



RE-ENTRY TO PRACTICE POLICY

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.

The NLCMLS recognizes that certification and registration pathways may include both *general* and *field-specific* designations. Re-entry requirements outlined in this policy apply equally to all applicants, whether registered in a general capacity or within one or more designated fields of practice. Supervised practice and refresher requirements will be tailored to the applicant's approved field(s) of practice as defined by the NLCMLS and NLCHP.

Classification of Re-Entry to Practice MLT Applicants

Category 1 – Applicants employed in the past four (4) years but who do not meet 960 eligible practice hours

These applicants have worked as MLTs within the past four years but have not accumulated the 960 practice hours required for general registration.

They will be considered according to the following criteria:

- Applicants possess the required MLT education and clinical training acceptable to the NLCMLS and the NLCHP Registration Committee.
- Applicants have worked as an MLT within the immediate four (4) years preceding application for registration.
- Applicants have completed a minimum of **10 hours of current continuing education (CE)** for each year they have not worked as an MLT.
 - *Example: 10 CE hours are required for one year out of practice; 20 CE hours for two years out, etc. CE must be completed within the previous 12 months.*



- Applicants must submit a renewal application and supporting CE documentation to the NLCHP prior to commencing employment.

Table 1: Supervised Practice Requirements – Category 1

Classification	Applicant Profile	Minimum Supervised Practice Hours
A. Recently employed – 700 to 959 hours in past 4 years	Substantial recent practice experience but below the 960-hour requirement.	120 hours
B. Recently employed – fewer than 700 hours in past 4 years	Limited recent practice experience.	200 hours

Category 2 – Applicants not employed within the past four (4) years

These applicants have not practiced as MLTs within the past four years and therefore do not meet current practice hour requirements for registration.

They will be considered according to the following criteria:

- Applicants possess the required MLT education and clinical training acceptable to the NLCMLS and the NLCHP Registration Committee.
- Applicants have successfully completed the CSMLS or CAMLPR certification examination
- Applicants must first contact the NLCHP to initiate the re-entry process.
- The NLCHP will consult with the NLCMLS to determine re-entry requirements and approve the applicant’s learning plan before any refresher or re-entry courses are undertaken.
- All approved refresher or re-entry coursework must be completed and verified prior to licensing or the commencement of supervised practice.

Table 2: Refresher / Re-Entry Course Requirements – Category 2

Years Away from Practice	Refresher / Re-Entry Course Requirements	Minimum Supervised Practice Hours
C. 4–10 years	Completion of one approved refresher or re-entry course in each field of practice in which the applicant is seeking registration, plus one approved general refresher course option.	320 hours
D. > 10 years	Completion of one approved refresher or re-entry course in each field of practice in which the applicant is seeking registration, plus three approved general refresher course options.	480 hours



Guidelines for Approved Refresher / Re-Entry Courses

- Courses must be of sufficient length and scope to constitute refresher/re-entry education and not short CE modules (normally > 4 hours).
- Refresher/re-entry courses generally include an evaluation component (e.g., exam or clinical practicum).
- Approval of the learning plan should be obtained from the NLCHP via the NLCMLS prior to enrollment.
- Refresher/re-entry courses are offered by several institutions, including but not limited to: CSMLS, MLPAO, The Michener Institute, Thompson Rivers University, and Memorial University.

Guidelines for Supervised Practice (Applicable to All Applicants)

- Supervised practice must occur under the direction of a Medical Laboratory Technologist currently registered and in good standing with the NLCHP.
- Hours may be distributed across laboratory departments according to prior experience and the applicant's approved field(s) of practice and intended scope
- A progressive supervision model should be applied:
 - Phase 1 (25%) – Direct observation and guided skill review
 - Phase 2 (50%) – Shared oversight and semi-independent performance
 - Phase 3 (25%) – Independent practice with final competency sign-off
- Completion of approved refresher or re-entry coursework may qualify for a reduction of up to 25 % in supervised hours at the discretion of the NLCMLS.