playing field' for people in all professions. It is the law of the land.

I am pleased to have been able to publish (*page 6*) the names of the 26 New Brunswick technologists who have already completed the NBSMLT Professional Development Program. If you ask any of them, I am sure you will find it has not been an excessive hardship to attain. I encourage you to give it a try.

The requirement information and log sheets are both available on the NBSMLT website.

www.nbsmlt.nb.ca

Meet Rachelle Dupuis — President-Elect 2002

I've been putting this off for a while now because I didn't know how to start so I'm just going to jump right in.

In January 2002, I shall begin my two-year term as NBSMLT President-Elect and I thought now would be a good time to introduce myself and explain why I chose to do so. I have been fortunate enough to meet some of my peers while attending different provincial society or local academy activities but for those of you whom I haven't yet met, my name is Rachelle Dupuis. I graduated from the Medical Laboratory Technology program in 1997 and have been working at The Moncton Hospital since then, having just received a full time position in Hematology/Transfusion Services in January 2001.

My interest in society affairs began in school when I attended a Program Advisory Committee meeting as student representative. This meeting gave me a taste of what goes on behind the scenes, the unpaid work that is done and why it is necessary. I wanted to know more. I wanted to know it all! (My need to know everything is a curse that sometimes gets me in trouble). I attended APSC in Moncton and CSMLS national congress in Prince Edward Island with some classmates as a student and have since then attended provincial conferences whenever I get the chance.

Having served as the Moncton Academy Vice President in 1999-2000 and President in 2001-present, I was planning on easing my way up the ranks when I heard that a President-Elect for 2002 had not yet been found. I thought it was a little quick to jump into this position but I had learned a great deal from what I had done so far and enjoyed it so much that I started hearing that little voice

in my head saying "*Come on, you know you wanna do it...*". I discussed the idea with some of my co-workers who had much experience in the NBSMLT and with their help I came to the decision that I am ready for this next step. So, here I am, your President Elect for 2002, I can't wait to get started.

As I am just returning from a beautiful weekend at the Lord Beaverbrook hotel in Fredericton, I have been asked to share some of the details of my trip. To give you an idea of what led up to this, I must explain that another project I have been working on since September 2000 is my Bachelor in Medical Laboratory Science. I have been taking some courses through the Université de Moncton on a part-time basis in an effort to finish my degree. It is a long and costly undertaking but it is something I have wanted to do for a while so when I heard that the U de M would be offering it, I took the opportunity. Since I have begun, I have completed three courses, one lab and am currently working on a fourth course. With these added to previous U de M courses I had taken a few years ago, I am eight courses and one lab away from completion. It is tiring, sometimes frustrating and often difficult to find time and financing, but I am determined to make it to the end. I am looking at different options that will help me overcome the challenges I am facing. One option I am considering is the deferred salary plan. Two years of salary will be divided into three years so that during the third year I can follow courses full time and still receive a salary. This will be a lot less tiring and will allow me to finish in a shorter time. As for the financial obstacles I have met up with, I seek assistance wherever I can and have been fortunate to have received help from The Friends of the Moncton

Hospital, the CSMLS Founders Fund award and the John Beck Senior award offered through the NBPEA. As part of the John Beck Senior award, myself and two guests were invited to a superb banquet at the Lord Beaverbrook hotel in Fredericton where awards were presented as well as gifts to retiring union representatives and all this followed by a dance. My fiancée and I took advantage of this to have a nice weekend family getaway. For those of you who do not know me yet, when I say family, I am referring to our two dogs. They are our babes. Although the younger one was a little anxious at being away from home, I think they had a good time. They loved the walking trail by the river, the friendly staff and scaring the chambermaids in the hall. I'm just kidding, they didn't scare the chambermaids...well, not intentionally. The weather could not have been better, and as I stated above, the weekend was beautiful. It was a much appreciated rest.

I know of other technologists completing their Bachelor from different universities or taking courses for continuing education purposes and I would like to encourage you also to apply for such assistance. Studying while working can be a daunting task, be good to yourself and accept any help you can get.

Rachelle Dupuis, RT



Continuing Education (CE) Committee

Continuing Education Committee is responsible for promoting and providing information on educational material to members.

Janet Reid, Chair Saint John Area
Angèle Emond Edmundston Area
Lisette Vienneau North Shore Area
Adrian LeBlanc Fredericton Area
Shasta Barrieau Miramichi Area
Marie-Josée Duchesne Moncton Area.
Trudy Charles-Young NBCC Representative

The CE committee held their teleconference meeting on October 17. We are in the process of planning CE activities for the membership in support of the PDP program. This will involve input from the membership as to what is needed or desired. The CE committee members may be circulating the NBSMLT Continuing Education Questionnaire (which

appeared in the April/May/June Analyzer) in order to get more membership input.

Your CE committee is also a resource for information on the various CE programs (PDP, PEP, CPS), BSMLS and ART, as well as sources of funding for CE activities.

Please feel free to contact any of the committee members if you have any questions on any of these subjects and they will be happy to help you. We are looking for people to tell us of their experiences with any of the above mentioned programs - whether they found them easily achievable, what they felt about their achievement and how it benefited them in their workplace or career. We would like to know the good and the bad; that is, if people are having difficulty attaining any of these CE program requirements or have problems participating in

any CE activities at all.

Please give us your comments on this subject, so that we may strive to help make it easier for our members in this province to maintain their current expertise and expand their knowledge.



Respectfully submitted by,
Janet Reid, CE Committee Chair

jreid@nbnet.nb.ca

Joke of the Day:



A woman was in a gambling casino for the first time. At the roulette table she says, "I have no idea what number to play."

A young, good-looking man nearby suggests she play her age. Smiling at the man, she puts her money on number 32.

The wheel is spun, and 41 comes up. The smile drifted from the woman's face and she fainted.

Most people aim at nothing in life; and hit it with amazing accuracy.

Anonymous



*May the Light of the Joyous Holiday Season
shine on you and yours !*

*Best Wishes from the Board of Directors of
the NBSMLT*

2001 Board Of Directors NBSMLT

Marty White, Area Director, Fredericton; Germaine Savoie, Area Director, North Shore; Bev Ross, Area Director-Miramichi; Colleen Moran, President; Susan Atkinson, Past President; Diann Roy, Area Director, Edmundston; Randy Thornhill, Area Director, Saint John. (Standing :left to right)

Edna Smith, President-Elect; Janet Kingston, Executive Director; Bernadette Muise, Area Director, Moncton (Seated : left to right)



From the Editor:

As I compose this column I find that here we are facing the end of 2001 already. With almost a year of editorial experience under my belt. I have a few observations.

- ⇒ Writing articles isn't as difficult as begging people to write them.
- ⇒ There are many things going on in our profession and we need to be more active in making ourselves aware of these issues.
- ⇒ The purpose of this publication has always been to keep the membership informed.

With the technological advances that have become available there is the ability for us to have this publication posted to our NBSMLT website. We can also streamline our costs by

sending electronic copies to those with e-mail, if they so choose. The newsletter could then be read on line or printed at your own convenience. I hope that with the first issue of 2002 this will become a reality.

Anyone who would like to have an electronic copy can e-mail Analyzer@nbnet.nb.ca and be put on the e-mailing list.

There will be a transition period and it may not be accomplished without a few 'glitches' but I hope that the membership will see this as a positive move.

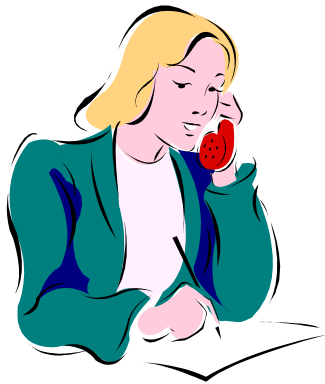
The deadlines for submissions for 2002 are :

<i>Issue #1</i>	<i>January 21, 2002</i>
<i>Issue #2</i>	<i>May 13, 2002</i>
<i>Issue #3</i>	<i>August 12, 2002</i>
<i>Issue #4</i>	<i>October 21, 2002</i>

Bernadette Muise
Transfusion Medicine
The Moncton Hospital
135 MacBeath Ave, Moncton NB
E1C 6Z8

Email-Analyzer@nbnet.nb.ca

Introducing NBSMLT President 2002: Edna Smith



Edna Smith was new to our Board in 2001. She jumped in with both feet and although I am sure it has been busy and a bit overwhelming for her, she has risen to the challenge quite well. Being thrust into the thick of things her first time on the Board of Directors has been quite a steep learning curve. We look forward to her leadership in the coming year.

Edna works at the Dr. Everett Chalmers Hospital in Fredericton in

the microbiology department. She survived the upheaval of the 'sick building syndrome' in that institution and maintained her sense of humor. She has since given presentations which illustrate the working conditions before and during the transition to a better workplace.

Edna is doing her part for recruitment as her daughter, Shelley, is a medical laboratory technologist in training.

Dream as if you will live forever, but live as if you will die tomorrow.

Anonymous

Lost time is never found again.

Ben Franklin

While not Board of Director Members, the following positions are vital to the function of the NBSMLT Board.

<p>Point of Care Co-ordinator Coordonnatrice du programme ACM</p> <p>Carol Connors 767-1 Champlain St. Beresford, NB E8K 1R8</p> <p>Chaleur Regional Hospital/Chemistry 1750 Sunset Drive Bathurst, NB E2A 4A4 Phone: Home 542-9416 / Work 544-3517 Fax 544-2442</p> <p>E-mail: connorscr@hotmail.com</p>	<p>Continuing Education Chair/ Présidente du Comité FC</p> <p>Janet Reid 37 Meadow Avenue Hampton, NB E5N 5E3</p> <p>Atlantic Health Sciences Corp./ Microbiology P.O. Box 2100 Saint John, NB E2L 4L2 Phone: Home 832-0686 / Work 648-6561 Fax: 648-6537</p> <p>E-mail: jareid@nbnet.nb.ca</p>	<p>Council on National Certification Conseil de la certification nationale</p> <p>Marielle Lagacé 57 West Lane South Tetagouche NB E2A 4Z2</p> <p>Chaleur Regional Hospital / Hematology 1750 Sunset Drive Bathurst, NB E2A 4A4 Phone: Home 546-5421 / Work 544-2418 Fax 544-2442 E-mail: brunola@nbnet.nb.ca mlagace@health.nb.ca</p>
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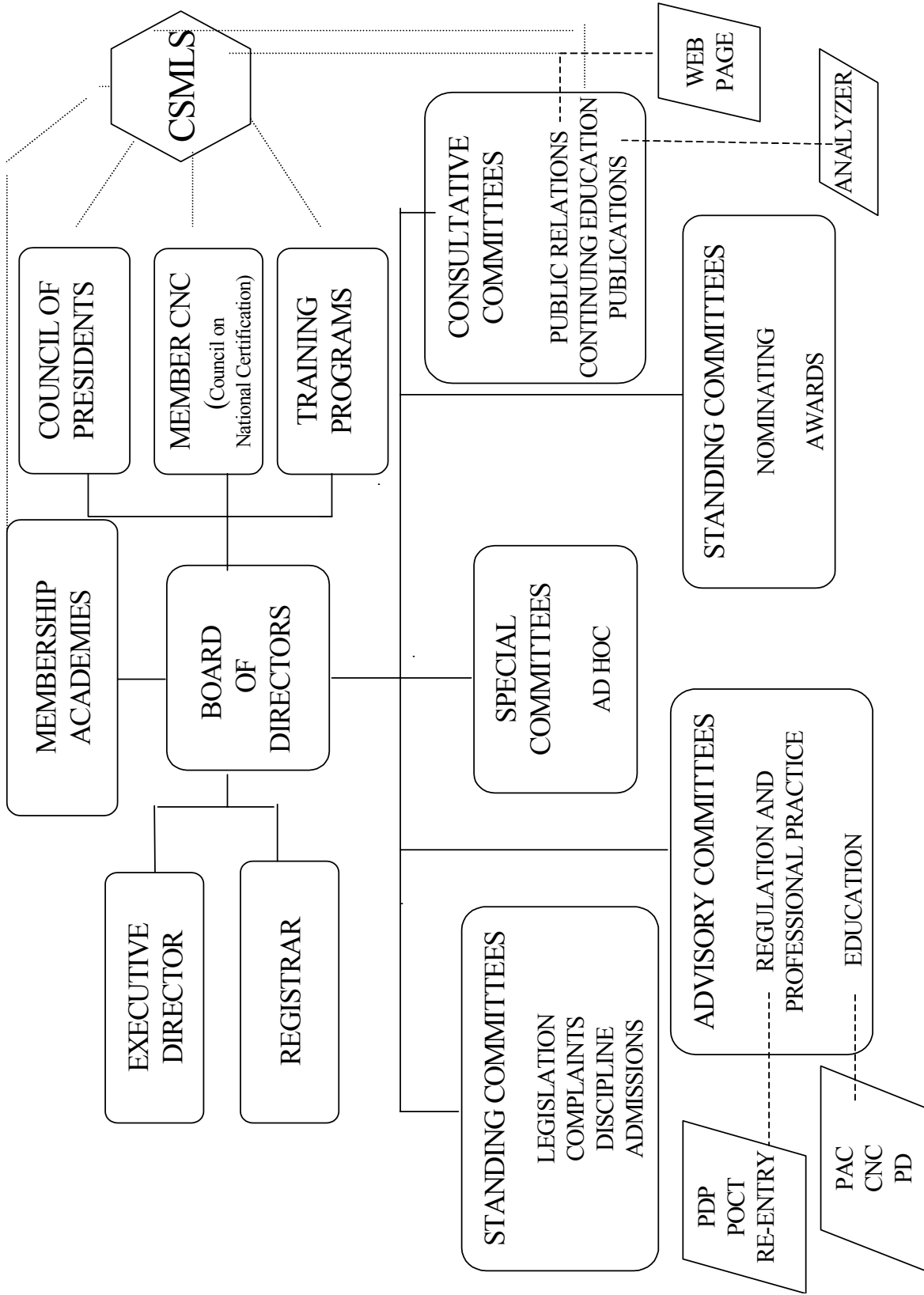


2002 - Board of Directors

New Brunswick Society of Medical Laboratory Technologists L'Association des Technologistes de Laboratoire Médical du Nouveau Brunswick

<p>President / Présidente</p> <p>Edna Smith 190 Merritt Smith Road French Lake, NB E2V 4G3</p> <p>DECH Microbiology Laboratory P.O. Box 9000 Fredericton, NB E3B 5N5 Phone Home 357-6058 / work 452-5465 Fax: 452-5422 E-mail: ken_edna@hotmail.com</p>	<p>President Elect Présidente Désignée</p> <p>Rachelle Dupuis 279 Memramcook East Road Memramcook E4K 1M6</p> <p>Haematology/ The Moncton Hosp. 135 MacBeath Ave., Moncton, NB E1C 6Z8 Work 857-5305 Fax: 857-5312 Email: rachdp@email.com</p>	<p>Past President / Président Sortant</p> <p>Colleen Moran 58 Little Branch Rd. Black River Bridge, NB E1N 5N4</p> <p>Laboratory / Miramichi Hospital 500 Water St. Miramichi, NB E1V 3G5 Phone: Home 228-3552 / work 623-3256 Fax: 623-3259 E-mail: colmor@nbnet.nb.ca RES.LAB.CM@reg7.health.nb.ca</p>
<p>Saint John Area Director / Administrateur Régional</p> <p>Randy Thornhill 107 Quirk Road Sussex, NB E4E 4N9</p> <p>Histology Lab/ Atlantic Health Sciences Corp. P.O. Box 2100 Saint John, NB E2L 4L2 Phone: home 433-5819 / work: 647-7568 E-mail: randyt@nb.sympatico.ca Or thora@reg2.health.nb.ca</p>	<p>Moncton Area Director / Administratrice Régional</p> <p>Bernadette Muise 305 Beverly Cres. Riverview, NB E1B 3B5</p> <p>Transfusion Medicine / The Moncton Hosp. 135 MacBeath Ave., Moncton, NB E1C 6Z8 Phone: Home 386-2914 / Work 857-5304 Fax: 857-3122 E-mail: bmuisse@dowright.mine.nu</p>	<p>Fredericton Area Director / Administratrice Régional</p> <p>Martha White 697 Canterbury Dr. Fredericton, NB E3B 4M6</p> <p>Microbiology Lab / Dr. E.Chalmers Hosp. PO Box 9000 Fredericton, NB E3B 5N5 Phone: Home 459-0253 / Work 452-5465 Fax: 452-5422 E-mail: whitejr@nbnet.nb.ca</p>
<p>Edmundston Area Director / Administratrice Régional</p> <p>Diann Roy 26 Bernier St. Edmundston, NB E3V 1Y5</p> <p>Chemistry Lab / Edmundston Regional Hosp 275 Blvd Hebert Edmundston, NB E3V 4E4 Phone: Home 735-5216 / Work 739-2465 Fax: 739-2232 E-mail: mdfsroy@nbnet.nb.ca</p>	<p>Miramichi Area Director / Administratrice Régional</p> <p>Bev Ross 100 Tanar Street Miramichi, NB E1V 6H2</p> <p>Laboratory / Miramichi Hospital 500 Water St. Miramichi, NB E1V 3G5 Phone: Home 773-9806 / Work 623-3250 Fax: 623-3259 E-mail: rossbj@hotmai.com</p>	<p>North Shore Area Director / Administratrice Régional</p> <p>Germaine Savoie 3839 rue Principale Tracadie-Sheila, NB E1X 1B6</p> <p>Laboratoire 400 rue des Hospitalières C.P. 3180, Succ. Bureau Chef Tracadie-Sheila NB E1X 1G5 Phone: Home 395-5845/ Work 394-3000 Fax: 394-3035 E-mail: germaine_savoie@hotmail.com</p>
<p>Lay Representative / Représentant profane</p> <p>Presently Vacant Candidates names have been submitted to the Provincial government for appointment</p>	<p>Public Relations Chair / Dir. des affaires publiques</p> <p>Bev Ross 100 Tanar Street Miramichi, NB E1V 6H2</p> <p>Laboratory / Miramichi Hospital 500 Water St. Miramichi, NB E1V 3G5 Phone: Home 773-9806 / Work 623-3250 Fax: 623-3259 E-mail: rossbj@hotmai.com</p>	<p>Executive Director / Directrice Générale</p> <p>Janet Kingston P.O. Box 20146, Fredericton, NB E3B 7A3</p> <p>NBSMLT PO Box 20180 Fredericton, NB E3B 7A2 phone: home 459-1244 / work 455-9540 fax: 455-7491 E-mail: cvkingst@nbnet.nb.ca jkingst@nbsmlt.nb.ca</p>
<p>Additional Tasks/ Tâches supplémentaires</p> <ul style="list-style-type: none"> = Continuing Education Chair / Dir. du comité de la formation continue = Publications Chair / Dir. des Publications = Public Relations Chair / Dir. des affaires publiques = Treasurer / Dir. des finances = Regulation and Public Practice Chair / Dir. des règlements et pratiques 		<p>While not Board of Director Members, the following positions are vital to the function of the NBSMLT Board.</p> <p>See page 14 for the technologists serving in these capacities.</p> <p>Point of Care Coordinator POCT Continuing Education Chair CE Council on National Certification Representative CNC</p>

NBSMLT Organizational Chart



PAC=Program Advisory Committee