



RE-ENTRY OF PRACTICE

This policy has been developed by the Newfoundland and Labrador College of Medical Laboratory Science (NLCMLS) and approved by the NLCMLS Board of Directors.

This policy provides direction to Medical Laboratory Technologists (MLT) who are applying for registration/renewal with the Newfoundland and Labrador Council of Health Professionals (NLCHP) but **do not** meet practice hour requirements for registration as outlined in the [Medical Laboratory Technologists Regulations under the Health Professions Act](#). This policy will also be used by the Registration Committee of the NLCHP to support registration applications for MLTs who have been out of the workforce for an extended period.

Cases that do not fall within the limits of this policy, will be reviewed individually by the NLCHP Registration Committee with input and clarification from the NLCMLS.

To obtain and maintain a license to practice as an MLT in Newfoundland and Labrador, MLTs must have at least 960 eligible practice hours (completed in Canada) in the previous four years. For applicants with practice hours in another jurisdiction, a job description shall be provided to the NLCMLS for review on a case-by-case basis.

Eligible practice hours are hours worked in the four domains of medical laboratory sciences that involve **direct practice, education, research, and administration** in the performance of medical laboratory sciences.

Re-Entry to Practice as a Medical Laboratory Technologist (MLT), two types of applicants:

1. Applicants who **have** been employed in the past 4 years who do not meet the 960 practice hours in medical laboratory technology practice (direct, education, research, or administration) and who are applying for registration with the NLCHP.

These applicants will be considered according to the following criteria:

- Applicant possesses the required MLT education and clinical training acceptable to the NLCMLS and the NLCHP Registration Committee
- Applicant has worked as a MLT in the immediate 4 years preceding an application for registration
- Applicant has completed a minimum of 10 hours of current* continuing education (CE) for each year they have not worked as an MLT. For example, if an applicant has not worked as an MLT in the previous year, 10 CE are required for that year. If the applicant has not worked as an MLT in the 2 years prior to making application for registration, accordingly 20 CE are required to be completed in this 2-year period.

*(education in the previous 12 months)



Applicants falling into the circumstances described above, a renewal application and supporting CE documentation are required to be submitted to the [NLCHP](#).

Note: Applicants **must** apply for registration with the NLCHP **prior** to commencing employment. In addition, applicants will be required to complete a period of supervised practice for the balance of any shortfall in hours below the required 960 for general status registration using the following formula:

- a. Where an applicant has **more than 700 eligible practice hours** in the previous (4) years, they will require supervised practice for 100% of the time remaining in the balance of 960 hours required for registration. For example, if the applicant worked 800 hours, with a shortfall of 160 work hours, the applicant shall require full time supervision of the 160 remaining hours to be with full time supervision.
 - b. Where an applicant has **less than 700 eligible practice hours**, they must be supervised full time for the first 260 hours, and 50% of the balance remaining of the required hours. For example, if an applicant worked 500 hours in the previous 4 years (short 460 hours), the applicant would require 260 hours of full-time supervision; and supervision also for the half of the balance of the remaining hours. In this example of having only 500 hours, supervision is required for 260+100 (half of remaining 200) = 360 total supervised hours.
2. Applicants who have **not** been employed in the past 4 years in medical laboratory technology practice (direct, education, research, or administration) immediately preceding an application for registration with the NLCHP. Applicants will be considered according to the following criteria:
- Applicant possesses the required MLT education and clinical training acceptable to the NLCHP
 - Applicant has written and passed the CSMLS certification examination more than four (4) years ago
 - Applicant will be required to successfully complete a course of studies (refresher/re-entry courses only) prior to submission of an application for registration to the NLCHP (see below for duration of refresher/re-entry courses). The proposed learning plan of the applicant **must** be submitted to the NLCMLS for approval **prior to commencement**.

Applicant will be required to successfully complete a period of supervised MLT practice hours. Requirements will be determined on an individual basis. Normal requirement will be 260 hours of supervised practice per subject area to a maximum of 960 hours for multiple subject areas.

For the circumstances described above, please contact the NLCHP and provide your learning plan for approval before submitting a renewal application.



The following chart outlines the refresher /re-entry course requirements:

Number of years away from MLT practice:	Minimum number of courses required:
<p>>10</p>	<p>For a general MLT, in addition to the above initial requirements, the applicant must complete one approved refresher course in each of the following areas of practice:</p> <ul style="list-style-type: none">• Hematology• Transfusion Science• Clinical Chemistry• Microbiology• Histology• three approved general refresher course options <p>AND</p> <ul style="list-style-type: none">- 480 supervised practice hours
<p>4-10</p>	<p>For a general MLT, in addition to the above initial requirements, the applicant must complete one approved refresher course option in each of the following areas of practice:</p> <ul style="list-style-type: none">• Hematology• Transfusion Science• Clinical Chemistry• Microbiology• Histology• one approved general refresher course options <p>AND</p> <ul style="list-style-type: none">- 480 supervised practice hours.



NLCMLS Guidelines for Approved Refresher/Re-Entry Courses

The NLCMLS recognizes that several organizations develop and deliver refresher/re-entry courses for MLTs. As education training programs and course approvals change from time-to-time, there is no definitive of NLCMLS approved refresher courses. Please use the following guidelines for designing your learning plan for submission to the NLCMLS for approval:

- Courses must be of a length and duration to be considered a refresher/re-entry course and not courses generally considered as continuing education on a specific topic or focus (i.e.: less than 4 hours).
- Refresher/re-entry courses generally have an aspect of evaluation as part of the course completion (i.e. exam, clinical practicum).
- Approval of learning plan should be obtained prior to enrolment in course(s).

Refresher/re-entry courses are offered at many institutions including, but not limited to the following: CSMLS, MLPAO, The Mitchener Institute, Thompson River University, Memorial University, etc.