

Position Statement

Subject Certification: Fragmentation of Competency Profiles

The Canadian Society for Medical Laboratory Science (CSMLS) believes that the CSMLS national certification exams for both Medical Laboratory Technologists and Medical Laboratory Assistants must be the entry-level qualification for medical laboratory professionals in Canada and that fragmentation of the competency profiles would not benefit the medical laboratory professionals wanting to enter the Canadian workforce.

The CSMLS competency profiles prepare practitioners to function within multi-disciplinary health care teams. Consequently, entry-level practitioners must develop diverse technical and broad-based skills including critical thinking, problem solving and communication.

Certification will:

- meet the needs of the Canadian public because as laboratory services become consolidated the laboratory worker must be multi-skilled.
- allow labour market mobility between disciplines and laboratories that are located within urban, community or rural sites.
- meet the needs of the Canadian workforce by allowing workers general certification to meet long term career prospects and further their career development.
- ensure patient safety through the creation of sustainable communities of practice that share their breadth of knowledge.
- assure the provision of safe work practices.
- avoid fragmentation of the Canadian Medical Association (CMA) accredited programs.

The ideal program to support laboratory professionals seeking General Medical Laboratory Technology certification or Medical Laboratory Assistant certification should include the following:

- Successful completion of a CMA accredited program or
- Successful completion of the Prior Learning Assessment offered by the CSMLS

The CSMLS does not support fragmentation of the competency profiles (subject certification) as a means to fulfil temporary labour market gaps.

References:

CSMLS Position Statement: CSMLS Certification and Entry-Level Requirements for Medical Laboratory Technologist May 2012

Grant, Moira M. CJMLS . The CSMLS Task Force on Internationally Educated Medical Laboratory Technologists : An overview. Vol 71 no3. June 2009