

MLT

Analyzer

Bulletin of the New Brunswick Society Of Medical Laboratory Technologists



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Contents:

President's Message
Carlene McCaffrey

Anita Lindsay Award

From the Editor
William Allen

LABCON Experiences

Election Information 2014

Bridging Program - FAQ

APSC 2013

Bridging Program Launch

Christmas Decorating Contest

President's Message...

By Carlene McCaffrey



It just seems like yesterday that I had accepted the position of President Elect in 2012, and now my term as President 2013 is coming to an end in December. During this past year, I had the chance to meet many dedicated members and volunteers. It was overall a truly enriching experience.

In March, I was invited to attend the Bridging Program Evaluation Workshop, which was held in Moncton. The evaluation consisted of a summary of activities and outcomes that were accomplished in the past year. I also attended a National Metropolis Conference in Ottawa where presentations on immigration policies and population diversity were given. Many organizations at the national and international level were present at this conference.

In May, the Board of Directors and myself, in collaboration with the executive director, met for the elaboration of a strategic plan for the next 4 years. The mission, vision and values of the society were revised and new priorities were established. The organizational structure, the improvement of communication, the website expansion, the regulation of medical laboratory assistants, the search for new partnerships and projects for the Society, and the opportunity to explore for education events were identified as priorities for the next 4 years.

After presiding six Board of Directors meetings, many issues were discussed in order to keep the Society's affairs up to date

(Continued on page 2)

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(Continued from page 1)

and more efficient. The Professional Development Program (PDP) audit process was approved in February. This new process will reduce cost and be more efficient for the submission of applications. The NBSMLT committee terms of reference were reviewed by a sub-committee and presented to the legislation committee for review. Governance training for board members and office staff was also identified as a priority in order to set yearly objectives for committee chairs, academies, office staff and executive director. Governance relies on the organization's mission and values as a guide for decision-making and acts in a manner that will reinforce the organization's core values. Updates on the Bridging Program and Mentorship Program were given regularly at the board meetings. The launch of the Bridging Program is set for early December 2013.

I also had the chance to preside the Annual General Meeting in Miramichi which was part of the APSC where 45 members were present.

Five bylaw were amended which included the restricted temporary license for those participating in a bridging program, the addition of board members as signing officers, the addition of the Professional Practice and Regulation Committee (previously ACR&PP) as a standing committee, the newly constituted Award & Grants Committee to be an advisory committee and the addition of the Public Relations Committee as a consultative committee. I also attended the lectures during the APSC on October 19th in Miramichi on great topics which were very informative. I would like to thank all the members of the organizing committee for such a successful educational event.

While reading this article, think about the many opportunities of getting involved as a volunteer for your Society. You may discover some new interest that may be beneficial to you and your career. Our Society is growing and has a bright future.

NBSMLT Anita Lindsay Award

The Anita Lindsay Award is awarded annually to a technologist who exemplified exceptional professional service.

Applications for the 2014 award will be accepted until January 31, 2014.

Objective

The Anita Lindsay Award is presented to a member who is leaving the profession of Medical Laboratory Technology. The award will only be given when a suitable recipient is nominated.

Selection Committee

The Awards Committee shall select the recipient by reviewing the résumé of the nominees submitted on or before January 31st. The Award Committee will purchase the award.

Presentation

The recipient shall receive an expense paid trip to Annual General Meeting where the President will present the award at the AGM banquet.



Selection Criteria

Must be leaving the profession of Medical Laboratory Technology (retiring or changing careers), at least 20 years as a member 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.

Publicity

A résumé and picture of the recipient shall be made available for press releases and publication in the Analyzer.

From the Editor...

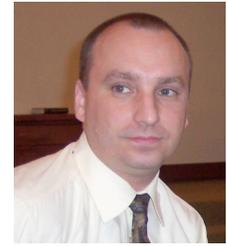
William Allen

*"What if Christmas, he thought, doesn't come from a store.
What if Christmas, perhaps, means a little bit more."*

Dr. Seuss, How the Grinch Stole Christmas!

Do you believe that Christmas is almost here and soon we will bid farewell to 2013? The time has passed so quickly! Don't forget to take a break from the holiday hustle and bustle to relax and enjoy this special time with your family and friends.

The beginning of the New Year tells us it's time again for the rotation of the presidents. Our new President for 2014 is Rania Elhalabi. Rania brings with her many years of Board experience, working knowledge of the Bridging Program, and a great understanding for the importance of NBSMLT PR initiatives. Please join me in welcoming our new President! Carlene McCaffrey, will now move to Past President and we look forward to continuing to work with her in 2014. She has proved to be a valuable resource for the society over the past year. Thank you Carlene! For those of you who are not familiar with the President structure of the Board, it consists of the following; A President Elect, President, and Past President. Every New Year, our current President becomes the Past President, and President Elect becomes President. Even though Danielle McLennan has completed her term as Past President she will remain a member of the Board as the PR chair. Be sure to keep an eye on PR plans; plenty is planned for 2014, including the NBSMLT Facebook page and Forum. This will be a great way to get our message out to the public. We would like to welcome Suzanne Turcotte to the Board of Directors; she is the new Saint John Academy Director, replacing Claire Wright who has just completed her term. I would like to take this opportunity, on behalf of the NBSMLT, to thank Claire for all the time and dedication she devoted to the Society. The NBSMLT would also like to thank the executive for a great year, and look forward to working with everyone in 2014.



There has been a lot of excitement this month with the official launch of the Bridging Program. Be sure to check out the CCNB press release and website for the program. This will not only benefit IEMLTs, but also all MLTs who would like to take refresher courses. As you all know, our Executive Director, Janelle Bourgeois is the Project Lead for the Bridging Program and it is Janelle's drive, determination, and dedication which have made this program not only possible, but successful. She has taken the NBSMLT to a new level of prestige. Congratulations Janelle and thank you! The NBSMLT would also like to thank all the other people involved with the Bridging program; your hard work and dedication to the profession is very evident and appreciated.

On another note, Claudette Ptasznik will be donating some items to the New Brunswick museum. These are items she used to complete the research for her book. If you haven't had a chance to read it, be sure to pick one up; she has done an amazing job at capturing the history of MLTs in New Brunswick. The items on display in the museum will be another venue for the public to see the impact MLTs have had and currently have on the health care in New Brunswick.

The Newsletter is always looking for articles and ideas, if you have an article or idea for a future issue please contact the office at office@nbsmlt.nb.ca or PR@nbsmlt.nb.ca

I would like to take this opportunity to wish everyone a safe and happy holiday. All the best in 2014!

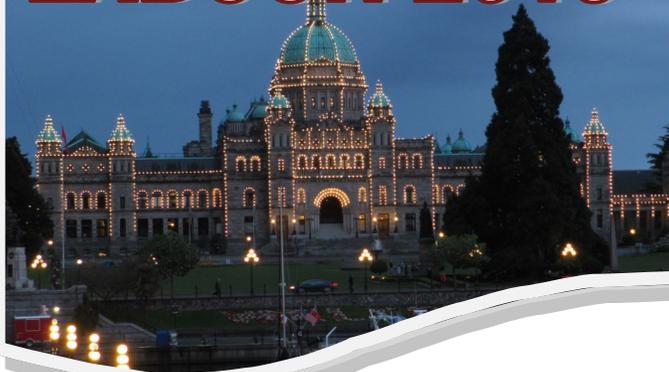
Submit your texts or comments/questions to:

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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.

LABCON 2013



Last March, I had the opportunity to get a grant to help me pay the registration fees of the LABCON 2013 conference in Victoria, BC.

In addition to being able to attend interesting and educational conferences, I had the amazing opportunity to travel across Canada. Thanks to my colleagues generosity who helped me greatly with the accommodations, I made my first trip to British Columbia.

The magical landscape of the Vancouver Island with its vegetation and giant trees and, of course, the flight above the superb Rockies gave me the impression that I was landing in

By Christine Goguen

LABCON Grant Winner

In May 2013, I was very thankful to have received a grant from the Moncton Academy. These funds gave me the opportunity to participate in the LABCON 2013 conferences in beautiful Victoria BC.

I must admit, the trip was long. Going from coast to coast with a few layovers and 4 hours delay in Toronto! But I made it safely to my final destination.

We stayed at the Empress Hotel. The views were absolutely amazing! The hallway to our room looked like it was ripped from the movie the Shinning.

by Johanne Moreau-Guidry

LABCON Grant Winner

another country. It was really different from the Maritimes, but with two things in common: the warm hospitality and gastronomic experience!

At the LABCON conference, I had the opportunity to meet extraordinary people and to improve my knowledge. It was also an opportunity to learn that our profession faces considerable challenges, including the many retirements over the coming years, the budgetary reductions which are made everywhere and the ever-changing new technologies.

In spite of this, I firmly believe that the new generation is ready and able to rise up to the challenge.

In short, it was a rewarding experience, and I encourage all technologists to attend a LABCON conference when the opportunity arises.

Once again, allow me to thank the Moncton Academy for this opportunity. Thank you Danielle, Christine and Janelle. It was an unforgettable time.

I got to meet so many people from across Canada, hear their stories and attend amazing conferences. I was surprised to see (or hear...) how many people spoke French in Victoria.

I absolutely love attending these kinds of events. I really feel like I'm part of something very important when I'm surrounded by so many people who feel so strongly about the importance of the laboratory profession.

Thank you from the bottom of my heart Moncton Academy, I will carry with me my newly acquired knowledge and appreciation for my profession for years to come.



**NBSMLT would like
congratulate**

MYRNA GUNTER

**For receiving a
letter from CSMLS
in recognition on
50 years
as a member.**



Canadian Society for Medical Laboratory Science
Société canadienne de science de laboratoire médical

May 2013

Dear Myrna,

On behalf of the Canadian Society for Medical Laboratory Sciences (CSMLS), we would like to formally recognize your long-standing membership with our organization. As a member of the CSMLS for 50 years you have shown others a sincere commitment to your career and your profession.

It is because of loyal members like you that the CSMLS can provide opportunities for professional networking, knowledge sharing and continual professional development. You are a role model for other laboratory professionals and your commitment to the laboratory community is commendable.

Please accept the enclosed pin as a token of our appreciation and as a symbol of your dedication to the CSMLS. Thank you for choosing to be a part of the advancement of the medical laboratory profession in Canada.

Sincerely,

Christine Nielsen
Chief Executive Officer

Heather Autio
President

Excellence in medical laboratory science • Excellence en science de laboratoire médical
33 Wellington Street North, Hamilton, Ontario, Canada L8R 1M7 • (T) 1.800.263.8277 • (F) 905.528.4968 • www.csmls.org



The Board of Directors would like to wish its members a very Merry Christmas and a Happy New Year filled with prosperity!

Carlene McCaffrey President
Danielle McLennan Past-President/PR Representative
Rania Elhalabi President Elect
Dorothy Harris Treasurer/CE Representative
Michael McWilliam Lay Representative

Melissa King
Claire Wright
Monique Desjardins Levesque
Julie Thibodeau
Marsha Cook
Chrystal Allen

Moncton Area Director
Saint John Area Director
Edmundston Area Director
North Shore Area Director
Miramichi Area Director
Fredericton Area Director





Election Information 2014

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 Jan. 31, 2014.

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 (2014) the technologist will serve as President Elect, the second year (2015) he/she will become President of the Society and the third year (2016) this individual will serve as Past President.

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, as well as a current photograph suitable for printing, should also be included. This information shall not exceed 250 words and will accompany the instructions sent with the ballot to each voting 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.

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

Signed _____

Date _____

Nominated by _____

Seconded by _____

NBSMLT Bridging Program

FAQ

Q: What is a bridging program?

A: Bridging programs allow individuals, specifically medical technologists, coming from another country to receive the education necessary to fill any discipline specific educational gaps to become licensed and to receive the support and education necessary to integrate in the Canadian health care system.

Q: Why develop a NB bridging program?

A: The NBSMLT submitted a successful proposal and was awarded funding for the development of a bridging program for internationally educated MLTs (IEMLT's). This 4 year project began in the Fall of 2011. New Brunswick, as well as its neighbouring provinces are experiencing a shortage of MLTs. Within the next 10 years, it is estimated that at least 50 percent of practicing Medical Laboratory Technologists (MLTs) will be eligible to retire in New Brunswick. There are presently not enough practicing MLTs as well as students graduating from medical technologist programs in New Brunswick to fill the gap. This is especially true for positions in rural and northern NB where filling positions is a constant struggle as the trend is for individuals to locate to more urban centers. As a regulator the NBSMLT needs to have a process in place that reduces barriers for MLTs and IEMLTs to achieve licensing. Recruitment of qualified IEMLTs is one of the many solutions to this growing shortage of MLTs in New Brunswick and the hardship faced by rural laboratories.

Q: Does NB need a bridging program?

A: In order for New Brunswick to recruit and retain qualified IEMLTs, there must be an accessible bridging program. Otherwise, IEMLTs will stay in the major cities, where they can complete bridging education and find employment. By offering a competitive bridging program that fits the IEMLT's needs, New Brunswick will be able to attract IEMLTs from other provinces and also on an international scale.

Q: Is a bridging program required to be taken by IEMLT's?

A: No, however it has been shown that IEMLT's are more successful with the CSMLS exam if they have completed a bridging program. CSMLS researcher, Dr. Grant states in her 2009 report on bridging programs that: "One of the most comprehensive pathways for meeting the requirements identified through prior learning assessment is a bridging program – a program specifically designed to meet the educational needs of professionals educated in other countries. Participants in bridging programs report "reduced feelings of isolation, an enhanced sense of community, and increased opportunities for professional networking."

Q: Are there many applications from IEMLT's wanting to work in Canada?

A: CSMLS receives applications from over 125 IEMLTs/yr. Over 90 percent of IEMLTs who apply to the CSMLS's PLA process are not equivalent to the Canadian standards. This statistic supports the need for bridging programs for IEMLTs.

Q: Why do we want IEMLT's in NB?

A: IEMLTs are hard workers, they have above average study habits (often mature students) and depending from their background, they are often strong in theory and written language. They are often mature individuals who have a strong will to work in their profession even if the work involves shift work. Recruitment of qualified IEMLTs could contribute to address the growing shortage of MLTs in New Brunswick. Internationally educated MLTs will contribute to New Brunswick's diverse community and economy.

Q: Are IEMLT's enrolled in the Bridging program eligible to work in NB?

A: Candidates who are enrolled in the bridging program may be eligible for a restricted temporary license. If the criteria for these licenses are met, the IEMLT would be able to work, under supervision, in a restricted scope while completing the bridging education required. The restricted temporary license would also help establish employer-IEMLT relationship and address workforce shortages. It would provide them with an income to finance their bridging education as well as clinical experience in laboratory disciplines in which they have been deemed equivalent by the CSMLS PLA.

Q: What types of courses would be part of the bridging program?

A: **The first unit** will be mandatory and the same for all IEMLTs. This includes: *medical Terminology and Effective Communication, Quality Assurance, Introduction to Canadian Health care and Labour Relations and cover other topics such as MLT professional development, worksafe, preparation for practicum.*

The second unit is based on the discipline specific gaps and adapted to the student need. Ideally, refresher type courses developed for IEMLTs and also adapted for Canadian MLTs who wish to re-enter the profession. The second unit would include: Distance education discipline specific refresher courses and applied knowledge evaluations (based on PLA and base line competency assessment), Laboratory practice and seminars or weekend courses on specific topics that are best covered in a classroom environment.

The third unit would be clinical rotations in disciplines identified as non-equivalent by CSMLS. These clinical rotations would be shorter in length as compared to a Canadian MLT students clinical rotation as they would have prior work experience.

FAQ

Q: How do IEMLT's get their credentials assessed?

A: IEMLT's must first apply for a prior learning assessment (PLA) from CSMLS. CSMLS established a formal PLA process in 1999, the prior learning assessment (PLA) process is used to evaluate the credentials and work experience of internationally educated medical laboratory technologists to determine if they are eligible to write the CSMLS national certification examination. CSMLS provides a single point of access for PLA. The PLA process evaluates academic credentials, language proficiency, clinical training, and experience to the Canadian standard. After filing an application for PLA, IEMLT's have up to 12 months to provide all the required documentation. Applications are usually processed within 4-6 weeks once all the required documents have been received. Based on the evaluation, IEMLT's receive a detailed letter stating that they are eligible to write the certification exam or a report explaining why they are not eligible and what steps they can take to update their skills and knowledge. IEMLT's are charged an application fee of \$800, however, fees cover only a portion of the total cost of administering and maintaining the PLA process. The PLA policy ensures that the process is transparent, objective, fair, impartial, and does not create artificial barriers for Internationally Educated MLTs.

Q: What are the objectives of the Bridging program?

A: The bridging program objectives are:

- Establish and build strong partnerships, especially with employers.
- Provide the IEMLTs bridging program in both official languages.
- Address the growing shortage of medical laboratory technologists in the Province of New Brunswick.
- Assist international medical laboratory technologists to work within their profession and integrate into the Canadian workforce sooner.

Train a total of 10-15 IEMLTs over the course of the four year project.

The program's objectives are coherent with the NBSMLT Vision and Mission. By developing and implementing a bridging program for IEMLTs, the NBSMLT is ensuring that IEMLTs receive the training and education necessary to reach the Canadian standard before they enter the workforce. The model that New Brunswick will develop will ensure that IEMLT's training is equivalent to the highest Canadian standards for medical laboratory science and have the general knowledge and soft skills required to integrate in the Canadian health care system.

Q: What are the criteria to make a successful bridging program?

A: The criteria to make a successful bridging program are:

- CSMLS PLA process is required to establish learning needs.
- All programs require that the student be a permanent resident or Canadian citizen.
- Flexible programs designed for mature IEMLTs
- Courses offered through continuing education department or allow for part-time education.
- Program based on the needs of the students and gaps identified in the PLA.
- Foundation or general knowledge courses are offered as well as discipline specific refresher courses.

Ensure that the program is sustainable by providing high quality education to students.

Q: Once an IEMLT has successfully completed the bridging program are they eligible to write the CSMLS exam?

A: Yes, once the IEMLTs have successfully completed the bridging program, they must then provide the necessary documents to CSMLS and register for the next certification exam sitting. Canadian certified IEMLTs will then become eligible for a practicing license. This license will allow them to work in all 5 disciplines and give them free mobility across Canada.

Q: Will IEMLTs have priority when it comes to employment opportunities in NB if they have gone through the bridging program?

A: No, just because an IEMLT has completed the bridging program or any other education does not mean that they will have priority for positions in NB. An IEMLT will have no more opportunities or guarantees, than any other Canadian Technologist.

APSC 2013

Miramichi



Word Search

NBSMLT

D I R E C T O R S Y
W E E S N R E O R W
S H R A W Z U O V E
E L F E Y A T L N T
T O A L T A L I E I
R L A W R S C Y U S
M N M O E I I S B B
A O B S D N N G O E
U A R E B W E E E W
L B M S I N T R E R

ANALYZER
LABORATORY
REGISTERED
WEBSITE

BYLAWS
MEDICINE
RENEWALS

DIRECTORS
NBSMLT
RULES

Board of Director Meeting Synopsis are available on the members only section of the NBSMLT website



www.nbsmlt.nb.ca

Please note that if you wish to receive NBSMLT e-mail correspondence, send your e-mail address to: office@nbsmlt.nb.ca

THE NBSMLT IS NOW ON YOUTUBE.

Monday, May 06, 2013



The NBSMLT is now on YouTube.

Follow the link to the NBSMLT YouTube channel.

[MLT Videos](#)

Check out
NBSMLT video
on Youtube or
click link from
on our website.

<https://www.youtube.com/user/NBSMLT?feature=guide>



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[Medical Laboratory Technology - Bridging](#)

[Return to the list of programs](#)

We will assist you in your efforts to work in Canada as a **Medical laboratory technologist**.

●○○○ **START**

THE PROGRAM

- Program Description
- Special Considerations
- Costs
- List of Courses

THE PROFESSION

This refresher program is for people who have already completed post-secondary studies in Medical Laboratory Technology.

EDUCATIONAL INFORMATION

- Prior Learning Assessment
- Accompanying Teacher
- Duration
- Entry Evaluation



These courses are not only for IEMLTs, these are a great way to obtain refresher in any discipline.

Be sure to check out the bridging program online at link:

<http://www.coursenligne.net/index.cfm?Obj=programs&id=101>

Online courses are available in both French and English

NBSMLT Attends Destination Canada

The NBSMLT was invited to attend Destination Canada in Paris, France, again this year. This project was supported by the Government of New Brunswick, Department of Post-Secondary Education, Training and Labour- Population Growth Division. The NBSMLT was an institutional representative and provided information on professional regulation to professionals interested in immigrating and practicing their profession in New Brunswick. Also part of our team: Julie Cyr representing the *Collège Communautaire du Nouveau-Brunswick* (CCNB) and Juan Manuel Toro, representing the *Consortium national de la formation en santé*.



Right to left: Julie Cyr (left), *Collège Communautaire du Nouveau-Brunswick* (CCNB), Juan Manuel Toro (middle), *Consortium national de la formation en santé* and Janelle Bourgeois (right), Executive Director of the NBSMLT.

Membership Receipts CSMLS

Last year CSMLS streamlined our processes in order to continue to meet the needs of our members. With this change you started receiving your membership card directly from CSMLS when you paid your dues to NBSMLT. The receipt attached to your CSMLS card that was emailed/mailed to you is for your records only, as it is a duplicate of the one issued from the provincial society.





CCNB supports internationally educated medical laboratory technologists:

Program Launched To Recognize Competencies

DIEPPE, December 2, 2013 – The CCNB officially launched its new Medical Laboratory Technology – Bridging (MLTB) program today in Dieppe. This program, developed in cooperation with the New Brunswick Society of Medical Laboratory Technologists (NBSMLT), will enable professionals in the field who have been educated internationally to obtain Canadian certification to work in New Brunswick. It is the only program of this kind offered in both official languages in Canada.

The bridging program is for a maximum of 32 weeks and is designed as a sustainable model that will be accessible across Canada. It includes online theory courses, and technical and general skills courses required for entering the Canadian health system. The MLTB also includes a mentoring program that will make it easier to integrate into the system. The practical component of the program is offered and evaluated in a simulated medical laboratory and during a practicum which takes place in a hospital setting.

The need for such a program was raised by the NBSMLT, which forecasts a serious shortage of workers in this field, as half of the medical laboratory technologists (MLTs) in New Brunswick will be eligible for retirement in the next 10 years. The bridging program was developed in response to this anticipated shortage, since 90% of internationally educated technologists must satisfy Canadian standards.

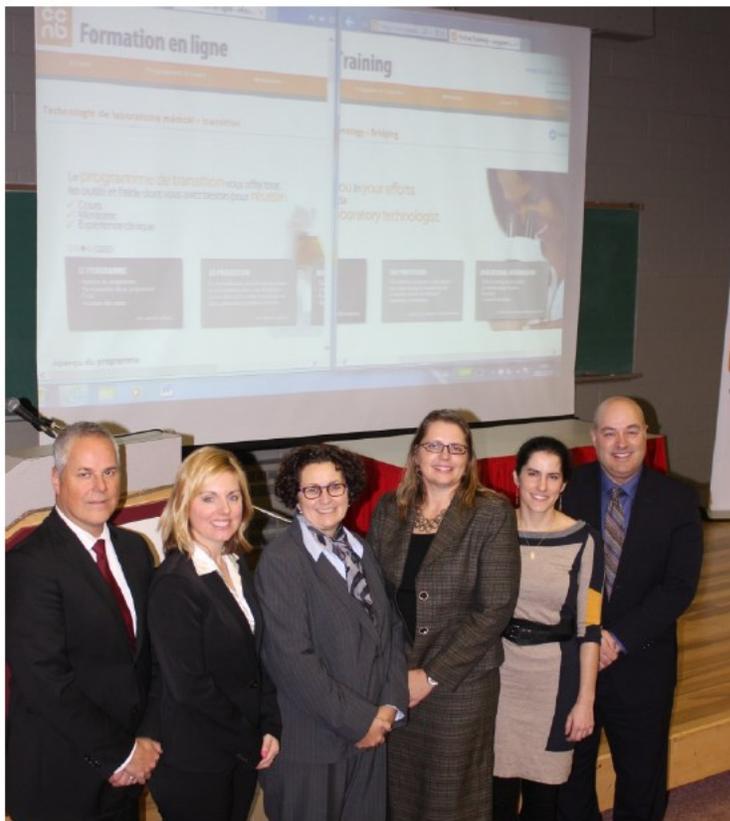
"As a professional association, we must make sure there are enough medical laboratory technologists in New Brunswick to satisfy the demand. The bridging program offers participants an equal opportunity to enter the profession right here in New Brunswick," explained Janelle Bourgeois, Executive Director of the NBSMLT.

For internationally educated MLTs who want to take the program, a file review is done by the Canadian Society for Medical Laboratory Science (CSMLS), which determines the person's level of knowledge and skills in relation to Canadian standards. This makes it possible to establish needs and leads to a personalized learning plan. Once the learning plan has been completed and the candidate has been admitted into the CCNB, training can begin, either in the country of origin or here, in Canada. Successful completion of the program can lead to national certification, which is required to work as a medical laboratory technologist in New Brunswick.

"The Canadian Society for Medical Laboratory Science is excited to see the launch of a new bridging program in Atlantic Canada. Bridging programs are the most effective way to help internationally educated medical laboratory technologists (IEMLTs) meet Canadian standards and successfully integrate into the workforce", says Christine Nielsen, CSMLS Chief Executive Officer. "Our experience has shown that the certification examination pass rate for IEMLTs who have completed a bridging program is at or above the pass rate for Canadian educated medical laboratory technologists."

For the CCNB, such a program makes it possible to meet a pressing need in New Brunswick. "We are pleased to have worked with experts in the field to prepare a program that meets the needs of the labour market as well as those of technologists from here and elsewhere. Through our cooperation, we have been able to set up a national calibre program that people from across Canada can benefit from," emphasized Liane Roy, President and Chief Executive Officer of the CCNB.

Pictured below are Claude Allard, director at CCNB – Campus de Dieppe, Janelle Bourgeois, executive director of the New Brunswick Society for Medical Laboratory Technologists, Liane Roy, president and chief executive officer at CCNB, Christine Nielsen, chief executive officer of the Canadian Society for Medical Laboratory Science, H el ene Cadinot, internationally educated medical laboratory technologist and Daniel Comeau, director of Distance Education at CCNB.



That's right, back by popular demand, it the 3rd annual...



Christmas Decorating Contest!



Christmas is almost here and soon we will all be getting ready to decorate for the holiday season. Decorating your lab, your department or creating a Christmas ornament is a way of getting into the Christmas spirit. The lab or department usually looks so nice and festive, so why not show other labs your decorating expertise in a province wide lab decorating contest. **Decorate your lab, your department or create a Christmas ornament and submit your pictures to NBSMLT.** The pictures will be posted on the NBSMLT website for others to admire. The deadline for submissions will be December 13th at 1630. The submissions will then be judged and the Laboratory or Lab Department with the most votes will win a Christmas pizza party.

RULES:

Participation can be per laboratory or department and the decorated item/project must be located in the laboratory or department

We can not authorize the use of lab equipment and/or supplies

Prize will be awarded to the laboratory or Lab Department.

Submit close up picture(s) of the decorated item/project (ex Christmas tree, lab lunch room, etc)

Submit pictures by emailing them to christmas@nbsmlt.nb.ca by December 13th at 1630.

Please include in the submission:

Subject line "LAB DECORATING CONTEST".

A brief description of your submission; contact information; name of person to be contacted; email; phone number; name of lab and/or department

The results will be announced no later than December 18th.

Any submissions on or after 16:30 on December 14 will NOT be entered into the contest for judging. However the entry (pictures) may still be posted on the NBSMLT website for others to enjoy.

**So good luck and Happy decorating!
NBSMLT PR committee**

