



Annual Report

2025 - 2026



NSRMILS

Nova Scotia Regulator of
Medical Laboratory Sciences



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www.nsrmls.ca

Table of Content

Land Acknowledgement	01
Mission, Vision & Values	02
Message from the Chair and Executive Director	03
Key Highlights	04
Acknowledgement	06
Board Members	07
NSRMLS Staff	08
Role of the Regulator	09
Board Development	10
Registration & Licensure	11
Registrant Data	12
Committees & Quality Assurance	19
Quality Assurance for Regulators	21
Registrant Quality Assurance	22
Fair Registration Practices Act Report	23
Operational Overview	24
2025 Audit Financial Statment	27

ABOUT NSRMLS

As part of the Nova Scotia government's work to implement the Regulated Health Professions Act (RHPA), the Nova Scotia College of Medical Laboratory Technologists (NSCMLT) officially changed its name to the

“Nova Scotia Regulator of Medical Laboratory Sciences” (NSRMLS).

The NSRMLS is dedicated to protecting the public by ensuring medical laboratory services in Nova Scotia are delivered safely, competently, and ethically. This is achieved through the regulation of medical laboratory assistants, medical laboratory technologists, and combined laboratory and x-ray technologists practicing in the province.

All qualified laboratory professionals must be licensed and registered with the NSRMLS. Registrants are accountable for maintaining professional standards of practice and conduct while continually updating their knowledge and skills to provide safe, high-quality patient care.

LAND ACKNOWLEDGEMENT

The NSRMLS acknowledges the peace and friendship treaty and the unceded territory of the Mi'kmaq People, where we live, and work in Nova Scotia.

We honour the histories, languages, and cultures of First Nations throughout what is now known as Canada—whose presence continues to strengthen and enrich our community—and we recognize that their ancestors have cared for the land for centuries.

The NSRMLS regulates the practice of medical laboratory technologists, medical laboratory assistants, and combined laboratory and x-ray technologists across the Mi'kmaq homelands.

MISSION

“Ensuring Public Safety through regulation, standards and professional development for the Medical Laboratory Sciences”

VISION

Accurate, standardized and safe medical laboratory sampling and relevant testing for all Nova Scotians.

VALUES

PROFESSIONALISM: The College demonstrates professionalism by conducting itself with integrity, transparency and respect.

BEST PRACTICES: The College seeks and implements best practices in healthcare regulation.

ACCOUNTABILITY: Using objective processes, the college, is accountable to the public, stakeholders, and membership for the definition and performance of standards of practice.

COLLABORATION: The College actively exchanges knowledge and works with others.

INNOVATION: The College continually evaluates new ways to regulate in our healthcare.

NOTE:

Mission, Vision and Values to be updated in 2026 – 2027 to reflect regulatory changes.



MESSAGE FROM THE CHAIR AND EXECUTIVE DIRECTOR

Dear Nova Scotians, Key Partners, and Registrants,

As we look back on the previous year, it has been a time of monumental change and evolution for NSRMLS. NSRMLS became the pioneer in Canada to regulate Medical Laboratory Assistants (MLA) and the second to regulate Combined Laboratory and X-ray Technologists (CLXT), underscoring our commitment to ensuring the accuracy and integrity of the medical diagnostic process. MLAs act as a vital link between clinical interaction and laboratory analysis, while CLXTs bring combined expertise in Medical Laboratory Science and Medical Radiologic Technology to support laboratory practices. All medical laboratory professionals (MLP) play a pivotal role in Nova Scotia's modern healthcare, particularly in smaller communities and rural facilities.

The shift to the Regulated Health Professions Act (RHPA) required careful planning, robust Board and staff engagement, and sustained effort throughout the year. We navigated a migration that moved us from the Medical Laboratory Technology Act toward a modern regulatory framework known as the Regulated Health Professions Act (RHPA) designed to protect the public interest and to support safe, effective, and high-quality medical laboratory services for Nova Scotians and standardize the regulatory process for all health regulators.

As part of the Nova Scotia government's work to implement the Regulated Health Professions Act (RHPA), the NSCMLT officially changed its name from "Nova Scotia College of Medical Laboratory Technologists (NSCMLT)" to the **"Nova Scotia Regulator of Medical Laboratory Sciences" (NSRMLS)**.

Our focus on the governance of medical laboratory professionals contributes to the accountability of medical laboratory technology to the public now and in the future.

All of this could not be achieved without the dedication of our registrants.

Chair *Nicole Leyte MLT*

Executive Director/Registrar *Janice Jones BSc MLT*

VISION FOR THE FUTURE

"When we strive to become better than we are, everything around us becomes better too." —Paulo Coelho.

KEY HIGHLIGHTS OF THE 2025 – 2026 YEAR

Transition to RHPA and Migration Milestone

- Intensive planning and Board-led engagement resulted in the RHPA migration.
- We focused on updating the profession specific regulations and by-laws to be current and inclusive of Medical Laboratory Assistants (MLAs) and Combine Laboratory and Xray Technologists (CLXT).
- The move represents a modernization of our regulatory approach to better protect the public and strengthen professional practice.
- Following consultation, we updated by-laws to align with the new RHPA, and new governance structures.
- The NSRMLS officially migrated to the Regulated Health Professions Act (RHPA) on February 2, 2026.
- Nova Scotia Regulator of Medical Laboratory Sciences (NSRMLS) officially succeeded the Nova Scotia College of Medical Laboratory Technologists (NSCMLT) as part of a historic regulatory expansion.
- Rebranding and new Organizational Identity took place. A new logo was introduced, incorporating laboratory and x-ray elements (DNA strand intertwined with a skeletal motif) and a horizon in the acronym to symbolize a fresh start under RHPA.

Regulation and Policy Modernization

- A focus to update policies and guidelines to be more inclusive of Medical Laboratory Assistants (MLAs) and Combined Laboratory and Xray Technologists (CLXT).
- Revisions to governance structures, by-laws, profession regulations, and policies and procedures, with extensive consultation.
- Implementation of a revised Continuing-Competence Program (CCP), supported by new staff dedicated to advancing regulatory requirements in this critical area.

Standards of Practice and Code of Ethics

- NSRMLS sought feedback on our new standards of practice and code of ethics; these important documents were approved by the Board on March 23, 2026.

Career Span Competence Program (CSC)

- Transformational changes occurred, by moving away from a credit system to Self Reflection, creation of SMART Goals and Professional Development and reflection to align with goals.
- NSRMLS initiated the new continuing education module that assists individual registrants in developing personal continuing education to enhance their career as a medical laboratory professional and knowledge.
- The revised CSC includes a modern, evidence-based, and comprehensive competency assessment process which allows NSRMLS to both ensure quality practice and support registrants in identifying areas for improvement or enhancement.
- The CSC supports registrants in possessing the knowledge, skills, judgment and values necessary to provide quality client care.

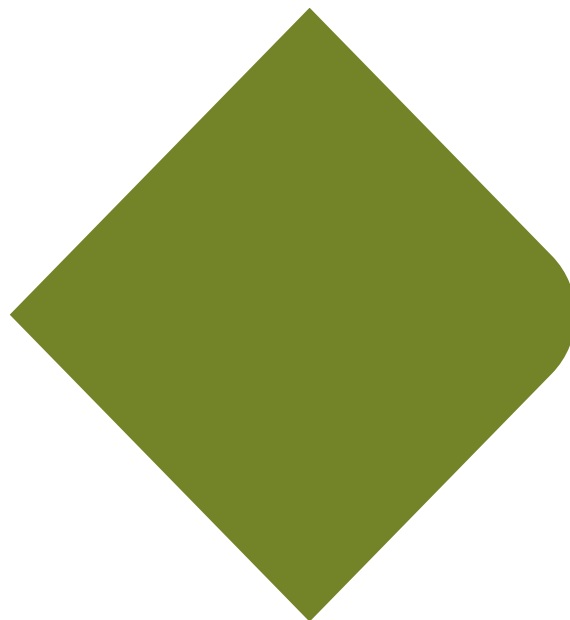
Partnerships and Collaboration

- Collaboration with the Nova Scotia Regulated Health Professions Network (NSRHPN) provided essential guidance for RHPA implementation and shared practice standards.
- Collaborations with Laboratory Directors across Nova Scotia to ensure laboratory standards meet client expectations.
- Nationally, the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) work progressed on national competency profiles and the introduction of new MLT entry-to-practice exams, supporting consistency in MLT practice and addressing emerging regulatory challenges and future needs.
- Partnership with ISANS, NICHE program, online MLT program and Jordan Project to help qualified international MLTs to enter the workforce more efficiently.
- These collaborative initiatives ensure that MLP regulation remains forward-thinking and aligned across jurisdictions.
- In 2025-2026, NSRMLS continued to demonstrate our commitment to EDIRA in our regulatory work and in the medical laboratory technology profession with updating policies and guidelines.

“Professional is not a label you give yourself – it’s a description you hope others will apply to you.”
David Maister.

Call to Action

All medical laboratory professionals are encouraged to consider volunteering with the Regulator; this crucial work cannot be accomplished without our registrants and public members. Please watch for an email for volunteering with NSRMLS. Please note an honorarium is paid to our volunteers.



ACKNOWLEDGEMENT

We extend our sincere gratitude to the Board, staff, and regulatory partners for their leadership, dedication, and collaboration throughout this transformative year. These collaborative initiatives support NSRMLS in ensuring that medical laboratory technology regulation remains forward-looking and consistent across jurisdictions.

The dedication and resilience of our Board of Directors, committee volunteers, and staff have been essential in managing the workload and key milestones of this transition year.

We are also thankful to our registrants, who continued to serve as dedicated professionals during these changes.

Looking ahead, 2026–2027 will be our first full operational year under the Regulatory Health Protection Act (RHPA). This new chapter creates opportunities to further modernize our core regulatory programs, strengthen public protection efforts, and help medical laboratory professionals navigate evolving practice standards and expectations. Priority areas include:

- implementing enhanced quality assurance initiatives
- ensuring effective oversight
- strengthening collaboration across provincial and national regulatory partners

As we begin the next chapter, we remain committed to keeping registrants and key partners informed as new initiatives and changes are introduced. Together, we will continue to evolve medical laboratory science regulation in Nova Scotia—upholding the highest standards for public protection and professional practice.

NSRMLS 2025 – 2026 BOARD



Nicole Leyte

Chair



Leanne MacDonald

Vice Chair



Lori Peters

Public Representative



Monica Moriarty

Treasurer



Beverly White

Secretary



Danielle Silver

Medical Laboratory Technologist



Brian Martell

Public Representative



Meredith Forrest-Parks

Medical Laboratory Technologist



Amanda Henry

Medical Laboratory Assistant



Sarah MacKinnon

Medical Laboratory Technologist

NSRMLS STAFF



Janice Jones BSc MLT

Executive Director/Registrar

The Registrar is responsible for both the operational management and the legal execution of its regulatory mandate. The primary overarching duty is the protection of the public interest by ensuring that registrants are competent, ethical and accountable.



Darlene Gilby

*Professional Practice Manager
(PP Manager)*

Reporting to the Registrar, the Professional Practice Manager is responsible for registrant continuing education, as well as policy development needed to support the Regulator's mission and mandate. The PPM is a key member and the designate responsible to act in the absence of the Registrar.



Nancy Delaney

*Regulatory Practice Coordinator
(RP Coordinator)*

The Regulatory Practice Coordinator supports the Registrar in fulfilling the NSRMLS requirements. Key responsibilities ensuring regulatory compliance, managing licensing applications. The RP Coordinator also serves as a resource for registrants, providing guidance on professional obligations and NSRMLS documents.



ROLE OF THE REGULATOR AND THE BOARD

ROLE OF THE REGULATOR

The Nova Scotia Regulator of Medical Laboratory Sciences (NSRMLS) is responsible for the regulation of the profession and protecting the public by setting standards for practice, ensuring safe practice and competence, and investigating complaints regarding registrants' practice. Currently, the NSRMLS has approximately 1,500 registrants across Nova Scotia in three distinct professional groups; combined laboratory and xray technologists, medical laboratory assistants, and medical laboratory technologists, leading to evolving demands on the organization.

The Nova Scotia Regulator of Medical Laboratory Sciences (NSRMLS) remains dedicated to its mandate of regulating the professions and protecting the public. This is achieved by:

- Setting standards of practice and code of ethics
- Ensuring Public safety
- Investigating complaints regarding registrants

BOARD DEVELOPMENT AND UPCOMING TRANSITIONS

Board Composition

There were several changes to the Board of Directors this past year:

Departures: We sincerely thank Phil Veinotte (Public member) and Erin MacGregor (Professional member) for their invaluable experience and contributions during their terms.

Public Members: We welcome a new public member Brian Martell. We also acknowledge the re-appointment of Monica Moriarty and Lori Peters for a second term. The public perspective remains integral to all discussions.

Professional Members: The current roster of professional members includes Nicole Leyte, Bev White, Meredith Forrest-Parks, Sarah MacKinnon, Leanne MacDonald, Danielle Silver, and Amanda Henry. The Board has representation of MLA and MLT registrants.

Board Development Opportunities: The Board took part in continuing learning activities such as EDIRA, governance and investigations.

The Board is currently preparing to transition from a semi-formal policy governance model to a Policy Governance model in 2026–2027. This shift will move the Board's focus from operations to strategic requirements. Effective board leadership will now centre on defining desired results, creating policies for strategic direction and monitoring NSRMLS performance.

REGISTRATION AND LICENSURE

NSRMLS establishes and upholds requirements for registration and licensure for medical laboratory professionals in Nova Scotia. Anyone entering or re-entering the profession must demonstrate they have the knowledge, qualifications, experience, and character to support and provide safe and effective testing for Nova Scotians.

NSRMLS creates standards and guidelines that set minimum requirements for how medical laboratory professionals should practice. These standards support professional and quality practice by describing expectations for safe, ethical, competent practice.

Committees and NSRMLS staff continued work throughout 2025–2026 to review and update all current practice standards and code of ethics, and develop new standards as needed.

Highlights of this work include:

- 1 NSRMLS released new Standards for the Prevention of Sexual Misconduct, as required by the RHPA General Regulations.
- 2 Updates to the Guide to Supervised Practice are complete, and the document is posted on the website.
- 3 Revisions to standards of practice and code of ethics.

VOLUNTEER AND COMMITTEE RECOGNITION

The vital work of the Regulator is supported by numerous medical laboratory professionals and public members who volunteer on various committees. We would like to thank all Board members along with:

Vera McCarthy (MLT)	Danielle Kempffer (MLA)	Joanna Little (MLA)
Jennifer Baird (MLA)	Trena Thomas (MLA)	Rebecca Redden (MLA)
Jared Grant (MLA)	Krystal Flakstad (CLXT)	



REGISTRANT DATA

REGISTRANT DATA MAY 2026

Medical Laboratory
Technologists

Active Practising: 838
Non-Practising: 21

Medical Laboratory
Assistants

Active Practising: 615
Non-Practising: 9

Combined Laboratory and
Xray Technologists (CLXT)

Active Practising: 1

MLT REGISTRANT DATA 2025

Registrants	807	
Employed1	794	98.40%
Change in Employment (1 year)	-1	-0.10%
Empl Inflow2	54	6.80%
Empl	52	6.50%
Empl	20	38.50%
Outflows	47.5	
Full-Time	640	80.60%
Part-Time	66	8.30%
Casual	88	11.10%
Average Age	44.9 years	
Avg	18.4 years	

MLA REGISTRANT DATA 2025

Registrants	608	
Employed1	587	96.50%
Change in Employment (1 year)	-1	-0.10%
Full-Time	217	37.00%
Part-Time	63	10.70%
Casual	307	52.30%
Average Age	41.6 years	
Avg Experience	10.0 years	

MLT REGISTRANT DATA 2025

Discipline	Total	%
MLT General	741	93.30%
Cytology	26	3.30%
Clinical Genetics	23	2.90%
Other	4	0.50%

DATA SOURCE: Nova Scotia Regulator of Medical Laboratory Sciences Registration
 period: Jan 1st, 2025 – Dec 31st, 2025. –
 Jane Filina, Senior Data Analyst, NS Department of Health and Wellness

NSRMLS REGISTRANT DATA 2025

Notice of Non-Practice

Retired	38
Relocation	24
Parental	22
Other	14

Letter of Standing Requests 19

2026 Renewals Received

Applications Received	
September	145
October	382
November	798
December	108

Completed by January 01 2026 100%



COMMITTEES & QUALITY ASSURANCE

COMMITTEES

New statutory and non-statutory committees are in the process of being formed in accordance with the RHPA requirements, accompanied by their respective terms of reference, including:

- *Registration and Licensing Committee (formerly Credential Committee)*
- *Registration and Licensing Review Committee*
- *Reinstatement Committee*
- *Professional Practice Committee*
- *Professional Conduct Committee*
- *Appointment Committee (formerly nomination committee)*

Credential Committee 2025 – 2026

The committee meets to advise and provide recommendations regarding issues pertaining to an applicant or registrants credentials as it relates to Medical Laboratory Assistant (MLA), Medical Laboratory Technologists (MLT) and Combined Laboratory and Xray Technologists (CLXT).

Committee members: Lori Peters, Vera McCarthy, Danielle Silver, Meredith Forrest-Parks

Out comes: Appeals 0

Reviews 15

Provisional License Revoked 4

Learning Plans 5

Exam Access Granted 5

License Exemption 1

Finance & Executive Committee

The committee meets to advise and provide recommendations regarding issues pertaining to financial and other matters that require immediate attention and make recommendation's to the Board.

Committee Members: Nicole Leyte, Monica Moriarty, Beverly White, Leanne MacDonald

COMMITTEES

Professional Conduct

NSRMLS has the responsibility to address concerns and complaints related to the practice of medical laboratory technology in Nova Scotia. NSRMLS publishes information on its website in plain language about how to make a complaint and about the professional conduct process.

Committee members: Lori Peters, Vera McCarthy, Danielle Silver, Meredith Forrest-Parks

Complaint Allegation Summary and Outcomes

Professional Misconduct	1	(Open 2026 ongoing)
Incapacity	0	
Authorize Resignation	0	
Caution	1	(Open 2024 - closed 2026)
Dismissed	2	(Open 2025 - closed 2026)
Informal Resolution	0	
Unresolved Complaints	4.	(open 2025-1 Open 2026-3)

Appointment Committee: The Appointment Committee, consisting of a public member and registrants, will be responsible for selecting and recommending candidates for the initial Board. NSRMLS is in the process of selecting the registrants and public member for the appointment committee.

QUALITY ASSURANCE FOR REGULATORS

The Nova Scotia Government, Quality Assurance Program for Regulator Performance (QAPRP) evaluates self-regulating health professions based on established standards of good governance. Founded under the Regulated Health Professions Act (RHPA), this program guarantees that regulators operate transparently, remain accountable, and consistently safeguard the public interest.

NSCMLT is proud to announce that we are in full compliance –November 2025

To see NSCMLT report go to:

<https://www.novascotia.ca/sites/default/files/documents/1-3973/nscmlt-qaprp-compliance-report-1a-en.pdf>

REGISTRANT QUALITY ASSURANCE REPORT

TeKnowledge.ns Report: NSCMLT previous quality assurance program (TeKnowledge.ns) came to an end in 2025. The completion of the 2025 cycle finalized all activities in the TeKnowledge.ns program and all registrants will be enrolled in the new Career Span Competence Program by June 1, 2026.

2025 Completed: 89* *1 late submitted in 2026

Audit: 16

Career Span Competence (CSC) Program: Is an online program that supports regulators and registrants to meet the professional development requirements for legislation. The CSC program is evidence-informed and was developed by professional experts in the field to meet the needs of Medical Laboratory Professionals. The program supports registrants as they identify their professional development needs, areas of interest, long term goals and professional aspirations. To support registrants transition to the Career Span Competence Program information sessions were held and a Career Span Competence Guide has been developed.

Total Enrolled: 1461

Cohort 1	424 Commence Feb. 2205 Complete Nov. 2026	Top 3 Career span competencies • Maintaining personal wellness (47%) • Communicate effectively (22%) • Practice in a self-reflective manner (14%) Registrants learning included self-study, attending courses/workshops and obtaining peer support.
Cohort 2	267 Commence June 2025 Complete March 2027	Top 3 Career span competencies • Comply with legal requirements (22%) • Function in a client centered manner (17%) • Communicate effectively (17%) 99% of registrants in Cohort 2 have begun working on their professional development activities. Learning activities included self-study and attending courses/workshops.
Cohort 3	122 Commence Feb. 2026 Complete Nov. 2027	50% have completed their profile and self-assessment.
Cohort 4	654 Commence June 2026	In progress



Registrants are required to fulfill minimum entry qualifications in terms of education and skills, ensuring that they are both competent and able to practice safely and effectively.



Registrants must complete a self-assessment and establish four smart goals, with one in each domain: one goal related to professionalism, two goals focused on best practices, and one goal centred on collaboration. Additionally, a learning plan shall be created and completed for each goal within the two-year cycle. It's essential that these goals align with the NSRMLS standards of practice.



Registrants are chosen for the Competence Review by NSRMLS based on risk indicators in their practice. The Regulator focuses resources on those with more indicators, but those with few or no indicators may also be included.

EXPECTED OUTCOME

Improve how our registrants' education responds to the changes and shifts within the healthcare system and enhance our continuing competence evaluation for our registrants to keep up with healthcare changes and changes in regulation.

Quality Assurance for Fair Registration to Practices Act (FRPA)

The NS Government Review Officer administers the Fair Registration Practices Act that ensures that the Regulator has registration practices that are transparent, objective, impartial and procedurally fair.

NSCMLT is proud to announce that we are in full compliance –May 16 2025

To see NSCMLT report go to:

<https://novascotia.ca/lae/fair-registration-practices/documents/2025-05-16-frpa-review-report-nscmlt.pdf>



2026 – 2027 OPERATIONAL OVERVIEW

Upcoming Registrant Competence Practice Review

The RHPA requires each health professional regulator to conduct competency assessments as part of their Continuing Competence Program. NSRMLS will develop a model that meets legislative requirements and ensure MLPs have the knowledge and skill set to practice.

Registrants will be selected for participation in a Competence Practice Review using a risk-based selection (RBSA), which allows the Regulator to focus resources on those registrants with more risk indicators in their practice. While registrants with more indicators are more likely to be selected for Competence Review, registrants with none or few indicators may also be selected.

One of the goals of the practice Competence review is to identify if a registrant requires support in one or more areas, they may be assigned mandatory learning specific to their needs with a timeline for completion.

NSRMLS is dedicated to maintaining fair, accessible, and efficient regulatory processes.

OPERATIONAL EFFICIENCY

- New **database** to meet the RHPA requirements, registrant requirements and NSRMLS requirements.
- The Equity, Diversity, Inclusion, Reconciliation and Accessibility (EDIRA) consultation will include new initiatives to support the voluntary collection of data from registrants who identify as Indigenous or from registrants racialized groups.
- Collecting indigenous identity data will support the NSRMLS ongoing response to Truth and Reconciliation Commission Call to Action 23, which calls on the government to increase the number of Indigenous health-care professionals and ensure their retention in Indigenous communities.
- Laying the groundwork for new consultative committees and recruitment policies for Board and Committee membership.
- The first cohort of registrants is anticipated to complete the CSC process in early 2027. We will request feedback from the cohort to identify areas of success and areas for improvement. We look forward to sharing the results of the initial cohorts in our next Annual Report! In the meantime, NSRMLS will keep registrants informed of any changes and revisions to the CSC as we work to ensure the program remains relevant, effective, and up-to-date.



NSRMLS

Nova Scotia Regulator of
Medical Laboratory Sciences

OVERVIEW OF NSRMLS UPCOMING CHANGES FOR 2026 – 2027

Board Structure and Governance

The initial Board will be appointed by the newly formed Appointment committee, utilizing a Board matrix and application process. This Appointment Committee will include one public member and at least three professional registrants who are not members of the NSRMLS Board. The committee will recommend appointees to the Board for approval.

Transition to a New Board Composition

Starting in 2026–2027, the Board will shift from a ten-member structure consisting of seven professionals and three public members. to a seven member Board, in accordance with the Regulated Health Professions Act. The revised Board will comprise four professional members and three public members.

Policy Governance Model

In 2026–2027, the Board's governance structure will evolve from a semi-formal model to a Policy Governance model. This transition will necessitate substantial engagement from the Board to revise policies, operational practices, and oversight mechanisms. The Board will concentrate on strategic objectives, while the Executive Director/Registrar will oversee daily operations and report back to the Board on outcomes. The Board's responsibilities will include defining desired results, approving practices, and delegating tasks to the Registrar. Additionally, the Board will formulate clear policies, monitor organizational performance, and evaluate the Registrar accordingly.

Establishment of Committees

In 2026–2027, new statutory committees will be created as mandated by the RHPA.

- Establish a practice review committee
- Develop terms of reference to comply with the RHPA requirements

Policy Alignment

Policies will be aligned with the new Regulated Health Professionals Act, its associated regulations and requirements.



2025 SUMMARY OF FINANCIAL STATEMENT

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS
Financial Statements
Year Ended December 31, 2025

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Index to Financial Statements

Year Ended December 31, 2025

	Page
INDEPENDENT AUDITOR'S REPORT	1 - 2
FINANCIAL STATEMENTS	
Statement of Financial Position	3
Statement of Revenues and Expenditures	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Financial Statements	7 - 10

LYLE TILLEY DAVIDSON
Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

To the Members of Nova Scotia College of Medical Laboratory Technologists

Opinion

We have audited the financial statements of Nova Scotia College of Medical Laboratory Technologists (the "College"), which comprise the statement of financial position as at December 31, 2025, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2025, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements for the year ended December 31, 2024 are unaudited.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

(continues)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Lyle Tilley Davidson

June 23, 2026

CHARTERED PROFESSIONAL ACCOUNTANTS

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Statement of Financial Position

December 31, 2025

	2025	2024 (Unaudited)
ASSETS		
CURRENT		
Cash	\$ 742,437	\$ 377,562
Marketable securities (Note 4)	1,597,091	1,441,705
Accounts receivable	267	-
Prepaid expenses	8,596	6,928
	<u>\$ 2,348,391</u>	<u>\$ 1,826,195</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 17,252	\$ 12,302
Deferred revenue (Note 5)	572,134	330,445
	<u>589,386</u>	<u>342,747</u>
NET ASSETS		
Unrestricted net assets	764,005	488,448
Internally restricted net assets (Note 7)	995,000	995,000
	<u>1,759,005</u>	<u>1,483,448</u>
	<u>\$ 2,348,391</u>	<u>\$ 1,826,195</u>

LEASE COMMITMENTS (Note 8)

ON BEHALF OF THE BOARD

Director

Director

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Statement of Revenues and Expenditures

Year Ended December 31, 2025

	2025	2024 <i>(Unaudited)</i>
REVENUE		
Membership fees	\$ 654,134	\$ 347,148
Other	551	5,135
	<u>654,685</u>	<u>352,283</u>
EXPENDITURES		
Database and website improvements	60,941	23,163
Fees and dues	11,620	9,480
Insurance	4,342	3,520
Interest and bank charges	15,426	6,718
Investigations	5,753	38,798
Legal and accounting	19,277	24,160
Meetings and conventions	10,218	8,252
Office supplies and copier	9,724	7,670
Rental	12,764	12,233
Salaries and benefits <i>(Note 6)</i>	264,364	185,551
Special projects	100,820	119,310
Strategic planning	15,967	2,000
Telephone	3,191	2,735
Travel	6,266	2,730
	<u>540,673</u>	<u>446,320</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES FROM OPERATIONS	<u>114,012</u>	<u>(94,037)</u>
OTHER INCOME		
Unrealized gain on marketable securities	94,970	138,955
Investment income	50,773	48,155
Gain on sale of marketable securities	31,442	19,646
Investment management fees	<u>(15,640)</u>	<u>(14,133)</u>
	<u>161,545</u>	<u>192,623</u>
EXCESS OF REVENUE OVER EXPENDITURES	<u>\$ 275,557</u>	<u>\$ 98,586</u>

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Statement of Changes in Net Assets

Year Ended December 31, 2025

	Unrestricted Net Assets	Internally Restricted Net Assets	2025	2024 <i>(Unaudited)</i>
NET ASSETS - BEGINNING OF YEAR	\$ 488,448	\$ 995,000	\$ 1,483,448	\$ 1,384,862
Excess of revenue over expenditures	275,557	-	275,557	98,586
NET ASSETS - END OF YEAR	\$ 764,005	\$ 995,000	\$ 1,759,005	\$ 1,483,448

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Statement of Cash Flows

Year Ended December 31, 2025

	2025	2024 <i>(Unaudited)</i>
OPERATING ACTIVITIES		
Excess of revenue over expenditures	\$ 275,557	\$ 98,586
Items not affecting cash:		
Gain on disposal of marketable securities	(31,442)	(19,646)
Unrealized gain of marketable securities	(94,970)	(138,955)
	<u>149,145</u>	<u>(60,015)</u>
Changes in non-cash working capital:		
Accounts receivable	(267)	1,133
Accounts payable and accrued liabilities	4,951	(3,203)
Deferred revenue	241,689	19,245
Prepaid expenses	(1,668)	(5,482)
	<u>244,705</u>	<u>11,693</u>
Cash flow from (used by) operating activities	<u>393,850</u>	<u>(48,322)</u>
INVESTING ACTIVITIES		
Withdrawals from marketable securities	30,000	225,000
Increase in marketable securities	(58,975)	(247,796)
	<u>(28,975)</u>	<u>(22,796)</u>
Cash flow used by investing activities	<u>(28,975)</u>	<u>(22,796)</u>
INCREASE (DECREASE) IN CASH FLOW	364,875	(71,118)
Cash - beginning of year	<u>377,562</u>	<u>448,680</u>
CASH - END OF YEAR	\$ 742,437	\$ 377,562

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Notes to Financial Statements

Year Ended December 31, 2025

1. PURPOSE OF THE COLLEGE

Prior to 2004, Nova Scotia College of Medical Laboratory Technologists (the "College") was a non-profit society. Effective January 1, 2004 the College became a regulated health profession in Nova Scotia and changed their name to the Nova Scotia College of Medical Laboratory Technologists. The College has the authority to establish and enforce standards of practice for the profession.

For Canadian income tax purposes, the College qualifies as a not-for-profit organization which is exempt from income tax under the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Financial instruments

Financial instruments are recorded at fair value when acquired or issued, except for transactions with related parties which are recorded at the exchange amount. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Cash

Cash includes cash on hand and cash held in Canadian financial institutions, net of any outstanding transactions.

Marketable securities

Investments for which there are quoted prices in an active market are carried at fair value. Unrealized gains or losses are reported as part of excess (deficiency) of revenue over expenditures. Investments for which there is not an active market are carried at amortized cost except when it is established that their value is impaired. Impairment losses, or reversal of previously recognized impairment losses, are reported as part of excess (deficiency) of revenue over expenditures.

Capital assets

Capital assets are expensed during the year of acquisition, during the year \$3,909 (2024 - \$1,601) in capital asset purchases were expensed.

Revenue recognition

Nova Scotia College of Medical Laboratory Technologists follows the deferral method of accounting for contributions.

Seminar fees are recognized as revenue when the seminars are held and when collection is reasonably assured.

Membership fees are based on the calendar year and are recognized as revenue in the applicable year.

Interest, dividends and investment income are recorded as received.

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NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Notes to Financial Statements

Year Ended December 31, 2025

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Contributed services

The operations of the College depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Significant estimates include accrued liabilities. Actual results could differ from these estimates.

3. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. Financial instruments include cash, marketable securities, and accounts payable and accrued liabilities. The following analysis provides information about the College's risk exposure and concentration as of December 31, 2025.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The College is exposed to credit risk from members. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The College has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources and accounts payable.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The College is mainly exposed to currency risk and interest rate risk.

Currency risk

Currency risk is the risk to the College's earnings that arise from fluctuations of foreign exchange rates and the degree of volatility of these rates. The College is exposed to foreign currency exchange risk on cash and investments held in U.S. dollars of \$457,568 (2024 - \$405,526). The College does not use derivative instruments to reduce its exposure to foreign currency risk.

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NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Notes to Financial Statements

Year Ended December 31, 2025

3. FINANCIAL INSTRUMENTS *(continued)*

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the College manages exposure through its normal operating and financing activities. The College is exposed to interest rate risk primarily through interest bearing securities.

4. MARKETABLE SECURITIES

	<u>2025</u>	<u>2024</u>
Equity investments	\$ 1,014,090	\$ 901,702
Fixed income investments	<u>583,001</u>	<u>540,003</u>
	<u>\$ 1,597,091</u>	<u>\$ 1,441,705</u>

Marketable securities are recorded at market value. Unrealized gains and losses related to the marketable securities and transaction fees are included in excess revenues over expenditures for the year. Adjusted cost base as of December 31, 2025 was \$1,276,530 (2024 - \$1,241,694).

5. DEFERRED REVENUE

Deferred revenue represents funds received in advance for membership fees which are related to a service period subsequent to year end.

6. RELATED PARTY TRANSACTIONS

The following is a summary of the College's related party transactions:

	<u>2025</u>	<u>2024</u>
<u>Related party transactions</u>		
Board members		
Honorariums	<u>\$ 10,770</u>	<u>\$ 10,058</u>

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

NOVA SCOTIA COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS

Notes to Financial Statements

Year Ended December 31, 2025

7. INTERNALLY RESTRICTED NET ASSETS

Internally restricted net assets have been set up for expenditures over and above normal operations and are allocated as follows:

	<u>2025</u>	<u>2024</u>
Professional conduct reserve	\$ 500,000	\$ 500,000
Operational reserve	270,000	270,000
Special project reserve	150,000	150,000
Patient therapy reserve	75,000	75,000
	<u>\$ 995,000</u>	<u>\$ 995,000</u>

8. LEASE COMMITMENTS

The College has a long term lease with respect to its premises. The lease contains renewal options and provides for payment of utilities, property taxes and maintenance costs. Future minimum lease payments as at December 31, 2025, are as follows:

2026	\$ 5,756
2027	5,961
2028	5,961
2029	<u>3,477</u>
	<u>\$ 21,155</u>

CONTACT INFORMATION

For inquiries, registration relations, or practice concerns and additional details about NSRMLS, please feel free to reach out to us through the following emails. We are committed to maintaining open and transparent communication.

NSRMLS

202-1597 Bedford Highway
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Email: info@nscmlt.org

Key Contacts for License Relations

For questions regarding becoming licensed, please contact:

- Nancy Delaney

Regulatory Co-ordinator

Email: Nancy.delaney@nscmlt.org

For questions regarding professional development or practice concerns please contact:

- Darlene Gilby

Professional Practice Manager

Phone: (902) 789-6465

Email: darlene.gilby@nscmlt.org

Website and Social Media

Stay updated with our latest news, announcements, and insights by following us online:

- **Website:** www.nsrmls.ca

