



Certificate to Practice – Substantive Equivalency for Limited Practice

Policy Number: BOA-20

Date of Approval	Responsible Authority	Last Revised
April 19, 2023	CMLTM Council – Board of Assessors	December 11, 2024

The College of Medical Laboratory Technologists of Manitoba (CMLTM) must carry out its activities in a manner that serves and protects the public interest. The Board of Assessors (BOA) must ensure an applicant is qualified to practice as a Medical Laboratory Technologist (MLT) and is granted the appropriate permit to practice as specified in section 9(1) of the Medical Laboratory Technologists Act and section 4(1) of the Medical Laboratory Technologists Regulations.

Purpose

To outline registration mechanism for applicants who graduate from a Canadian University or equivalent program from an institution with recognized courses with education in specialized area of laboratory medicine (e.g. toxicology, metabolic, molecular genomics, cytogenetics, molecular microbiology, immunohistochemistry) as approved by Council.

Definitions

Conditional Practicing Certificate to Practice (substantive equivalency for limited practice) – Applicants who have satisfied the College that they have met the education requirements approved by Council and are completing an employer led MLT learning plan in a limited area of practice specified on their certificate of registration.

Active: Practicing Certificate to Practice (substantive equivalency for limited practice) – Applicants who have satisfied the College that they have successfully completed an employer led MLT Learning plan and have met all the requirements approved by Council and are actively practicing as an MLT in a limited area of practice as specified on their certificate of registration.

Employer led MLT Learning Plan – Plan approved by Council that provides education and assessment on MLT general competencies.

Policy

Applicants with a relevant science degree (BSc (4-year degree), MSc, PhD), who are not eligible to challenge one of the available CSMLS examinations but have met the following



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criteria will be eligible for a Conditional practicing certificate to practice (substantive equivalency for limited practice)

- have submitted documentation of education to the Board of Assessors that shows theoretical knowledge in the intended area of practice and clinical experience within the last 5 years **or if no clinical experience**, employment (within the last 5 years) that demonstrates practical skills in the intended area of practice,
- Applicants with relevant education (BSc (4-year degree), MSc, PhD) obtained from outside of Canada are required to submit a credential evaluation directly sent from World Education Services-Canada (WES) course-by-course (Integrated AccessWES),
- and has been selected by Shared Health to complete an employer led MLT learning plan that has been approved by the College.

Note

Once applicants have provided evidence of successful completion of the employer led MLT learning plan the certificate of registration will be upgraded from a Conditional; may be granted an Active: Practicing Certificate to Practice (substantive equivalency for limited practice) specifying the area of laboratory science in which they are approved to practice.

Individuals who have been deemed equivalent through review of education and employment but who have not yet completed the employer learning plan will be eligible for Conditional Certificate to Practice (substantive Equivalency for limited practice).

All applicants (Conditional and Active) must establish that:

- they are a landed immigrant, permanent resident, or Canadian Citizen
- their name has not been removed for cause from the register of persons authorized to engage in the practice of medical laboratory technology in Canada or elsewhere.
- they have not been suspended or under investigation as a result of professional misconduct by a regulatory authority governing the practice of medical laboratory technology or any other regulated profession in Canada or elsewhere.
- they do not suffer from a physical or mental condition or addiction to alcohol or drugs that makes it desirable in the public interest that they do not practice medical laboratory technology.
- they are able to communicate in English in accordance with the language fluency policy established by the Council.
- they have not been convicted of an offence that is relevant to their suitability to practice.



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- Provide evidence of professional liability insurance (PLI) as required in the Regulations.
- they will pay fees provided for by the by-laws.

The Board of Assessors will determine if the applicant has appropriate education and experience, based on the information provided by the applicant, and will also decide whether to exempt the applicant from the requirement to pass the CSMLS certification exam (or complete an alternate entry-to-practice exam approved by Council) in order to have a limited practice area added to their certificate of registration. The Board of Assessors shall also decide whether the Certificate of Registration/Practice is subject to any terms, conditions, or limitations, including a period of supervised practice or restriction to the area of practice specified on the Certificate of Registration.

A letter, dated and signed by the Chair of the Board of Assessors or Designate, specifying the applicant has been approved for an Active: Practicing Certificate of Registration/Practice must be submitted to the Registrar.

Revision History

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- December 11, 2024 – Last Date of Revision