



April 25, 2018

Christine Nielsen
Chief Executive Officer
Canadian Society for Medical Laboratory Science

Dear Ms. Nielsen

I am writing, on behalf of Eastern Ontario Regional Laboratory Association, to provide support for the CSMLS advocacy initiative and contribute to efforts that reduce the health human resource (HHR) shortage of medical laboratory technologists (MLTs) in Canada.

In alignment with CSMLS views, EORLA has high expectations of the testing quality produced by the Canadian laboratory workforce. We believe MLTs are integral in this process and that informed and committed laboratories, academic programs and professionals are central to taking action against the HHR shortage. The CSMLS advocacy initiative, ultimately, aspires to ensure patients continue to receive timely support and high-quality laboratory services by qualified MLTs.

I acknowledge that Canada is facing a serious HHR shortage of MLTs and recognize that the profession, health care teams and patients will be negatively affected if academic programs are not supported in their efforts to increase the number of enrolled students. In 2010, the Canadian Institute for Health Information (CIHI) identified that approximately half of all MLTs would be eligible to retire within 10 years, with the greatest impact felt in Canada's rural and remote communities. This period of time has closed in on the professional community and its negative effects are evident.

According to evidence collected by CSMLS, the number of clinical placement sites for laboratory students is decreasing. This is increasing the burden on the remaining clinical sites to uphold the high standard of quality training required by MLT students to achieve competency. Academic programs require a clinical placement site and reserved spot prior to admitting a student, creating a system bottleneck.

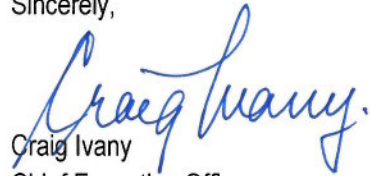
EORLA is committed to evaluating all of our clinical divisions and all of our sites in 2018 to determine whether MLT students can be received for clinical placement training in the near future.

We welcome discussions with academic programs across Canada, accreditors and other stakeholders to ensure that conversations produce viable and sustainable action plans. EORLA firmly believes that providing students with the experience and exposure to the full range of competencies is vital in the HHR collaborative model CSMLS stands behind.

In addition, we are committed to discussions internally regarding the hiring of clinical placement students who have been certified and determining/enhancing the potential for streamlining employment opportunities. A component of this discussion will include the evaluation of precarious positions and the impact of this on the medical laboratory professionals our organization employs.

I hope other health care organizations recognize the importance of increasing opportunities for clinical placement training of MLT students and work with us and CSMLS to create a strong HHR solution.

Sincerely,



Craig Ivany
Chief Executive Officer
Eastern Ontario Regional Laboratory Association

cc

Greg Doiron Vice President Operations Eastern Ontario Regional Laboratory Association
Karina Adam Vice President Human Resources Eastern Ontario Regional Laboratory Association
Dr. John Veinot, Chair EORLA Medical and Scientific Advisory Committee