



# Disability and Illness

Policy Number: BOA-11

Date of Approval	Responsible Authority	Last Revised
July 20, 2011	CMLTM Council - Board of Assessors	June 14, 2023

## Purpose

The purpose of this Policy is to inform applicants and current registrants of the guidelines and relevant circumstances to be considered by the Board of Assessors in determining whether an applicant for registration or current registrant suffers from a disability or illness that may make it desirable in the public interest for an individual not to practice as a medical laboratory technologist.

## Definitions

**Applicant:** a person who applies for initial registration or renewal registration under the *Medical Laboratory Technologist Act* (the “Act”).

**Registrant:** a person whose name is entered in a register established under the Act.

## Policy

The Board of Assessors is mandated and required to make this determination under section 4(1)(b) of the Medical Laboratory Technologists Regulation (the “Regulation”) which states:

**Eligibility for registration as a Medical Laboratory Technologist**

4(1) In addition to the requirements of subsection 9(1) of the Act, the requirements for registration as a medical laboratory technologist are as follows:

- (b) the applicant must not suffer from a physical or mental condition, disorder, or addiction to alcohol or drugs that makes it desirable in the public interest that he or she not practice medical laboratory technology.

Applicants for registration must provide information to the Board of Assessors that they meet the above requirement and that they do not suffer from a disability or illness which would make it desirable in the public interest that they not practice medical laboratory technology.

The Board of Assessors may also require this information from applicants for renewal and upon current practitioner disclosure under the authority granted by section 14(1)(a) of the



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### Regulation.

Based upon the above legal provisions, the Board of Assessors is therefore entitled to obtain information from an applicant/registrant sufficient to assist the Board in determining whether an applicant/registrant suffers from a disability or illness that may make it desirable in the public interest for an applicant not to practice as a medical laboratory technologist.

Where the College becomes aware that an applicant/registrant has an addiction and/or physical or mental condition that may affect their ability to practice safely the Board of Assessors will require the applicant/registrant to complete a fitness to practice assessment, by an independent third-party assessor and provide.

- a) the nature of the disability or illness;
- b) medical reports from treating physicians and other health care providers;
- c) confirmation regarding the applicant's current prognosis;
- d) particulars of any past and current treatment plans and evidence of rehabilitation efforts; and
- e) particulars of a plan from the applicant/registrant to adequately address the protection of the public interest.

The Board of Assessors will consider and review the information described above and make a determination in all of the circumstances of the case as to whether or not they will approve or reject an application for registration or renewal or revoke an existing certificate to practice. If the Board does not approve an application or approves an application subject to conditions, an applicant will have a right to appeal this decision to the Council of the CMLTM.

### Revision History

- July 20, 2011 – Date of Approval
- January 3, 2018
- June 14, 2023 – Last Date of Revision