

CAMLPR

Canadian Alliance of
Medical Laboratory
Professionals Regulators



ACORPLM

Alliance canadienne des
organismes de réglementation des
professionnels de laboratoire medical

ANNUAL REPORT 2023



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Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR)



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[CAMLPR](#)



About CAMLPR

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) represents provincial regulatory bodies (also called Colleges) for Medical Laboratory Technologists in Canada.

The role of CAMLPR is to establish standards for the knowledge, skills, and judgement in the practice of medical laboratory technology. CAMLPR is focused on fair, efficient, effective, ethical, transparent, and inclusive regulatory approaches and practices for medical laboratory professional regulation across Canada.

Accountability

CAMLPR is accountable to its member organizations, the professional regulatory bodies for MLTs. Each regulatory body has a board/council that includes professional and public representatives. To serve and protect the public, these boards establish, maintain, and enforce:

- Standards for registration
- Standards for continuing competency
- Standards of practice for registrants

Regulatory bodies are accountable to their respective ministries of health and fairness commissioners, and must comply with privacy, human rights, and other applicable legislation.



Message from the Chair

Dear Colleagues and Partners,

It is with great pride and enthusiasm that I present the first annual report of the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR). This milestone marks a significant step in our journey as an organization, providing an opportunity to reflect on our progress, celebrate our achievements, and outline our vision for the future.

This inaugural report is more than a summary of our activities—it represents our commitment to transparency, collaboration, and excellence in the regulation of medical laboratory professionals across Canada. It serves as a foundation for future reporting, demonstrating our dedication to serving our members and advancing the field of medical laboratory regulation.

In 2023, the CAMLPR Board of Directors oversaw two pivotal projects that directly impact the medical laboratory profession: enhancing the registration process for medical laboratory technologists (MLTs) and addressing workforce challenges. These initiatives reflect our ongoing commitment to fostering innovation and improving the regulatory environment. Alongside these transformative projects, the Board advanced CAMLPR's 2023–2025 Strategic Purpose and Priorities, ensuring alignment with our long-term vision and reinforcing our dedication to excellence in medical laboratory regulation.

As we continue to grow and strengthen our impact, we remain focused on fostering evidence-informed practices, building partnerships, and driving progress across the sector. I would like to extend my deepest thanks to our Board of Directors, member organizations, and stakeholders for their unwavering support and dedication to our shared mission.

Together, we are advancing regulatory excellence, ensuring high standards of care and safety for the patients and communities we serve.

Sincerely,

Janice Jones
CAMLPR Chair



CAMLPR Vision, Mission & Values

CAMLPR PURPOSE AND VISION FOR IMPACT

The collaborative work of CAMLPR results in best-in-field regulatory knowledge and practices across Canada. We are focused on fair, efficient, effective, ethical, transparent, inclusive, and equitable regulatory approaches and practices for Medical Laboratory Professional regulation across Canada. Our products and services will be relevant, responsive to needs and innovative in approach.

Our goal is to enable each member regulator to enhance regulatory excellence and to overall build effective regulation for Medical Laboratory Professions across Canada. We are committed to this collective “vision for impact” in order to enhance public protection across the country, to serve member regulating organizations, and to positively influence health care systems.

CAMLPR MISSION STATEMENT

CAMLPR’s mission is to provide a forum, and supporting infrastructure, through which Canadian regulators of medical laboratory professionals can anticipate and respond to regulatory opportunities and challenges based on provincial, territorial, national, and global levels. We focus on research, collaborations, information and knowledge sharing, policy positions, and infrastructure development to achieve this mission and ultimately CAMLPR’s purpose and critical outcomes.

CAMLPR VALUES AND GUIDING PRINCIPLES

Our values are beliefs which drive our behaviours and results as an organization. Together, with our passion for success, these are the values that we share, and which are embedded in our culture. They are guided by our responsibility to our member organizations and our commitment to protection of the public interest. The regulatory organizations who we serve are at the center of our purpose and our work. We are catalysts for positive change and are approachable, accountable, and collaborative with others, to maximize impact in the effective regulation of medical laboratory professionals.





2023 CAMLPR Board Members

CHAIR

Janice Jones, Registrar & Executive Director

[Nova Scotia College of Medical Laboratory Technologists \(NSCMLT\)](#)

VICE-CHAIR

Adam Chrobak, Registrar & CEO

[College of Medical Laboratory Technologists of Manitoba \(CMLTM\)](#)

The Board of Directors provides leadership to CAMLPR, guiding its strategic direction, setting organizational policies, and ensuring accountability.

BOARD MEMBERS

Maggie Fulford, Executive Director/ Registrar

[College of Medical Laboratory Technologists of Alberta \(CMLTA\)](#)

**Term of office ended in Sept 2023.*

Colin Power, Representative

[Newfoundland and Labrador College of Medical Laboratory Sciences \(NLCMLS\)](#)

Gilberte Caissie, Registrar

[New Brunswick Society of Medical Laboratory Technologists \(NBSMLT\)](#)

John Tzountzouris, Registrar & CEO

[College of Medical Laboratory Technologists of Ontario \(CMLTO\)](#)

Bernie Plourde, Registrar

[College of Allied Health Professionals of Prince Edward Island \(CAHPPEI\)](#)

Caroline Scherer, Directrice Générale et secrétaire

[Ordre professionnel des technologistes médicaux du Québec \(OPTMQ\)](#)

Kim Deydey, Executive Director

[Saskatchewan Society of Medical Laboratory Technologists \(SSMLT\)](#)

The CAMLPR Board is composed of one representative from each CAMLPR member organization reflecting a commitment to collaborative governance and regulatory excellence.

OBSERVERS

Sharmen Lee, Executive Director

[British Columbia Society of Laboratory Science \(BCSLS\)](#)

Alice Kennedy, CEO / Registrar

[Newfoundland and Labrador Council of Health Professionals \(NLCHP\)](#)



CAMLPR Strategic Purpose & Priorities

CAMLPR 2023 - 2025 STRATEGIC PURPOSE AND PRIORITIES

Strategic Direction: A Vision for the Future

In 2022, CAMLPR launched a strategic planning process to guide its work through 2023 and 2024. This plan reaffirms CAMLPR's commitment to supporting member regulatory organizations, fostering excellence in medical laboratory regulation, and addressing emerging challenges in the field. With a focus on collaboration, evidence-informed decision-making, and forward-thinking policy advocacy, CAMLPR is positioned to lead and innovate in advancing regulatory practices across Canada.

Collaboration and Empowerment

CAMLPR's vision recognizes the leadership and expertise of its member organizations in shaping the future of medical laboratory regulation. By fostering collaboration and sharing resources, we empower members to navigate an evolving regulatory landscape with confidence, ensuring the profession is well-equipped to meet future challenges.

Evidence-Informed Practices

Evidence-informed practices are at the core of CAMLPR's strategic directions. By providing access to research, best practices, and tools, we foster continuous learning and improvement. This ensures that regulatory practices remain aligned with the latest evidence, driving excellence in patient safety and quality of care.

Strengthening Regulation

CAMLPR is committed to enhancing the regulation of medical laboratory professionals through consistent standards and guidelines. By working closely with member organizations, we aim to uphold professionalism and build trust in the regulatory frameworks that support the medical laboratory profession.

Advocacy for Policy Improvement

Advocating for evidence-based public policy is integral to CAMLPR's strategic vision. By engaging with policymakers and stakeholders, we aim to influence positive changes in healthcare regulation, ensuring safe and qualified practice by medical laboratory professionals and better outcomes for the patients they serve.

A Forward-Looking Commitment

CAMLPR's strategic directions plan is a roadmap for advancing medical laboratory regulation in Canada. By leveraging collective expertise, fostering collaboration, and championing evidence-informed practices, CAMLPR is committed to shaping a future where medical laboratory professionals excel and contribute to the highest standards of care and patient safety.



2023 Board Highlights

In 2023, the CAMLPR Board of Directors oversaw two critical projects aimed at enhancing the registration process for medical laboratory technologists (MLTs) and addressing workforce challenges. Alongside these transformative initiatives, the Board advanced CAMLPR's 2023–2025 Strategic Purpose and Priorities, strengthening its commitment to excellence in medical laboratory regulation.

CAMLPR PROJECTS

With support from the Government of Canada, CAMLPR undertook two key initiatives to enhance and accelerate the registration process for medical laboratory technologists (MLTs), addressing an anticipated workforce shortage over the next decade.

These projects align with the government's goal of increasing the supply of qualified health professionals in Canada.

MLT Gateway Project

Launched in 2020, the MLT Gateway Project established a centralized online platform for MLTs to access registration requirements, submit documents, and explore clinical practice assessment opportunities. It also defined language benchmarks for professional practice in both official languages.

Flexible Pathways to Registration Project

Initiated in late 2022, the Flexible Pathways Project focuses on developing pan-Canadian pathways to assess and register individuals with diverse education and experience. Key components include competency profiles, equivalency assessment processes for internationally educated professionals, and a secure online portal for applications.

CAMLPR continued to make significant progress on both projects in 2023, advancing efforts to streamline registration processes, address workforce challenges, and support the government's objective of increasing the supply of qualified health professionals in Canada.

CAMLPR 2023 - 2025 STRATEGIC PURPOSE AND PRIORITIES

In 2023, CAMLPR embarked on a transformative strategic journey to shape its direction through 2024, reinforcing its commitment to advancing medical laboratory regulation across Canada.

This renewed vision leverages the collective expertise of CAMLPR members to promote evidence-informed practices, regulatory excellence, and impactful public policy initiatives.





Stakeholder Engagement

Stakeholder engagement is a cornerstone of CAMLPR's strategic directions, reflecting its commitment to fostering collaboration and mutual understanding. By tapping into the rich expertise within our membership and the broader regulatory and healthcare communities, CAMLPR strives to cultivate meaningful connections that not only advance shared goals but also enhance the regulation of medical laboratory professionals across Canada.

CAMLPR firmly believes that progress is built on inclusivity and open communication. Recognizing the importance of listening to diverse perspectives, we actively engage with CAMLPR members, policymakers, healthcare leaders, and other key stakeholders to ensure our initiatives reflect the realities of an ever-changing healthcare landscape. This commitment to stakeholder engagement is central to shaping regulatory frameworks, public policies, and professional standards that are adaptable, relevant, and forward-thinking.

Our approach prioritizes collaboration and information sharing as powerful tools for empowerment. CAMLPR works to provide stakeholders with access to cutting-edge research, best practices, and insights, enabling them to confidently address challenges and seize opportunities. By grounding our efforts in evidence-informed practices, we foster a culture of trust, accountability, and continuous improvement. These principles form the foundation for regulatory excellence and support our overarching mission to protect public safety and serve the public interest.

As we move forward, CAMLPR remains dedicated to strengthening partnerships and fostering alignment across our network of stakeholders. We recognize that our collective efforts are vital to shaping a cohesive and robust regulatory environment. Through ongoing dialogue, shared initiatives, and the pursuit of common goals, we aim to build a future where medical laboratory professionals, regulatory organizations, and healthcare systems work in harmony to achieve the highest standards of care, professionalism, and public trust.

Our vision for stakeholder engagement extends beyond collaboration—it embodies a commitment to innovation, leadership, and the continuous pursuit of excellence in medical laboratory regulation. By nurturing these relationships and aligning our strategies with the evolving needs of the healthcare system, CAMLPR is committed to creating an impactful approach to regulation across Canada.



Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) Financial Statements As at December 31, 2023

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Canadian Alliance of Medical Laboratory Professionals Regulators



Report on the Financial Statements

Opinion

We have audited the financial statements of Canadian Alliance of Medical Laboratory Professionals Regulators, which comprise the statement of financial position as at December 31, 2023, and the statements of operations and changes in net assets, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Canadian Alliance of Medical Laboratory Professionals Regulators as at December 31, 2023, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Canadian Alliance of Medical Laboratory Professionals Regulators in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

INDEPENDENT AUDITOR'S REPORT (Continued)

Responsibilities of Management and Those Charged with Governance for the Financial Statements (continued)

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

INDEPENDENT AUDITOR'S REPORT (Continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KRIENS~LAROSE, LLP

KRIENS~LAROSE, LLP

**Chartered Professional Accountants
Licensed Public Accountants**

June 13, 2024
Toronto, Ontario

**CANADIAN ALLIANCE OF MEDICAL LABORATORY PROFESSIONALS
REGULATORS
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2023**

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	2023	2022
	\$	\$
ASSETS		
CURRENT		
Cash	2,091,666	2,051,723
Accounts receivable	73,837	-
HST recoverable	49,762	17,199
Prepaid expenses	-	138
	2,215,265	2,069,060
EQUIPMENT (Note 2)	18,603	3,089
	2,233,868	2,072,149
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	41,158	51,575
Government remittances payable	2,214	1,073
Deferred contributions (Note 3)	2,130,053	1,973,973
Deferred capital contributions (Note 4)	7,441	3,089
	2,180,866	2,029,710
DEFERRED CAPITAL CONTRIBUTIONS (Note 4)	11,162	-
	2,192,028	2,029,710
NET ASSETS		
UNRESTRICTED	41,840	42,439
	2,233,868	2,072,149

**CANADIAN ALLIANCE OF MEDICAL LABORATORY PROFESSIONALS
REGULATORS**

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**STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2023**

	2023	2022
	\$	\$
REVENUES		
Grants (Notes 3 and 5)	847,997	298,566
Membership fees	22,561	21,000
Deferred capital contributions (Note 4)	7,079	3,090
	877,637	322,656
EXPENSES		
Contracting	663,048	207,117
Wages	53,577	68,413
Honorariums	53,460	-
Advertising and promotion	43,270	20
Professional fees	31,563	11,198
Travel	11,148	6,427
Amortization	6,810	3,090
Conference registration fee	6,074	748
Information technology	2,437	1,222
Utilities	2,267	2,185
Subscriptions	2,263	668
Administration	1,314	6,850
Office supplies	734	967
Insurance	271	268
	878,236	309,173
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	(599)	13,483
NET ASSETS, BEGINNING OF THE YEAR	42,439	28,956
NET ASSETS, END OF THE YEAR	41,840	42,439

**CANADIAN ALLIANCE OF MEDICAL LABORATORY PROFESSIONALS
REGULATORS**
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2023

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	2023 \$	2022 \$
CASH WAS PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Cash receipts from grants	972,753	2,015,706
Cash receipts from membership fees	22,561	21,000
Interest received	268	-
Cash paid to suppliers and employees	(933,314)	(288,157)
	62,268	1,748,549
INVESTING ACTIVITIES		
Purchase of equipment	(22,325)	-
Change in cash and cash equivalents	39,943	1,748,549
Cash, beginning of year	2,051,723	303,174
Cash, end of year	2,091,666	2,051,723



2023 CAMLPR Member Organizations

Regulators of medical laboratory technology professionals across Canada are member organizations of CAMLPR.

Alberta	College of Medical Laboratory Technologists of Alberta <i>*Membership ended in Sept 2023.</i>
Manitoba	College of Medical Laboratory Technologists of Manitoba (CMLTM)
Newfoundland and Labrador	Newfoundland and Labrador College of Medical Laboratory Sciences (NLCMLS)
New Brunswick	New Brunswick Society of Medical Laboratory Technologists (NBSMLT)
Nova Scotia	Nova Scotia College of Medical Laboratory Technologists (NSCMLT)
Ontario	College of Medical Laboratory Technologists of Ontario (CMLTO)
Prince Edward Island	College of Allied Health Professionals of Prince Edward Island (CAHPPEI)
Quebec	Ordre professionnel des technologistes médicaux du Québec (OPTMQ)
Saskatchewan	Saskatchewan Society of Medical Laboratory Technologists (SSMLT)

OBSERVERS

These jurisdictions do not yet include medical laboratory professionals as regulated healthcare providers, but the organizations are invited to participate in CAMLPR meetings as observers:

British Columbia	British Columbia Society of Laboratory Science (BCSLS)
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