




Analyzer

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President's Message

By Bernadette Muise

As you read this, we should be full into summer mode with all the fun and relaxation that entails. I hope that you all have a wonderful summer break.

As I was thinking about summer, and the stress that is sometimes placed on staff because of vacation, I realized that Medical Laboratory Technologists must try to be people who see the "glass half full".

I recently attended meetings in Kelowna at Congress and technologists across the country face the same issues. One of the main topics of discussion was how to raise our profile and get the public, and our co-workers, to recognize our value.

We hear a lot of talk about professionalism and I wonder how many of us stop to think what that actually means. Even while nurses were complaining about staff shortages and stress from overwork, they sought new skill sets and positioned themselves in other areas of the health care team. Nurses have achieved more respect and responsibility and increased their scope because they believe in themselves. If we, as technologists, want to earn that respect from our partners in health care; we too need to "step up" and challenge new roles and take on responsibility and demonstrate our expertise and professionalism.

In most definitions of professionalism, there are key points.

- Possession of a unique body of knowledge & skill set
- Maintenance of competence for a unique knowledge & skill set
- Personal integrity and adherence to ethical standards
- Dedication to self regulation

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If we expect to be treated as professionals we need to present ourselves as professionals. **No one can do that for us.** It is up to each and every technologist to demonstrate that they meet and exceed standards which have been set; that they are willing to “go the extra mile” to ensure the best outcome for the patient at the end of the test being performed.

One place this starts, is in the achieving an NBSMLT Professional Development Program certificate. As many of you know, once you begin to document the activities you do, in no time you have met the requirements. Documentation is a habit to which we have not yet been accustomed; that **MUST** change.

Before we can get other people to recognize our value we must demonstrate over, and over again, what makes us unique in the health care field. This will be an uphill battle because we have remained in the background for so long. We need to believe in ourselves and we need to show the public how important we really are.

We have all heard the excuses made “the lab lost the result, the lab took too long”. We need to, in a polite, professional manner ensure that the public is aware that testing requires expertise and strict quality control and these take time to do properly. We, as technologists, are firmly committed to providing the most accurate results in a timely fashion to give other members of the health care team the information they need to do their jobs well. If we spread this message, we will take the place we deserve in the health care community.

From the Editor

Janelle Bourgeois Whitlock



Hope you are all enjoying the downtime and warm weather of the summer months! You might even be reading this newsletter at the beach, who knows. In this issue; you will find plenty of ideas for continuing education. The registration forms for Maritech which will be held in P.E.I. and the APSC in Edmundston are published in this issue. I hope some of you will have the opportunity to participate at those educational events. Links for continuing education have been added to the Website for easier access and to facilitate accumulation of PDP hours. Also in this issue is an article and photos from congress in Kelowna. Quite a few MLTs from New Brunswick participated as you will see on page 7.

I would like to highlight the hard work of the many dedicated technologists who serve on the Board and/or on committees. Their devotion to the profession is remarkable! Most technologists who are involved with the NBSMLT find that volunteering a few hours a month is quite rewarding. If you are considering it, ask someone who already has had the experience.

Next
submission
date:
**October 17,
2008**

Submit your texts or comments/questions to:

P.O. Box 1812
Moncton, NB
E1C 9X6

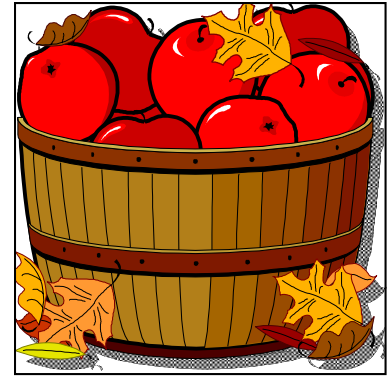
analyzer@nbsmlt.nb.ca

Editorial policy

The purpose of this newsletter is to provide a means of communication between the members of the NBSMLT and its Board of Directors. The opinions expressed in the MLT Analyzer are those of the contributors and do not constitute official policy of the NBSMLT. The editor reserves the right to edit submissions as required.

Let's Harvest Results

APSC 2008



October 18th 2008

Château Edmundston, 100 Rice Street, Edmundston, N.B.

REGISTRATION	BEFORE october 3 rd 08	AFTER october 3 rd 08
NBSMLT members	\$ 40.00	\$ 50.00
Non members	\$ 50.00	\$ 60.00
Medical lab. assistant	\$ 35.00	\$ 40.00
Student / Retired	\$ 20.00	\$ 20.00

Lunch and nutritional breaks included in registration fee

Welcome to a *Wine and Cheese*
Sponsored by the Beckman Coulter

Friday October 17th 2008
19h to 22h at Château Edmundston



Make cheque payable to: Académie d'Edmundston CSPA 2008

Mail your registration to : Charlotte Cyr
Laboratoire/ Hôpital Régional d'Edmundston
275 Boulevard Hébert, Edmundston N.B. E3V 4E4

First name	Last name	organization / workplace
Phone	email address	
Mailing address	NBSMLT reg. #	
Attending <i>Wine and Cheese</i> : yes <input type="checkbox"/> no <input type="checkbox"/>		

Registration will be held at the Château Edmundston's lobby the evening of Wine and Cheese or the morning of the convention

For room reservation before September 19th, 2008
Château Edmundston (mention Congrès ATLMNB)
Single or double room \$ 98.00 + tax
Email address: www.chateauedmundston.com
Phone: 506-739-7321 Fax: 506-735-9101

2007 Annual Report Summary

The AGM took place in the Miramichi Regional Hospital theater in Miramichi, NB on Saturday, October 20, 2007. NBSMLT president, Monique Collette called the meeting to order and thanked everyone for their participation. The President continued by acknowledging volunteers and gave an update on the progress of the Society as well as a few challenges that our profession will face in the future. Items on the agenda included 2006 reports and a motion for a new Associate membership category which was carried. CSMLS President Elect, Susan Atkinson, gave a brief presentation on advocacy initiatives and increased visibility of the profession. The AGM was followed by the presentation of the past-president award to Coral MacRae for serving her three year term on the Board of Directors.

The public relations committee was inactive this year; however, an NBSMLT representative did attend the marketing and communications meeting in Hamilton. Ideas for Med lab week as well as updates on CSMLS advocacy initiatives were amongst the topics discussed. The ACR&PP committee met four (4) times this year and reviewed 171 applications, 166 applications were approved. A "Frequently Asked Questions" page is available on the Website. Lab managers and MLTs have been informed about the mandatory PDP requirement for licensure as of January 2009. The continuing education committee held one teleconference and one face to face meet-

ing. The committee shared various educational activities pursued in their regions. The legislation committee met face to face four (4) times and communicated electronically to deal with several issues. An AdHoc committee was struck to review and revise current MLA duties. A letter was sent to the Minister of Health regarding private blood collection clinics. The entry to practice (ETP) requirements were reviewed by an AdHoc committee. The process for initial registration of new graduates was reviewed due to a change in the timing of the national examination. Lab managers and students were made aware of the new process.

The fall symposium which took place in Miramichi on October 20 was a success. There were 77 registrations. Speakers: Coral MacRae, Janelle B. Whitlock and Dr Maria Huber gave interesting presentations in the morning. Lunch was followed by the AGM which had sixty (60) voting members present.

Most local academies have been quite active in 2007.

Edmundston had an education day and dinner for Med Lab week. Two MLTs attended the fall symposium in Miramichi. The 2008 APSC will be held in Edmundston next October.

The Fredericton academy met three times this year. Two \$600 grants were awarded for par-

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Policy for use of NBSMLT Logo



The NBSMLT Logo represents the society to the public and, as such, must always be used in the appropriate context.

Members of the NBSMLT may use the NBSMLT logo for approved educational and public relations activities which support the mission and vision of the NBSMLT.

Any activity which is outside the above mentioned activities must be approved by the executive committee of the NBSMLT Board of directors. Application must be made by the member in writing at least two (2) weeks in advance of the activity.

(Continued from page 4)

ticipation in the CSMLS leadership forum. Lunch and learns were organized during Med Lab week. The academy also participated in a Career fair and offered grants for members to attend the fall symposium.

The Moncton academy held two meetings this year. An education day was held on March 24th and they are currently planning an education day for March 2008. SERHA participated in career fairs to promote our profession. Booths were set up in hospitals and many activities were organized for Med Lab week. The Georges-Dumont Hospital had an open house visit of the lab, had a lunch and learn and also organized social activities.

Saint John held two academy meetings this year. Two \$100 education grants will be offered to members next year. Saint John re-

cruited a new Area director, Claire Wright who will be replacing Claudette Ptasznik in 2008.

The North Shore academy held three (3) meetings in 2007. The academy is having their meeting via teleconference to accommodate members from Lameque and Campbellton. During Med lab week, the academy raised funds for a local radiothon for breast cancer. The Acadie-Bathurst Health Authority raised a total of \$1,300.

The Registrar reports a total of 657 MLTs licensed to practice in New Brunswick in 2007. There are also three (3) Inactive members, sixteen (16) Retired members and sixty three (63) Student members. Fifteen new graduates registered in NB in 2007 and an estimated 13 MLTs retired from the profession. The excess of revenue over expenses for the year 2007 was 13,110\$.

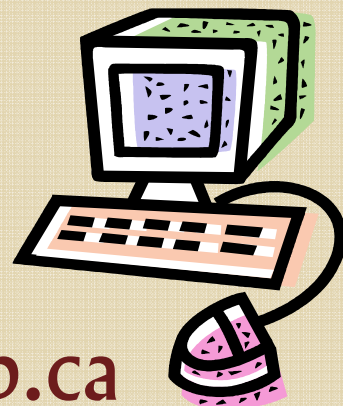
Don't forget to check out our Website regularly to receive up to date information!

Recently posted on the website:

Annual Report (members only section)

APSC Registration Form

Continuing Education Links



www.nbsmlt.nb.ca

See under "What's new" tab of Website for interesting links for continuing education. The deadline for PDP is fast approaching, so those of you who are missing a few hours to complete the 45hrs required might find these links helpful.

Please note that in order to have access to the membership only section, you must submit your e-mail address to the Registrar at nbsmltregistrar@nb.aibn.com. Your password is the 7 digit CSMLS number.

Congratulations!

Congratulations to Chrystal Allen (Fredericton Cytology Department) on becoming a newly certified member of the ASCP following her successful completion of the required examinations.

Well done Chrystal!



Janelle Bourgeois Whitlock (left), Stéphanie Cyr (right)

NBSMLT Awards Presented to CCNB Graduate

NBSMLT executive director, Janelle Bourgeois Whitlock presented two awards to Stéphanie Cyr for academic excellence, as well as clinical excellence this last June 2008.

In addition, Stéphanie's name was engraved on a commemorative plaque.

Congratulations Stéphanie!

Thank You!

To our volunteers

*The NBSMLT would like to extend **Thank You** to the volunteers, without whom the operations of the society would not run.*

The many countless hours they spend working on your behalf often go unrecognized, so we would like to take this opportunity to say "Thanks"!

Congress 2008

By Jennifer Enman, MLT

Wow, what an amazing experience

This was my first Congress experience as a full fledged technologist and it was definitely a worthwhile event. I was able to attend lectures on a variety of topics I had not seen since graduating such as: HPV (both the male and female perspectives), antibiotics from the ocean, alpha thalassemia, and case studies in oncology. I believe the most controversial lecture I attended was “Today’s Medical Laboratory Student -Why aren’t they like us when we Trained?”.

I was excited to meet other technologists from around the country and to compare and contrast what is happening in our labs. The social program was great and everyone seemed eager to participate. The trade show was fantastic and I think I now have enough pens to last me through the year! To top it all off, Kelowna is a beautiful city with a great boardwalk around the lake.

I would like to offer my heartfelt thanks to the NBSMLT for the grant which allowed me to attend this exciting event. The people I met and the things I learned made it a wonderful experience. I hope to see you all at LABCON 2009 in St. John’s, NL.



Election Information 2009

The time is here once again for the nomination of President Elect for the New Brunswick Society of Medical Laboratory Technologists.

The Nomination Committee requests that you put forward names of NBSMLT members to stand for this important position. It is an opportunity for you to nominate technologists with a vision for the future, an individual who will be able to direct the Society's affairs in these interesting and challenging times.

Please forward all nominations to the Society's office on or before Sept 15, 2008.

Nomination Information

Term of Office

In order to comply with the 1991 Medical Laboratory Technologists Act, an annual election will be held by the Society for the office of President Elect. This will be a three year term: the first year (2009) the technologist will serve as President Elect, the second year (2010) he/she will become President of the Society and the third year (2011) this individual will serve as Past President.

Board Members

The other members of the Board will consist of the six Area Directors, elected by their respective academies. There will also be a lay representative, appointed by the government, serving on the Board.

Service and Goals

In order to provide the membership with background information regarding the candidates' present and past service in Society matters, a summary must be provided of his/her professional activities. A statement regarding goals as President Elect of the New Brunswick Society of Medical Laboratory Technologists should also be included. This information shall accompany the instructions sent with the ballot to each member.

Nomination Form

Election of President Elect

In order to comply with the 1991 Medical Laboratory Technology Act, the membership are to elect a technologist to the position of President elect each year. The term of office will be for three years, progressing from President Elect, to President, and the final year, Past President.

_____ allow my name to stand for the position of President Elect of the New Brunswick Society of Medical Laboratory Technologists.

Signed _____

Date _____

Nominated by _____

Health Human Resources

Initiatives taken to address shortages

Changes on 2009 renewal forms and first data submission to CIHI

The NBSMLT along with MLT Societies and Colleges from all the Canadian provinces are currently actively involved with the implementation of data collection project for Canadian Institute for Health Information (CIHI). The first data submission to CIHI will be in August of this year. Some of the data that is currently collected on your renewal form will be shared with CIHI for statistical purposes. Be assured that the data will be unidentifiable because personal information such as: name, address and phone number will **not** be shared with CIHI. Many professions have already gone through this process such as: Nurses, Pharmacists, Occupational Therapists and Physiotherapists. Once CIHI has received the information, they will produce a yearly report which will give us important statistics and show a comparison of the status of MLTs across the country. This information will be useful to plan future human resources and will serve as a tool for the Societies and CSMLS when lobbying the government for investment in our profession.

In order to align the data which is currently being collected by the NBSMLT with the data required by CIHI, some changes will need to be made on the 2009 Renewal forms. When you receive your renewal form in September 2008, be sure to look for changes that may have been made on the form. Please ensure that all the information on the form is accurate. Do not hesitate to call the office if you are interested to learn more on this project.

By Janelle Bourgeois Whitlock, Executive Director

H H R U p d a t e

The Department of Health is beginning the process of updating the 2002-2007 Fujitsu HHR Supply & Demand Analysis. This process will involve updating of the forecasting model for health services, by occupation, for the time period 2008-2015. As such, shortages and surpluses for occupations, for which sufficient data exists, will be determined.

Going forward, this information will be used in conjunction with occupational trends and issues, and other health system realities, to inform the HHR planning process.

The stakeholder groups are engaged in this process in various capacities - such as providing data and identifying trends and issues for their occupation as they impact planning around health human resources to 2015. No person identifiable information will be used during the update and all data that is provided will be kept in strictest confidence and will be used only for the purposes of HHR planning.

The HHR Update will be completed by the end of 2008.



Delta Prince Edward Convention Centre
 Charlottetown, PEI NOVEMBER 12 – 14

REGISTRATION FORM

REGISTRATION Early registration date: October 15, 2008	Full Conference November 13-14		One Day (indicate choice) Thurs ___ Fri ___		Amount
	early	after Oct 15	early	after Oct 15	
	PEISMT/CSMLS Member	\$200	\$240	\$100	
Non-member	\$240	\$280	\$120	\$140	\$
Student/ Retired	\$50	\$50	\$25	\$25	\$

Note: Lunch and Nutrition Breaks are included in fees.

WORKSHOPS	Wednesday, November 12		
E-testing	1300 – 1700hrs	N/C	\$
Bravo!	1500 – 1700hrs	\$40.00	\$

SOCIAL EVENTS	Special Notes	Dates	Cost	
Meet and Greet	Ticket required	November 12	\$15.00	\$
	Cash bar	2000 – 2230hr		
Exhibitors Reception	Ticket required	November 13	N/C	Check if attending ___
	Cash bar	1830 – 2030hr		
Irish Pub Night	Ticket required	November 13	\$10.00	\$
	Cash bar	2100 – 0100hr		
PEISMT dinner plus AGM	PEISMT members only	November 14	\$20.00	\$
			Total:	\$

First Name _____ Last Name _____ Organization / Workplace _____

Name Tag Preference _____ Phone _____

Mailing Address _____ email address _____

Town/City _____ Province _____ Postal Code _____ CSMLS # _____

ACCOMODATIONS

Delta Prince Edward Convention Centre 18 Queen Street	1-866-894-1203	Group # GP1109	\$105.00 plus tax Single or Double
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Note: Please quote group number when making reservations.

Please send registration form and payment to:

MARITECH 2008**REGISTRATION COMMITTEE**

c/o Queen Elizabeth Hospital

PO Box 6600, Charlottetown, PEI C1A 8T5

Keynote Address**ENERGIZING WORK FOR UNSUNG HEROES**

Peter Davison

This keynote is dedicated to Medical Technologists who are an integral part of the success of effective health care delivery. A four part message for professionals who do their best despite challenging working conditions that can be tiring and energy draining.

Successful people who excel at energy management perform at peak potential while maintaining balanced and focused dedication to the best in self, others and the test results. The ultimate measure of our lives and professional careers is not how much time we spend, but rather the quality and quantity of energy we invest in the time that we have. One result of focused energy and increased passion for our labours is that we will have more energy at the end of the day to take home and share with our family.

Social Events**Meet and Greet Reception - Founders Hall**

Wed Nov 12

8 – 10 pm

Experience Canadian History, as you are transported using various multimedia technologies through a "Time Travel Tunnel", starting with the Charlottetown conference in 1864, concluding with the joining of Nunavut in 1999.

Tickets: \$15.00

Glass of wine and hors d'oeuvres included with ticket price. Cash bar available.

(note - limited number of tickets available)

Exhibitors Reception

Thurs Nov 13

6:30 – 8:30 pm

Visit the many booths for the latest "state of the art" technological advances and ideas. Enjoy some nibbles and mingle with your fellow colleagues old and new.

Tickets: no charge

Irish Pub Night with "Green with Envy"

Thurs Nov 13

9pm-1am

Start the night with a rousing lab trivia game with prizes for the winning teams, then join the band for singing and dancing the night away with lively Irish music.

Tickets: \$10.00

(Cash bar and kitchen services available)

SCIENTIFIC PROGRAM

Workshops

BRAVO (Building Relationships and Valuing Others)

Peter Davison

cost: \$40.00

As blood is to life, communication is to living. In this interactive program you will practice face to face communication strategies that truly connect with coworkers and patients.

You will learn to listen, ask the right questions and influence others to dramatically increase recognition, appreciation and trust. This presentation will be of benefit if you work with challenging groups, serve needy people, witness lack of appreciation, or are keen to integrate effective new tools into your current interactions or management style.

This seminar will benefit hardworking front line staff and managers in health care who:

- Value team effectiveness and support improved communication and motivation
- Feel under-appreciated and seek certainty and confidence in relationships
- Seek ways to influence, appreciate and encourage colleagues and patients
- Desire work/life balance and choose to have more energy at day's end

E-Testing Workshop Sponsored by MedOx

Dave Smith

cost: N/C

Break-out Sessions

Chemistry

Practical Aspects of Cholesterol Management
Clinical Relevance of eGFR, Troponin, BNP
Fetal Alcohol Syndrome
Vitamin D
ANA testing

Microbiology

Immunization / Parasites – Travel Relaxed
Tick Talk
Hepatitis
Culture Media – Past, Present, and Future
The Plague / Micro in the News
It Ain't the Flu
MRSA

Histotechnology

Breast Cancer
Quality in Immunohistochemistry

General

How to Wake Up Happy!
Symptoms – the Body's Way of Talking

Management

CIHI Workload Reporting Revision
CSMLS ART Program
Multiple Generations in the Lab
Impacting Patient Safety from the Lab

Transfusion Science

IVIg
Shopping for Artificial Blood
Platelet Transfusion Therapy
Acute Reactions in Blood Transfusions
Leading with LEAN and Ortho Provue
CBS Update
Blood Groups in Animals

Hematology

Peripheral Blood Films
Panic Value INR's
Point of Care INR Testing