

2020

ANNUAL REPORT

CSMLS
Canadian Society for
Medical Laboratory Science



SCSLM
Société canadienne de
science de laboratoire médical





2009 ANNUAL REPORT C O N T E N T S

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OUR VISION:

The Voice of Medical Laboratory
Science in Canada



MISSION:

Expand CSMLS's Sphere of Influence

Transform the Profession

Serve as Champions for Patient Safety

Invest in the Organization

VALUES:

CSMLS is committed to promoting high ethical and professional values. We strive for excellence in all our endeavours. The foundation of our organization is built upon:

INTEGRITY

We act with honesty and trustworthiness.

We use democratic, open and transparent processes.

RESPECT

We build professional partnerships through consensus and collaboration.

We value the equality, dignity, diversity and privacy of all.

We value, encourage and support members, volunteers and staff.

ACCOUNTABILITY

We are responsible to our members and stakeholders.

We maintain and promote high standards of practice in the delivery of quality health care.

COMMITMENT

We provide standards that ensure high quality medical laboratory professionals who are valued throughout Canada and the world.

We are proactive in meeting the needs of our members and our community.



REPORT OF THE PRESIDENT

As medical laboratory professionals, we are accustomed to change. New tests, new equipment and new procedures demand that our profession remains dynamic and adaptable. This is also true of our professional Society. In December 2008, your board approved a new five-year strategic plan with four goals:

1. Expand CSMLS's Sphere of Influence
2. Transform the Profession
3. Serve as Champions for Patient Safety
4. Invest in the Organization

Several opportunities to address these goals were provided in 2009. In March the much-anticipated Cameron Report from the *Commission of Inquiry on Hormone Receptor Testing at Eastern Health in Newfoundland and Labrador* was released. In our efforts to serve as champions for patient safety, CSMLS and the NLSMLS President, Curtis Martin, held a press conference in response to the report. Media coverage was extensive including interviews with print, radio and television news outlets from across the country. The news conference was also posted to YouTube and accessed by our members, the media and the public. CSMLS supported the recommendations in the Cameron Report and strongly encouraged that immediate steps be taken for the provincial regulation of the profession, mandatory external accreditation of the medical laboratories and that adequate resources be dedicated for medical laboratory services. CSMLS continues to urge government to move forward with implementing these recommendations and improving patient safety in Canada.

Our plan to transform the profession became more evident when I saw how differently the federal government viewed the profession last April. Each year, CSMLS hosts a Lobby Day on Parliament Hill during National Medical Laboratory Week. On April 23rd 2009, several board members, including myself, and the executive staff travelled to Ottawa. We met with several MPs, ministry officials and key ministers, including The Honourable Leona Aglukkaq, Minister of Health and The Honourable Diane Finley, Minister of Human Resources and Skills Development. The focus for these meetings was on human resource shortages in our profession and interprovincial labour mobility. What I noticed is that 'The Hill' now knows who we are, the issues and concerns facing our profession and its impact on health care in Canada. No longer do we have to 'bang' on doors to be heard - the doors are open and the government asks to meet with CSMLS.

In our efforts to expand CSMLS's sphere of influence, we also highlighted the need to quicken the pace

REPORT OF THE PRESIDENT

of implementing the action plan proposed in the *Framework for Collaborative Pan-Canadian Health Human Resources Planning*. This plan outlines the need to invest in clinical education, address the integration of internationally educated health care professionals, and the quality of work life initiatives and recruitment into health care professions. In addition, we held a press conference on Parliament Hill and called on the government to protect patient safety in medical laboratories. It was broadcast live to every MP and senator's office and viewed by the press gallery bureaus resulting in media interviews and coverage.

This past fall, the CSMLS received an honourable mention in the *Advocacy Campaign and Lobby Efforts* category of the PR News Nonprofit PR Awards. These awards salute the year's most outstanding communications initiatives and programs in the highly competitive and dynamic public relations arena.

“No longer do we have to ‘bang’ on doors to be heard - the doors are open and the government asks to meet with CSMLS.”

On November 3rd, I accompanied Huw Williams and Alana Fontaine of Impact Public Affairs where we were honoured at a special awards luncheon at the National Press Club in Washington DC.

In November 2009, it was my good fortune to be able to attend the Annual Chief Delegates Meeting of the International Federation of Biomedical Laboratory Science (IFBLS) in Tokyo, Japan. This two-day meeting was also a great opportunity to expand CSMLS's sphere of influence. With 30 countries represented, I presented a report on behalf of CSMLS and received many requests from the delegates for a copy. Internationally, CSMLS is considered the gold standard amongst our profession and our input and counsel is in demand.

Finally, a vital part of implementing this strategic plan was the need to assess and reorganize CSMLS



CSMLS President Shelby Giesbrecht (right) with Huw Williams and Alana Fontaine of Impact Public Affairs receive honourable mention in the *Advocacy Campaign and Lobby Efforts* category at the PR News Nonprofit PR Awards in Washington DC.

in order to achieve the strategic goals and to provide the members of the Society with the highest level of professional service. With our commitment to invest in the organization in mind, the operational changes to CSMLS began in 2009 and I was impressed by how well the staff reacted to the challenge of change. The staff was eager to participate and provided their thoughts and ideas on how to improve the structure and functionality of the Society. Most suggestions focused on how better to serve the members. The plan identified the need to introduce an interdisciplinary approach to CSMLS and the need to reorganize and restructure its operations.

The year of my presidency marks the end of the first decade of the 21st century. I do not, however, view it as ending, but rather the beginning of a revitalized and re-energized professional organization. I would be remised if I did not thank the board, the staff and the members for the opportunity to participate in what can only be described as a vital and challenging time in our profession and our Society. As the saying goes, "it has been an honour and a privilege," and it is with great confidence that I look forward to the new president and board as they continue to implement the strategic plan designed to carry our profession well into the next decade of this amazing century.

Shelby Giesbrecht

A close-up, blue-tinted photograph of a microscope, showing the eyepiece and objective lenses. The image is positioned at the top of the page, partially overlapping the header and the main title.

CERTIFICATION

HIGHLIGHTS

- Three additional language tests were accepted as proof of language proficiency for Prior Learning Assessment (PLA) candidates: Michener English Language Assessment (MELA), IELTS AC (Academic) and IELTS GT (General Training). New cut scores to establish language proficiency were implemented on July 1, 2009.
- The use of professional certifications from AMT, NCA and ASCP (at the technologist level) were accepted as proof of continuing education in the PLA process.
- The Task Force on Certification Options for Internationally Educated Medical Laboratory Technologists presented at the June 2009 AGM, in St John's, NL.
- Many CSMLS certification documents were revised to meet plain language standard requirements.
- CSMLS participated in an advisory capacity on a steering committee with the Canadian Alliance of Physiotherapy Regulators for their Plain Language project funded by HRSDC.
- CSMLS continues to participate in two working groups with World Education Services (WES): Standard Training Program Curriculum Development and Best Documentation Practices Guide.
- Inaugural reports for certification and PLA have been submitted to the Ontario Fairness Commissioner. The CSMLS has gained valuable experience working with the Ontario Fairness Commissioner and is looking forward to working with the new Commissioners of Manitoba and Nova Scotia.
- Two fast track item-writing workshops for General MLT and MLA examinations generated hundreds of new test questions.

- CSMLS announced that as of January 1, 2013, students applying for the MLA exam must be a graduate of a program that has been awarded or has applied for CMA accreditation. A PLA process will be implemented for MLAs concurrently.
- In November, the CSMLS welcomed Tania Toffner to the Certification Department as the new Director of Certification.

FACTS AND FIGURES

Total Certified

YEAR	GENERAL	CYTOLOGY	GENETICS	MLA	ART
2009	556	26	35	300	2
2008	556	39	22	296	4
2007	586	32	22	236	0

Prior Learning Assessment Applicants

YEAR	GENERAL	CYTOLOGY	GENETICS	TOTAL
2009	278	2	3	283
2008	293	3	5	301
2007	301	4	4	309

COMMUNICATION

HIGHLIGHTS

- CSMLS held a news conference in St. John's, NL on March 3, 2009 to respond to the recommendations of the *Commission of Inquiry on Hormone Receptor Testing*, (the Cameron Report). CSMLS and the President of the Newfoundland and Labrador Society of Laboratory Technologists urged the Government of Newfoundland and Labrador to implement the report's recommendations.
- *Medical Laboratory Professionals – The diagnostic engine of Canada's health care system*, the new campaign theme for National Medical Laboratory Week was launched. An official CSMLS NMLW page was created on Facebook™ to support the campaign.
- A 30-second public service announcement produced by CSMLS was aired on The Weather Network during

NMLW. Co-branded versions of the public service announcement were produced for affiliated provincial societies/regulatory bodies.

- Special statements marking NMLW were received from the Honourable Leona Aglukkaq, federal Minister of Health, and from ministers of health in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick, Nova Scotia and Prince Edward Island.
- The CSMLS website was redeveloped and redesigned. The new website features bold, eye-catching graphics and interactive banners, enhanced search capability, automatic transition between English and French web pages and an RSS feed.




CSMLS and Curtis Martin, President of the Newfoundland and Labrador Society of Medical Laboratory Technologists, addresses the media on the release of the report of the Cameron Inquiry.

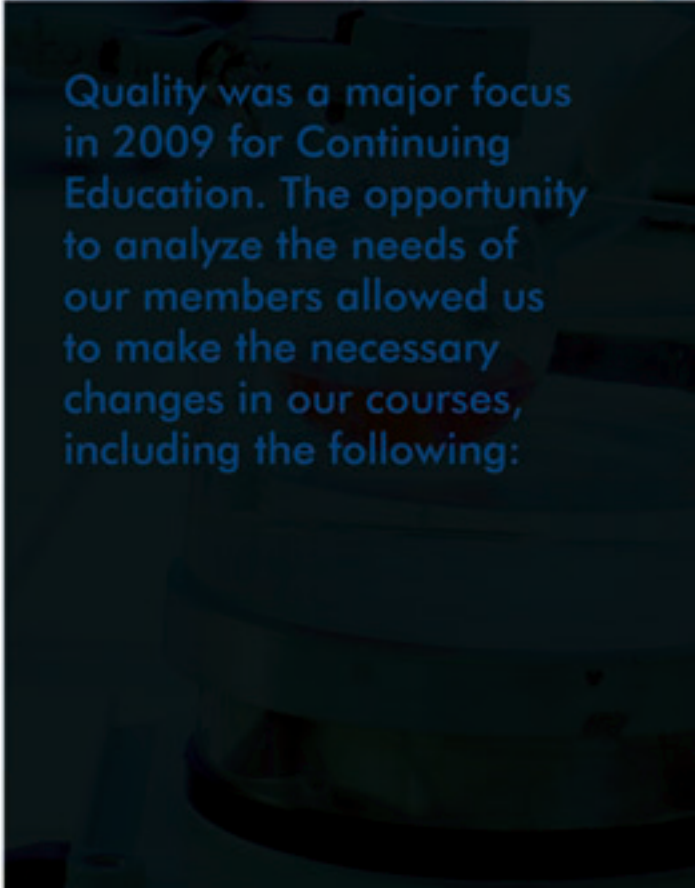
CONTINUING EDUCATION

HIGHLIGHTS

- Michelle Squarciotta was welcomed as the new Director of Educational Development in February 2009.
- In response to the Human Pathogens and Toxins Act (HPTA), the CSMLS formed a Biosafety Advisory Committee and met with the Public Health Agency of Canada (PHAC) to analyze the impact of the HPTA. Members were also surveyed to determine the type and scope of Biosafety educational materials needed. The first of two modules of the Biosafety course was developed and registration opened in December.
- A new CE initiative was launched at LABCON2009 in Newfoundland and Labrador with the announcement that 68 MODE courses would be available free of charge to members with their 2010 membership renewal. The "Get More, Get Mode!" campaign launch included an exciting giveaway of apple stress balls, as well as the announcement of the free courses at each provincial meeting.
- A new CSMLS Continuing Education certificate program was developed to address the increasing focus on quality systems in health-care institutions. Quality Systems is the first CSMLS certificate program to be launched and has become one of the most popular courses offered.
- After the Cameron Report was released, course registration from Newfoundland and Labrador increased by almost 400% compared to 2008.
- MLAs are becoming a focus of continuing education marketing. A postcard campaign highlighting CSMLS continuing education courses was introduced with more plans for the future.
- As of 2009, CSMLS offered 150 courses, 68 of which were MODE courses.
- There were 1,541 total registrations in 2009, including 406 free MODE registrations from October 1st to December 31, 2009.
- There were 12 new courses introduced, 20 courses redeveloped and 88 courses assessed for credits last year.



Over the past year, the Continuing Education department has seen many positive changes and major initiatives undertaken.



Quality was a major focus in 2009 for Continuing Education. The opportunity to analyze the needs of our members allowed us to make the necessary changes in our courses, including the following:



NEW Courses in 2009

- Biosafety Part 1: The Human Pathogens and Toxins Act
- Laboratory Safety 1: Introduction, Overview, General Occupational Hygiene and Biosafety
- Laboratory Safety 2: Chemical and Physical Agents
- Laboratory Safety 3: Special Subjects in Laboratory Safety
- Laboratory Safety 4: Fundamentals of Laboratory Safety
- Microbiology Refresher 1: Basic Principles of Microbiology
- Training in the Lab: Applying the Science of Adult Learning and Instructional Systems Design (ISD)
- Anaerobic Bacteriology Part 1: An Introduction to Anaerobic Bacteriology
- Quality Systems for the Clinical Laboratory: Part III (Implementation)
- Les Systèmes de contrôle de la qualité pour le Laboratoire clinique : Partie II (planification/conception)

New **FREE** Courses Developed in 2009

- Connective Tissue
- Fixation Practices

Redeveloped in 2009

- Quality Systems for the Clinical Laboratory Part I (Introduction) (Online)
- The Pre-analytical Process: Part 1
- The Pre-analytical Process: Part 2

Updated in 2009

- Carbohydrates
- Cardiac Markers
- Clinical Indications of Blood Components
- Fastidious Gram Negative Rods
- Hypercoagulation – Thrombophilia
- Immunology – Antigens
- Introduction to Anaerobes
- Leukocytes: Measurement of Neutrophil Function

- Lipids
- Managing Spurious Qualitative Results in Hematology
- Miscellaneous Gram Positive Rods
- Monocytes and Macrophages
- Non-Protein Nitrogen
- Organs of the Lymphoid System
- Proteins
- Proteins, Antibodies and Immunoglobulins
- Hemolytic Anemias



CSMLS President, Shelby Giesbrecht, meets Minister of Health Leona Aglukkaq during Lobby Day on Parliament Hill in Ottawa.

A D V O C A C Y

HIGHLIGHTS

- Members of the CSMLS Board of Directors and staff participated in a mini-lobby day on Parliament Hill in Ottawa on April 23rd, 2009. Meetings were held with members of Parliament and government officials. Highlights of the day included meetings with Diane Finley, Minister of Human Resources and Skills Development Canada and Leona Aglukkaq, Minister of Health.

- President Shelby Giesbrecht and the former CSMLS Executive Director, held a news conference at the National Press Gallery during the mini-lobby day. They urged parliamentarians to implement the human resource action plan contained in the *Framework for Collaborative Pan-Canadian Health Human Resources Planning* and cautioned that addressing human resource shortages must not sacrifice high national standards of practice.

- CSMLS participated in the formal process leading up to final approval of Bill-C-11, *The Human Pathogens and Toxins Act*. As a result of the Society's efforts,

several key provisions of the bill were revised and the Public Health Agency of Canada promised to consult CSMLS on the development of the regulatory framework. The act received royal assent on June 23, 2009.

- Director of Research, Moira Grant, appeared before the House of Commons Standing Committee on Finance on October 28th to present CSMLS's submission to the pre-budget consultation process. This process was used by the Finance Committee to gather input on spending priorities for the federal budget in 2010.

- CSMLS's advocacy program received an honourable mention in the Advocacy Campaign and Lobby Efforts category of the PR News Nonprofit Awards. Presented by the leading industry publication PR News and judged by a blue-chip panel of communications experts, these awards are open to all individuals and teams at not-for-profit organizations across North America.

MEETINGS WITH ELECTED OFFICIALS AND GOVERNMENT ADVISORS

NAME	RIDING	CAUCUS	ROLE
Alex Atamanenko	British Columbia Southern Interior, BC	NDP	
Brent Rathgeber	Edmonton-St. Albert, AB	Conservative	
Brian Murphy	Moncton-Riverview-Dieppe, NB	Liberal	
Carolyn Bennett	St. Paul's, ON	Liberal	Critic, Health
Diane Finley	Holdimand-Norfolk, ON	Conservative	Minister of Human Resources & Skills Development
Don Davies	Vancouver Kingsway, BC	NDP	Assistant Critic, Citizenship & Immigration
Ed Fast	Abbotsford, BC	Conservative	
Hedy Fry	Vancouver Centre, BC	Liberal	
Jack Harris	St. John's East, NL	NDP	
Jean Crowder	Nanaimo-Cowichan, BC	NDP	NDP Caucus Chair
John Cummins	Delta-Richmond East, BC	Conservative	
Joy Smith	Kildonan-St. Paul, MB	Conservative	Chair, Health Committee
Judy Foote	Random-Burin-St. George's, NL	Liberal	(met with Special Assistant)
Judy Wasylycia-Leis	Winnipeg North, MB	NDP	Critic, Health
Kirsty Duncan	Etobicoke North, ON	Liberal	Health Committee Member
Leona Aglukkaq	Nunavut	Conservative	Minister of Health
Marc Gorneau	Westmount-Ville-Marie, QC	Liberal	Industry Committee Member
Michael Savage	Dartmouth-Cole Harbour, NS	Liberal	Critic, Human Resources and Skills Development
Patricia Davidson	Sarnia-Lambton, ON	Conservative	Health Committee Member
Randy Kamp	Pitt Meadows-Maple Ridge - Mission, BC	Conservative	
Ross Wiseman	Trinity North, NL (Provincial Legislature)	Conservative	Minister of Health & Community Services (June 2009)
Scott Andrews	Avalon, NL	Liberal	

CSMLS REPRESENTATION ON EXTERNAL ORGANIZATIONS/COMMITTEES

The Health Action Lobby (HEAL)

Canadian Network of National Associations of
Regulators (CNNAR)

Canadian Coalition for Public Health in the 21st
Century (CCPH21)

Accreditation Canada

CMA Committee on Conjoint Accreditation

Canadian Standards Association (CSA)

Collaborative Forum on Health Science Education

Canadian Patient Safety Institute (CPSI)



CSMLS holds a press conference at the National Press Gallery urging implementation of the recommendations contained in the *Framework for Collaborative Pan-Canadian Health Human Resources Planning*.

RESEARCH

HIGHLIGHTS

- The Government of Ontario-funded project, *Language Proficiency Testing for Internationally Educated Medical Laboratory Technologists: Validating Cut Scores and a New Testing Tool* was completed. The project brought together internationally educated medical laboratory technologists, employers, specialists in English as a Second Language, educators and other stakeholders to validate the scores accepted by CSMLS as proof of language proficiency for the PLA process. The project's consultants also demonstrated the suitability of a health care-specific language proficiency test, the Michener English Language Assessment (MELA), which has been added to the list of tests that CSMLS accepts as proof of language proficiency. Another outcome of the project was a standard-setting guidelines tool that other organizations use to validate the scores for their language proficiency standards.

- A new project, *Addressing the Competency Gaps of Internationally Educated Medical Laboratory Technologists*, was initiated. This project, funded by the Government of Ontario, inquires into the main areas identified by IEMLTs, educators, and employers as gaps and potential barriers in the professional preparation for CSMLS's internationally educated clients. The project will result in a resources catalogue of courses, online materials, and study outlines that will assist IEMLTs in addressing the identified gaps with greater success.

- The Government of Canada's Foreign Credential Recognition Program funded *Bridging Programs for Internationally Educated Medical Laboratory Technologists: A Business Case*. For this project, CSMLS engaged the services of an economist, who conducted a business case analysis of the costs and benefits of bridging programs. The analysis demonstrated clear benefits at the provincial, federal and individual levels, for providing support for IEMLTs through bridging education.

- **Loan Libraries: Supporting the Professional Preparation of Internationally Educated Medical Laboratory Technologists** will address the challenges that IEMLTs experience in getting access to costly profession-specific

texts as they prepare for professional certification examination. With support from the Government of Canada's Foreign Credential Recognition Program, CSMLS will place sets of its recommended texts in each of nine sites across the country in the spring of 2010.

- CSMLS's latest project, *Assessing the Workforce Integration of Internationally Educated Health Professionals*, breaks new ground for the Society with its interprofessional approach. This endeavour inquires into the success, or lack thereof, that internationally educated health professionals in five health professions experience in making the transition into their chosen professions. The innovative project, funded by the Government of Canada's Foreign Credential Recognition Program, will attempt to identify under-acknowledged challenges encountered by newcomer professionals even after they manage to successfully navigate professional certification processes.

- The *Government of Canada's Foreign Credential Recognition Program* continues to support the ongoing development of an online self-assessment tool for internationally educated medical laboratory technologists. This test will orient potential PLA clients to the expectations of the Canadian medical laboratory profession and workplace. It will provide test-takers with a diagnostic report on their performance in technical, professional, and language proficiency areas in order to identify any gaps before they apply to the PLA process, and ideally, before they come to Canada. Upon completion of the pilot and validation phases, the test will be available in 2010 in both English and French.

- The new working group on *Preanalytical Issues and Patient Safety* met in October. They discussed how CSMLS can partner with its members and other stakeholders in patient safety to ensure high quality laboratory testing through greater attention to the integrity of specimen collection and handling processes. The group will develop interprofessional strategies to increase understanding of the impact of the preanalytical phase on patient safety.



FACTS AND FIGURES

Research Grants Awarded in 2009

\$50,925 Government of Ontario

Addressing the Competency Gaps of Internationally Educated Medical Laboratory Technologists

\$26,600 Government of Canada: Foreign Credential Recognition Program

Bridging Programs for Internationally Educated Medical Laboratory Technologists: A Business Case

\$65,500 Government of Canada: Foreign Credential Recognition Program

Loan Libraries: Supporting the Professional Preparation of Internationally Educated Medical Laboratory Technologists

\$365,000 Government of Canada: Foreign Credential Recognition Program

Assessing the Workforce Integration of Internationally Educated Health Professionals

Total Value of Research Grants

2007 – \$245,204

2008 – \$407,907

2009 – \$508,025

2009 SUMMARIZED FINANCIAL STATEMENTS

STEVENSON & LEHOCKI

CHARTERED ACCOUNTANTS

AUDITOR'S REPORT

To the Members of
Canadian Society for Medical Laboratory Science

The accompanying summarized balance sheet and summarized statement of operations and cash flow are derived from the complete financial statements of Canadian Society for Medical Laboratory Science as at December 31, 2009 for the year then ended on which we expressed an opinion without reservation in our report dated February 23, 2010. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements. In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Society's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Burlington, Ontario
February 23, 2010

Stevenson & Lehocki

Chartered Accountants
Licensed Public Accountants

SUMMARIZED BALANCE SHEET

As of December 31	2009	2008
ASSETS		
Current assets		
Cash and short-term investments	\$ 2,664,713	\$ 2,814,360
Accounts receivable	123,219	1,450
Inventory	35,300	27,268
Prepaid expense	167,872	119,024
SUB TOTAL	2,991,104	2,992,102
Investments - Restricted Funds	1,390,290	1,465,349
Capital assets	1,476,060	1,516,629
TOTAL	\$ 5,857,454	\$ 5,974,080
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 166,183	\$ 84,249
Prepaid revenue	1,196,512	1,035,779
Current portion of obligations under capital lease	18,044	28,123
SUB TOTAL	1,380,739	1,148,151
Obligations under capital lease	63,352	152,502
PROVISIONS FOR FUTURE CONGRESS LOSSES	64,052	100,000
NET ASSETS		
Invested in capital assets	1,394,664	1,336,005
Internally restricted	992,373	1,074,954
Externally restricted	397,917	390,395
Unrestricted	1,564,357	1,772,073
SUB TOTAL	4,349,311	4,573,427
TOTAL	\$ 5,857,454	\$ 5,974,080

SUMMARIZED CASH FLOW STATEMENT

Year ended December 31	2009	2008
CASH FLOWS FROM OPERATING ACTIVITIES		
Net (loss) income for the year	\$ (224,116)	\$ 66,271
Items not requiring an outlay of cash		
Depreciation	92,267	87,836
Loss on disposal of capital assets	4,603	69,535
(Loss) covered by provision for future congress losses	(35,948)	0
SUB TOTAL	(163,194)	223,642
Changes in non-cash working capital balances		
Accounts payable and accrued liabilities	81,934	694
Accounts receivable	(91,769)	35,807
Inventories	(8,032)	6,018
Prepaid expenses	(48,848)	(28,435)
Prepaid revenue	160,733	255,774
SUB TOTAL	94,018	269,858
Cash flows from operating activities	(69,176)	493,500
CASH FLOWS FROM INVESTING ACTIVITIES		
(Additions) to capital assets	(56,300)	(74,117)
Decrease (increase) in loans and investments	75,058	(12,841)
SUB TOTAL	18,758	(86,958)

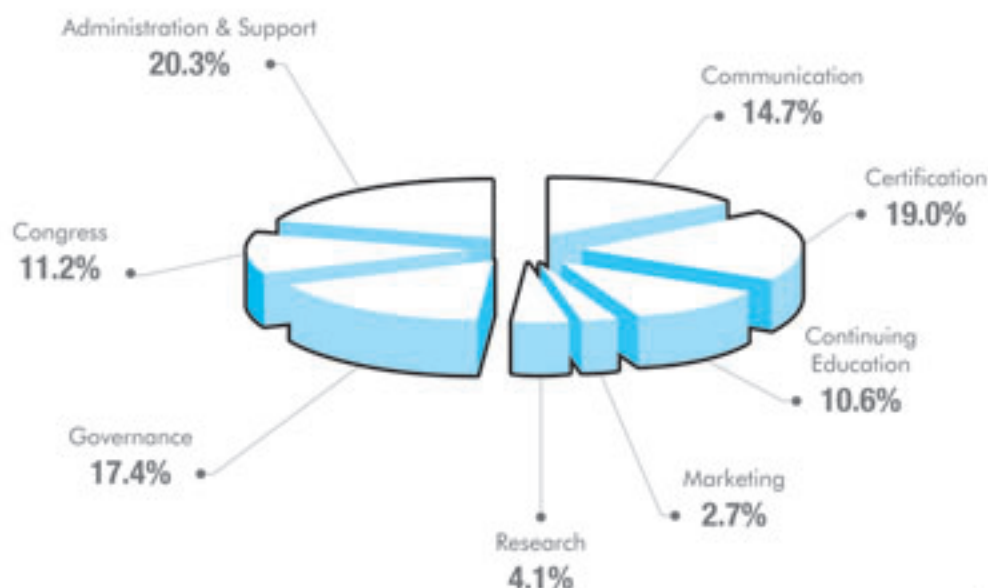
SUMMARIZED STATEMENT OF OPERATIONS

Year ended December 31	2009	2008
REVENUES		
Gross fees received	\$ 2,228,628	\$ 2,222,461
Less: Provinces' share	(288,959)	(307,955)
Less: Professional Liability Insurance premiums	(167,033)	(167,408)
National membership fees	1,772,636	1,747,098
Certification	819,143	750,157
Continuing education	188,848	181,833
Communication	42,635	64,012
Research	42,695	78,232
Annual Congress	364,455	0
Investment income	96,198	137,336
Miscellaneous income	90,101	97,700
TOTAL	\$3,416,711	\$3,056,368
EXPENSES		
Administration and Overhead - General	728,981	778,631
Certification	681,573	597,476
Continuing education	381,315	330,823
Communication	528,542	427,658
Marketing	96,326	65,566
Research	146,291	114,039
Governance	625,415	600,998
Annual Congress	400,403	0
Depreciation of capital assets	92,267	87,836
TOTAL	\$3,681,113	\$3,003,027
(Loss) income - before other revenue	(264,402)	53,341
OTHER REVENUE	40,286	12,930
(DEFICIENCY) EXCESS OF REVENUES OVER EXPENSES	\$ (224,116)	\$ 66,271

MEMBERSHIP DISTRIBUTION

	NL	PEI	NS	NB	QC	ON	MB	SK	AB	BC	NT	NU	YT	CDN	US and Foreign	2009 TOTAL	2008 TOTAL
Certified Active RT,ART,FCSMLS	451	112	950	671	764	2680	884	582	1456	2322	23	9	18	11122	180	11302	11281
Certified Inactive & Affiliate Inactive	10	2	39	7	79	226	36	29	80	115	2	1	2	628	101	729	793
Affiliate (Reg. Bodies)	0	0	15	3	0	15	6	0	2	1	0	0	0	42	0	42	45
Certified Retired (Complimentary)	0	3	10	13	21	65	12	16	12	46	0	0	0	198	11	209	194
Certified Retired (Paid Fees)	12	3	26	8	20	59	26	23	17	43	0	0	1	238	5	243	240
Honorary	1	0	0	1	1	9	1	1	3	1	0	0	0	18	0	18	18
Honorary - Affiliate	0	0	0	0	2	3	2	1	1	4	0	0	0	13	0	13	8
Students	31	1	33	12	119	178	26	14	78	50	0	0	0	542	0	542	693
Lab Assistant Active	15	0	103	57	2	175	32	24	104	45	1	1	1	560	0	560	448
Lab Assistant Inactive	0	0	8	5	0	60	2	2	10	9	0	0	0	96	0	96	82
Transitional Graduate	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
Associate Non-Certified	3	0	11	2	15	215	23	5	61	46	0	2	0	383	19	402	309
TOTAL	523	121	1195	780	1023	3885	1050	697	1824	2682	26	13	22	13841	316	14157	14111

2009 GROSS OPERATING EXPENSES





2009 CSMLS PROFESSIONAL RECOGNITION AWARDS



Distinguished Fellowship of the CSMLS

Michael Keeney - London, ON

Meng Kee Tan - Toronto, ON

David Ball Community Service Award

Diane Perry - Winnipeg, MB

Honorary Membership

Darlene Samin - Kelowna, BC

A.R. Shearer Pride of the Profession Award

Vince D'Mello - Mississauga, ON

Christiane Lavolette - Campbellton, NB

Suzanne Deschênes - Laval, QC

CSMLS Student Scholarships

Rebecka Lang - Dawson College Montreal, QC

Jaime Lesik - Northern Alberta Institute of Technology Edmonton, AB

Michelle Renaud - Southern Alberta Institute of Technology Calgary, AB

Weihong (Amy) Ruan - The Michener Institute for Applied Health Sciences Toronto, ON

Many thanks to BD Biosciences, Cowan Insurance Brokers and Ortho-Clinical Diagnostics for their generous support of the CSMLS Student Scholarship Awards.

Siemens Healthcare Diagnostics Student Scholarship Award

Amy Friesen - Red River College Winnipeg, MB

Leila Yu - Northern Alberta Institute of Technology Edmonton, AB

Many thanks to Siemens Healthcare Diagnostics for their generous support of this award.

CSMLS Leaders of Tomorrow National Congress Grant

Grants were provided to six CSMLS members to attend the CSMLS National Congress in St. John's, NL.

Aaron Bryks - Lethbridge, AB

Lindsay Conrad - Stoney Creek, ON

Dianne Forshner - Enfield, NS

Ariane de Montigny - Quebec City, QC

Helen Litchfield - Listowel, ON

Baljit Singh - North Delta, BC

Grants & Scholarships

Financial support for continuing education and professional development is provided to CSMLS members through the Founders' Fund, International Founders' Fund, the E.V. Booth Scholarship Award and the Barbara Santalab-Rickey Memorial Award. A total of \$4,080 was granted to CSMLS members in 2009.



Michael Keeney



Christiane Lavolette



Diane Perry



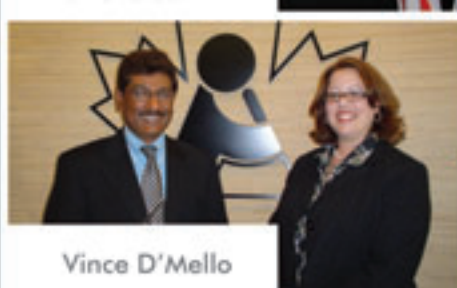
Meng Kee Tan



Suzanne Deschênes



Darlene Samin



Vince D'Mello

LABCON2009

CSMLS NATIONAL CONGRESS OF MEDICAL LABORATORY SCIENCE

June 21 - 24, 2009, St. John's, NL.



It truly was 'Discover Time' at LABCON2009. Featuring a wide variety of sessions, plenaries, and a sold out trade show, delegates made invaluable discoveries of new information, techniques and technology to take back to the lab. Over 500 delegates, exhibitors and speakers also marvelled at the icebergs, puffins and whales waiting to be discovered off the beautiful coastline of St. John's.

Our platinum sponsorship and exhibitor booths were sold out. CBC broadcaster, Rex Murphy, was the keynote speaker and member feedback on LABCON2009 was excellent.

Many 'mainlanders' also discovered how difficult it was to keep up to the people from the Rock when it came to social gatherings and the nightlife. Our colleagues living in this amazing province are to be admired for their 'zest' for life and commitment to our profession. Congratulations! LABCON2009 was a success in every way possible.

We wish to thank the Local Coordinating Committee, dozens of valued volunteers and staff at CSMLS for an outstanding congress that made sure the delegates rocked on the Rock!

LOCAL ORGANIZING COMMITTEE

Terry Gulliver, Congress Co-Chair

Robin Power, Congress Co-Chair & Registration Co-ordinator

Jacinta Besso-Waterman, Co-Chair, Scientific Committee

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Viki Massey, QC
Jennifer Mak, ON
Florentino Roque, ON
Corie Warkentin, BC
Svitlana Yaremenko, AB (new grad)
Joanne Guzda, MB
Nathalie Breton, BC

Diagnostic Cytology

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Dr. Kathy Chorneyko, BC
(Consultant)

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June Dufresne, AB
Shawn Ingersoll, NB
Susan Weber-Gowans, SK
Denyse Gauthier, QC
Brandy Callahan, MB (new grad)

Clinical Genetics

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Ivan Miller, BC
Dr. Marsha Speevak, ON
(Consultant)
James Renouf, NL
Corey Murray, NL
Camille Jackson, AB
Phoenix Chen, ON (new grad)

Medical Laboratory Assistant

Marilyn Scutt, ON (Chair)
Laurie Hart, ON (Consultant)
Richard Schulze, AB
Debra Andrew, BC
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Kim Burke (until November 2009)

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CSMLS
Canadian Society for
Medical Laboratory Science



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