

My LABCON 2015 Experience

Thanks to a \$ 1,000 grant from the NBSMLT, I've been honored to attend the LABCON 2015 Conference in Montreal.

What a marvelous experience! Upon my return to work, here is what I said to my colleagues: "You should all have the opportunity to have this professional and personal development experience, to witness this technological evolution and also meet people from across Canada."

Hats off to the organizing committee. There were conferences for everyone. I attended several, namely on blood gases, the HBA1C rate test, the Ebola virus, the unwanted laboratory fluids, hemodialysis and urine test study cases. Dr. Julie St-Cyr from Montreal and her team developed a guide on urine and blood gas tests which will be helpful.

Of course, after a full day of conferences, I enjoyed dinner and dancing, my favourite activity.

Thanks to the whole team and to the Awards Committee for allowing me to experience this opportunity.

Suzanne Charest, MLT

Biochemistry Laboratory, Campbellton Regional Hospital

A call for Analyzer articles



Are you an NBSMLT registrant who completed a degree, diploma or certificate, designation or professional achievement in 2015 ?

We'd like to share your accomplishments in our next publication!

Please Email the Editor of The Analyzer, **Marcel Boudreau** at

deputyregistrar@nbsmlt.nb.ca

with the details.

Are you interested in attending LABCON 2016?

If so, read on!



Application for LABCON Grants 2016

LABCON 2016 is in Charlottetown Prince Edward Island from June 17-19, 2016. Every year, the NBSMLT awards committee made up of NBSMLT peers, will award two deserving NBSMLT registrants a 500\$ grant to attend congress.

Please send your application letter to registrar@nbsmlt.nb.ca before **March 1st 2016**, indicating your contact information, the academy you represent, and a brief resume of all your contributions to NBSMLT activities in recent years at the academy, provincial or national level. Candidates who received a grant in the last 3 years are not eligible.

Recipients of the grants are expected to journal and share their experience and newfound knowledge about the lectures they attended at LABCON in the analyzer, and at their workplace. and submit their proof of attendance for accounting purposes.

How much do you know about YOUR newsletter?

It's History...

The Analyzer newsletter began in 2001 with the objective that its content be a collaborative effort of all registrants of the NBSMLT, under the guidance of our Public Relations committee.

It's Purpose...

The newsletter is a valuable tool to not only transmit important information regarding our role in protecting public safety, but also to share our knowledge with each other as part of our role as professionals. The content of the Analyzer is dependent on the submissions of the registrants of the NBSMLT.

...And how you can be apart of it

Are you an MLT, MLA, PhD, MD who has something to share, an experience, a challenge in the lab, or a volunteering effort you are passionate about?

Are you an educator, researcher, Quality manager, administrator or member of the public who would like to share their thoughts, findings, or interesting subject matter?

Did you attend a conference and would like to share your newly acquired knowledge?

Did you work on a multidisciplinary team who worked on patient-centered care and would like to write about your challenges and successes?

We would love to hear about it! Articles of any length, as well as accompanying photos can be submitted to deputyregistrar@nbsmlt.nb.ca at any time during the year.

Ever wonder why Canadian engineers wear an iron ring on their pinky finger?

In the last NBSMLT Public Relations survey, less than 10% of respondents were able to articulate the mandate of the NBSMLT, which is the protection of public safety. A much larger percentage believed that the NBSMLT's mandate was to protect and promote employees, not to be confused with worker unions who also promote the professions of the people they protect. This was perhaps the first time that they had even been asked "What do you think is the purpose of the NBSMLT?" After all these years, have you ever stopped to ask yourself what it was that you were contributing to every year? The one word answer would be:

Accountability.

As professional medical laboratory technologists, it goes without saying that accountability is a natural part of our profession. We can be accountable to our supervisors, our coworkers, to accreditation, to ourselves, and as registrants of a self-regulatory we are accountable to our patients.

Self-regulation initiated in Canada in the early 20th century after a bridge in Quebec collapsed in 1907 due to poor engineering, resulting in a national tragedy. On the second try in 1916, it happened again.



This bridge.

1907 & 1916 bridge collapses over the St. Lawrence River. It took 30 years to build, and resulted in 88 deaths. It is said that the iron rings that Canadian engineers wear on their pinky finger are made from the iron collected from the collapsed bridge as a reminder of the importance of being part of a regulated profession.

Continued on next page...

Regulation continued...

Question:

Who was to protect the public's safety from unqualified engineers to prevent this accident from happening again?

Solution:

In 1925, a regulatory body for engineers was formed, after they decided against hiring external inspectors to inspect every bridge in the country, during a time where paved roads and automobiles were a rarity, would not be feasible. Who would be a more stringent group of people than their own colleagues to hold each other accountable to a high quality of standards? Engineers wear a ring on their finger made from the iron collected from this bridge as a reminder of the tragedy and a testament to the regulation that they created and stand by to this day.

In most countries,

regulation does not exist for professions. In Canada, 20% of professions are self-regulated. There are 23 health professions in NB that are self-regulated. The NBSMLT has been in existence since 1948, and began a provincial branch of the CSLT (Canadian Society of Laboratory Technologists). In 1991, a group of dedicated MLTs in NB worked diligently to become the second province to regulate MLTs with the Medical Laboratory Technology Act, and one of the first health professions to self-regulate in New Brunswick. Registrants of the NBSMLT voted to elect a board of directors, establish committees to run the organization on their behalf, and eventually hired staff to represent public interests.

Wait. What does it mean to be SELF REGULATED?

Essentially, it means that we are looking out for our patients by looking out for each other, by making sure every MLT in NB is held up to our own established codes, standards, expectations, and mandate that we set for ourselves. One of the ways we do this is by asking that all MLTs be certified by CSMLS. They also self-discipline through complaints & disciplinary committees.

As with any organisation, the Society is growing at an exponential rate while membership is predicted to decline over the course of the next 10 years. The NBSMLT will be challenged on how to continue to grow and be leaders in healthcare on this provincial and national stage.

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Regulation continued...

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Currently, international qualifications recognition and licensing across the provinces require the NBSMLT as an organisation to be actively engaged with government, other regulatory bodies and certifications to ensure safe practices in our province, and require a lot of time, work and many resources including decision making by from the committees and voting registrants. There is also many months of collaboration regarding national certifications standards, partnerships between the provinces and within the province and advising on the education of our MLTs.

By being regulated, Medical Laboratory Technologists assure that we are all partners, we have an equal voice through vote, and are accountable to each other, ourselves, our employers, and to the public. This responsibility is one that each Medical Laboratory Technologist in the New Brunswick is committed to through self-regulation, and because of regulation, **we never needed to wear a ring.**

Are you up-to-date?

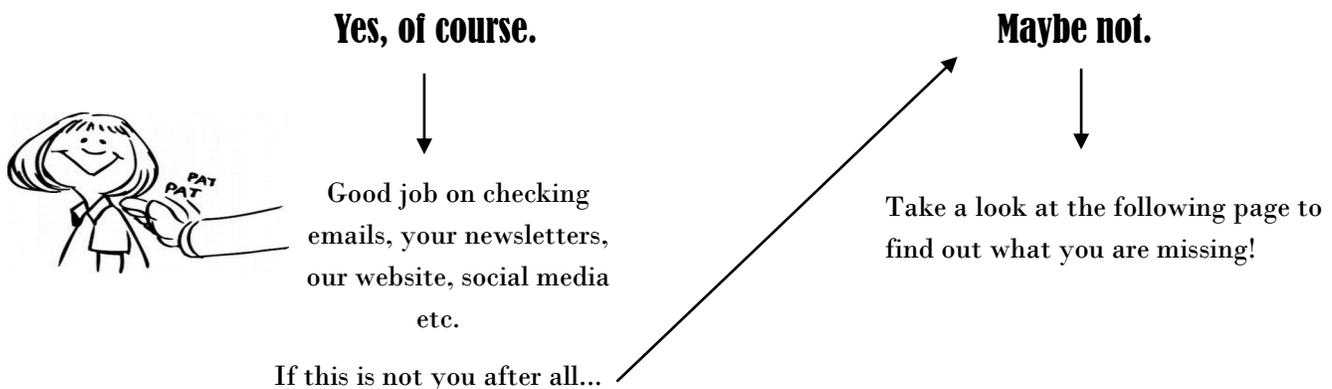
On NBSMLT news and info

up-to-date

(ʊp'tə-dāt)

adj.

1. Informed of or reflecting the latest information or changes: an up-to-date timetable.
2. Being in accord with the latest ideas, improvements, or styles: up-to-date technology; up-to-date fashions.



How can you keep abreast of your role in public safety as a registrant of the NBSMLT?

EMAIL.

Email updates are sent regularly with the most up to date information that pertains to you as a professional who is registered with the NBSMLT. They contain pertinent information to your registration, professional development , etc. The mail-out list is updated every January with the email address that you provide to us in the self-renewal database.

NEWSLETTER.

The Analyzer is published 3 times a year with the submissions collected from NBSMLT registrants by the Deputy Registrar, under the direction of the Public Relations Committee.

WEBSITE.

The home page has the most current news, check out the “Events” and “News” tab, as well as the newsletter under the “Publications” tab. The members section also holds the annual reports, AGM and Board minutes as well as the most current information on PDP and other activities. The information is updated with information submitted to deputyregistrar@nbsmlt.nb.ca under the direction of the Public Relations Committee. You will also find the contact information for the administrative team, board members and committee chairs.

SOCIAL MEDIA.

The NBSMLT Public Relations Committee in conjunction with the Continuing Education committee launched a Facebook page in December 2014 as a pilot project with a means to educate members of the public of what we do, share articles for continuing education and to communicate any societal news and updates. The page is at www.facebook.com/NBSMLT1 . Alternatively, you can follow our Executive Director/Registrar on Twitter @NBSMLT_Exec.

CSMLS Pres. Tania 2015-07-16
#lab tour at URV Hospital!
@mpmikea #medlabprofessionals learning about the testing we provide & challenges we face!

Changing Leaf @chan... 2015-10-16
Delivered key note 'Leading For Significance' at the APSC. What a passionate group! #youvegottthis! @NBSMLT_Exec

Paula Steeves @NBSM... 2015-10-18
Show of hands, how many of you get really excited to get the @csmls calendar every year! #betterthananyappoutthere

Paula Steeves @NBSM... 2015-11-05
Thx to @myNBCC #Medlab students/staff for the swag/card. Chocolates not pictured 🍫🍫

nbsmlt atlmnb
November 13 at 8:49 AM · 🌐
Page 34 of the CJMLS features Joe Costello, MLT from the NBSMLT Fredericton Academy who is a CSMLS ambassador by introducing Medical Laboratory Science to a school career fair in May. Visit the volunteer page on the CSMLS website to find out more about this program. Thank you, Joe!

Janelle Bourgeois @JaneBour 5d
NBSMLT talking to MLA students on regulation. @OultonCollege @NBSMLT_Exec #medlab

Paula Steeves @NBS... 2015-10-17
#NBSMLT Pres recognizes Rania Elhalabi & Bernadette Muise at AGM #apsc2015

Krista @MedLabMaven 2015-10-08
Did you see the latest @csmls e-News Bulletin? The ambassador program I helped create is now accepting applications! #MedLab

Joe Costello, TLM de l'académie de Fredericton de l'ATLMNB fait parti du programme d'ambassadeur de la SCSLM. Merci à Joe pour avoir introduit les sciences de laboratoire médical à des enfants pendant une foire de carrières. Visitez la page de bénévolat de la SCSLM pour en savoir plus.

Up-to-date continued...

More ways to keep up-to-date with NBSMLT

Familiarizing yourself with the Act, Bylaws, Rules, Terms of reference:

The entire operations of the NBSMLT is governed by its own registrants whose mandate is the protection of public safety. All of these approved decisions are aggregated into the Medical Laboratory Technology Act, Bylaws, Rules and Terms of Reference all located on our website at your disposal and your interest about the operations of your society.

Sharing with colleagues: If you learned something new that you read via the above methods - share with your colleagues, and educate them with what you learned about the role of the NBSMLT, and your role as a registrant. You can also contact the administrative team if you have information you'd like to post on your website, or in your newsletter.

The Anita Green Lindsay Award

Born in Saint John, Anita was a Medical Laboratory Technologist (Biochemistry) and later an Information Systems Coordinator at the Dr. Everett Chalmers Regional Hospital in Fredericton. She received her General RT in 1972 after graduating from the New Brunswick School of Medical Laboratory Technology (Provincial Laboratory) in Saint John.

Anita began her working career in 1972 in the Biochemistry Department at the Victoria Public Hospital in Fredericton. In 1976 she orchestrated the move of the department to the Dr. Everett Chalmers Hospital. In the late 70's, when units of reporting converted to System International, Anita was responsible for disseminating this information to the physicians. In 1991, Anita confidently made her next career move into the realm of computers where she remained as an Information Systems Coordinator until ill health forced her to leave.

Anita was very active at the Academy, Provincial and National levels of her Professional Society. Early in her professional life she became involved with the New Brunswick Society of Medical Laboratory Technologists (NBSMLT) Newsletter. While holding a full-time position at the Fredericton Regional Laboratory, Anita was president of the New Brunswick Society of Laboratory Technologists in 1985 and 1986. During her tenure she was instrumental in convincing government to retain the NB School for Medical Laboratory Technology in Saint John, NB. It remains the only English diploma program in the Maritimes. Following regulation of Medical Laboratory Technology (1991), Anita became the first Registrar of the NBSMLT (June 1991 – March 1994). In October 1993 Anita was asked to speak at the Manitoba Provincial Conference regarding the NB experience in becoming a regulatory body.

Anita will always be remembered for her willing contributions to the health care team and her dedication to her profession.

Continued on next page...

The **Anita Green Lindsay** Award

Do you know a deserving person of the Anita Lindsay Award for 2016 ?

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 his/her 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 by an active member of NBSMLT

The recipient receives an expenses paid trip to APSC to receive the award at AGM.

Please submit your nomination letter to registrar@nbsmlt.nb.ca

The Anita Lindsay Award Recipient of 2015:

Bernadette Muise

Bernadette Muise retired in July 2015. Her career as a registered medical laboratory technologist spanned 38 years. In 1974, Bernadette graduated from Dalhousie University, with a Bachelor of Science. In those days before medical laboratory regulation, that was sufficient for her to work in a hospital laboratory in Cape Breton. The work fascinated her and the Glace Bay General Hospital sponsored her to take medical laboratory training in Halifax. Having already worked in a lab, she chuckled to herself when she overheard the second year students complaining about the afternoon labs where they had to do ten (10) urinalysis specimens.

In the early seventies, a class of over 100 student technologists at the Nova Scotia Institute of Technology was the norm. Several Nova Scotia hospitals provided seats for about 30% of the students for the second year rotation and Bernadette did her second year at the Halifax Infirmary. A sponsorship generally meant there would be a job in a hospital laboratory when training was completed. Due to the high number of graduates in the seventies that was no longer the case and, with no work in Nova Scotia; like many others, she headed west to Alberta. As luck would have it, Edmonton had a technologist shortage and within a week, she was employed full time at the University Hospital.

After a few years, the lure of the east coast, and CN, brought Bernadette back to Moncton. Timing was everything and, partly because she showed up for an interview during a blinding snowstorm, she was hired at The Moncton Hospital where the bulk of her career was spent in Haematology and Transfusion Medicine. Bernadette took 6 years to be a stay at home mom when her children were born. When they started school, she worked part time evenings and shared the homework and suppers with her husband Greg so he, too, could participate in the joys of raising the young.

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Award continued...

The **Anita Green Lindsay** Award Recipient of 2015:

Bernadette Muise

Although Bernadette didn't become actively involved with the NB Society of Medical Laboratory Technologists until 1998, when she did; she jumped in with both feet. To give back to the Academy and NBSMLT for providing a Congress grant, she served as Area Director for Moncton from 1998 until entering the presidential chain in 2003. She served also as publications chair before taking on the role of editor of the Analyzer from 1999 until 2006. Bernadette served on, and chaired, several NBSMLT committees; publication, legislative and advisory committee on regulation and public practice. During this time, the members approved the Professional Development Program (PDP) as a criterion to maintain an NBSMLT license to practice. She co-chaired the very successful CSMLS Congress 2005 committee and served as registration chair. Bernadette took on the challenge of NBSMLT President in 2004 and again in 2008 and 2009. Bernadette coordinated several local education events as well as Maritech 2010.

While at The Moncton Hospital Transfusion Medicine Service, Bernadette followed in the footsteps of Vivienne Bourgoïn who was the technologist primarily responsible for the instruction of new technologists. Viv was a tough act to follow but, through a variety of techniques, Bernadette tried to help budding technologists realize just how important they could be to ensuring better patient outcomes. Bernadette identifies Anne Robinson as mentor, colleague, and friend who continually demonstrates the standard of compassion and professionalism to which she has aspired. Bernadette is quick to point out that throughout her career, she has been privileged to work with technologists who consistently give their all to their jobs and their profession and that without their support, and her career would not have been nearly as rewarding as it has been.

In 2010, Bernadette left The Moncton Hospital for a 2 year secondment to the Department of Health. The role as the NB Provincial/Territorial Blood Liaison capitalized on her expertise in transfusion medicine and resulted in a permanent position with the government just in time to lead the national Canadian Blood Services file on behalf of New Brunswick from 2013-2015. The lessons learned in New Brunswick and from her colleagues allowed her to retire from a "job well done".



Halloween NB Lab FESTIVITIES

How many lab techs does it take to kill a spider?



Halloween 2015

And the WINNER of the Epic Halloween Costume Challenge of 2015 goes to...

The Moncton Hospital laboratory!

After being challenged by the Saint John Regional Hospital Laboratory, Monique McIntyre and Claire McWilliam put their brains, or *spidey senses*, together and concocted this creepy crawly plan. With the help of other co-workers, and a little downward dog yoga, the masterpiece was complete!

The Saint John Regional Hospital Laboratory crew "Dominoes"



PDP News and Reminders

Your **PDP due date** will appear on your 2016 membership card, replacing the paper certificate. You may view it anytime by logging into the annual registration database.

The **PDP audits** are now completed by the NBSMLT administrative team under the direction and procedures of the Professional Practice and Regulation committee, and the regulations stated in the NBSMLT bylaws and rules.

PDP audits will be reduced from 20% to 10% in order for the new process to be sustained by the administrative team.

A new **fillable log sheet in PDF format** will be available in 2016. This can always be downloaded from the member's section of the website, under the PDP tab. Any old paper forms at your workplace should be removed, as this form is updated regularly as part of continual improvement.

Registrants can submit their **PDP log sheets** at any time during the year, and in advance of their due date if they chose. If you have accumulated your 45 hours, you can submit anytime. Expiry dates are 3 years after your last submission year.

The **due date to submit PDP** for 2016 will be September 15 to ensure all PDP submissions are received before the registration cycle begins. Late fees will be enforced after this date. A reminder that PDP hours are the responsibility of the individual, and registrants who fail to comply the NBSMLT bylaws and Rules are subjected to a reinstatement process with a restricted license until they are able to complete their PDP hours.

Changes to Professional Development

Effective
01.01.16

Submission

CURRENT



REVISED

AUDIT

20% Audit (1 in 5)

10% Audit (1 in 10)

DEADLINE

October 15th

September 15th

LATE FEE

\$100.00

\$100.00

#PDP CREDITS

45

45

TIME FRAME

3 years

3 years

**Please be advised that due to operational requirements the time frame for submitting PDP worksheets will change from October 15 to September 15 of the year your renewal is required starting in 2016.*

Submissions received after September 15 2016 will require \$100 for processing.

Members can use credits obtained between September 15 and December 31 of their submission year in their next PDP submission.

PDP submissions are checked against the dates submitted on the member's last submission.

Executive director/Registrar's report

Paula Steeves

"As my first year as Executive Director and Registrar of the NBSMLT ends, I look forward to the new year and to our challenges and successes."

New Deputy Registrar: Over the course of the summer, the NBSMLT hired **Marcel Boudreau**, our new Deputy Registrar. While Marcel works full time in the Chemistry Department at the Georges Dumont Hospital, he will continue his orientation during the course of the year, as we go through all our processes to streamline and improve our operations together. He will also be **managing the PDP portfolio** and has already made some improvements to the system while collaborating with the PP&R committee. He will also be managing the **volunteer roster and orientation**, as well as the **NBSMLT website and newsletter** under the direction of the Public Relations committee.

National scene:

As a member of the CSMLS Professional Standards Council, we had a teleconference over the summer to discuss certification standards, exams, and shared related information from each province. In preparation for LABCON 2016 in Charlottetown, we have been working diligently to recruit some dynamic speakers with interesting topics for this event in June. As a member of the Canadian Alliance of Medical Laboratory Professionals Regulators, we met face to face during LABCON in Montreal to share our issues and set goals for the year. In October, we met again to write a code of ethics from a regulatory perspective that is common across the provinces.

Provincial scene: The NB Alliance of Healthcare Regulators met in October to discuss common issues related to regulatory bodies, including our consultation for the amendment to the **Official Languages Act**. In September, the NBSMLT had the privilege of being invited to a provincial forum on **Foreign Qualification Recognition** where regulators, settlement agencies, brokers, government officials, educators and newcomers were able to connect, break into groups and find solutions to streamlining our processes better to facilitate immigration to New Brunswick.

Document retention:

In September, the Board of Directors approved a document retention partnership with the NB Provincial Archives who were interested in archiving all our documents, including newsletters, registration forms, board and committee minutes since the NBSMLT has had such a long history in this province. Records are made public for research after 50 years, and is conducive with the same practice of other regulatory bodies in this province. The elimination of paper will reduce costs of rental space and labor associated with the now extinct filing system.

Bridging program: Our work with the CCNB Bridging program continue, as we meet with the coordinators regularly to get updates about program development, client progress and challenges and successes.

As my first year as Executive Director and Registrar of the NBSMLT ends, I look forward to the new year and to our challenges and successes.

President's message

As this year comes to an end I, like most of us begin to look back and reflect on what we've accomplished and what the next year will bring. There has been a lot to reflect on at the NBSMLT, the Society has undergone plenty of changes and has been busy transitioning amongst those changes.

There has been change within our Board, our staff, and our office structure. We have shifted to 100% online registration, and the IEMLT Bridging Project has come to an end, and is now a sustainable online program at CCNB.

Knowing the NBSMLT's role in the Bridging Program was changing and resources also needed to change, our current office structure could no longer be maintained. The NBSMLT needed to meet the needs of the society but it also needed to do so knowing that we are living in times of fiscal restraint. We eliminated one position by combining the roles of Executive Director and Registrar to create the new compliment of ED/Registrar (part-time), Deputy Registrar (part-time), and Administrative Assistant (part time). With this new office structure came new staff, a new president, and some new board members. We have a lot of new faces at the NBSMLT and are always open to more!

As we transition in to our new office structure we continue to work to achieve the goals set out by the NBSMLT's Strategic Plan. Some of those being volunteer recognition, service to registrants, website update/expansion, governance and regulation of MLAs, and seeking partnerships and projects while building on existing ones to continue to build the coalitions, networks, and recognition developed during the IEMLT Bridging Project.

The experience I have gained through volunteering with the NBSMLT has been priceless. Being able to work through processes I would have never had the opportunity to be part of otherwise, and meeting and working with other Laboratory Professionals has been such a wonderful experience. I am thankful to be part of such an amazing group of volunteers (and employees). Over the past year I've continued to grow friendships, as well as meet new people but most of all I have developed new skill sets and learned from others.

I encourage you to become more engaged with the NBSMLT. If you are unable to find the time to volunteer, take some time to take part in some of the local Academy activities, visit our website, read our emails, and check out our quarterly Analyzers. I promise that you too will find it as rewarding as I have.

Chrystal Allen