

## Competency Assessment for Extended PLI Coverage

The CSMLS is pleased to provide this service to practicing medical laboratory technologists (MLTs) who wish to have their education and experience assessed in competencies that are outside of their original certification to expand Professional Liability Insurance (PLI).

The CSMLS' Diagnostic Cytology competency profile (June 2017 exam) and a General MLT competency profile (June 2019 exam) both include NEW competencies. In light of these additions, employers and practicing MLTs are seeking guidance for training requirements to achieve these new competencies set out in these profiles. To fill this need, we are offering a Competency Assessment for Extended PLI Coverage.

Practicing MLTs that feel they do not have the skills required to perform specific duties are encouraged to approach their employer to determine education and/or training that may be required. With respect to additional duties resulting from the new competencies, employers need to ensure that practicing MLTs have obtained the required education and training to demonstrate that they meet any new competencies. Practitioners may obtain on-the-job training to achieve competency in tasks that were not part of the competencies under their original certification.

If MLTs are performing duties that are considered outside the competency profile on which they were certified, for example:

- Cytotechnologists performing histology duties
- Cytotechnologists or General MLTs performing Pathology Assistant (PA) duties
- Cytotechnologists or General MLTs performing molecular duties

They should verify that they have PLI coverage. If PLI coverage does not exist, practicing MLTs may apply for a competency assessment.

The competency assessment evaluates education and experience and compares it to the national standard. Competency profiles outline the expectations of an entry-level technologist in Canada. Subject matter experts will review education and experience to determine equivalency to the Competency Profile in those competencies identified on your application form.

Upon completion of the assessment, the CSMLS will recommend to the insurer to extend PLI coverage for the newly acquired competencies. Upon approval, the insurer will provide extended coverage for the new competencies at no additional cost.

Prior to applying for the process, it is recommended that practitioners contact their regulatory body (college) if applicable, and employer for guidance and endorsement. Approval from the regulatory body and employer is necessary, as there are different regulatory requirements in each jurisdiction and employers play an active role in the assessment process.

This service is provided to our members for \$150.

Please direct any further inquiries to [pla@csmls.org](mailto:pla@csmls.org)