

Frequently Asked Questions – New license requirements for Medical Laboratory Assistants (MLAs) and financial support for associated fees – April 14, 2025

The following is information for leaders and their teams to understand and answer questions related to the new license requirements for Medical Laboratory Assistant (MLA)

General FAQs	Why is there a new MLA license requirement?	There are global Medical Laboratory professional staffing shortages and Nova Scotia requires innovative ways to address these shortages. Expanding the scope of practice for MLAs gives MLTs more support resulting in better working environments for staff and better healthcare for patients.
	Who will regulate the new MLA license?	The Nova Scotia College of Medical Laboratory Technologists (NSCMLT) regulates the practice of Medical Laboratory Technologists and will be responsible for regulating Medical Laboratory Assistants, and the new Combined Laboratory X-ray Technologist as of May 03, 2025, under provincial legislation.
	When does the new license requirements for MLAs come into effect?	Effective May 03, 2025, MLAs will be mandated to have formal licensure with NSCMLT.
	Can an MLA in Training apply for the license?	Yes, MLAs in Training will be required to obtain a provisional license with NSCMLT that includes practice restrictions.

	Will these changes help address current healthcare system challenges, such as staffing shortages or wait times?	Nova Scotia's growing population has led to an increased demand for healthcare services, including laboratory diagnostics. MLAs are essential in supporting medical testing, and the province anticipates steady growth in this field providing job security for those entering the profession.
	How will this change impact patient care?	This regulatory step is intended to enhance public safety, strengthen professional standards and support health care teams.
Staff FAQs	What are the new requirements to work as an MLA at NSH?	Effective May 3, 2025, all MLAs at NSH will be mandated to have formal licensure with NSCMLT.
	How will the role and responsibilities of a Medical Laboratory Assistant change?	MLAs will be able to work independently without supervision. The MLTs will provide direction to the MLA.
	Can an MLA in Training work for Nova Scotia Health?	Yes, NSH will hire an MLA in Training as a casual position if they are currently enrolled or completed a recognized Medical Laboratory Assistant Program or equivalent but haven't written the exam. They are required to have direct supervision by an MLT.
	How does an MLA obtain licensure?	Current Requirements: Canadian Government issued photo identification, proof of current professional liability insurance \$2,000,000, resume, copy of MLA diploma, and proof of successful completion of certification exam (CSMLS or MLPAO) and pay required fees. What Are the Requirements For MLAs To Obtain Licensure? - Nova Scotia College of Medical Laboratory Technologists

	<p>When is the registration submission due?</p>	<p>The College has provided a submission deadline of April 28, 2025 <i>(submissions received after April 28th cannot be guaranteed to be processed by May 3.)</i></p> <p>Note: Employment with Nova Scotia Health will not be disrupted if submissions are received by May 3, 2025.</p>
	<p>Will there be a cost for the new license? How much?</p>	<p>Information on renewal dates, fees, payroll deduction details etc. can be found here: Annual Renewal - Nova Scotia College of Medical Laboratory Technologists.</p> <p>The initial license fee for 2025 will be \$442. This includes a one-time application fee (\$175.00) & a pro-rated license fee (\$267.00).</p> <p>Government understands the financial hardship the increased licensing fee under the Nova Scotia College of Medical Laboratory Technologists (NSCMLT) may create for MLAs. The Department of Health and Wellness will provide one-time coverage of \$308.50 to offset the application fee (\$175) and half of the pro-rated licensing fee (\$133.50) for 2025.</p> <p>Medical laboratory assistants will continue to apply to the NSCMLT prior to the deadline; however, there may be a few days delay before their registration portal is updated to reflect the change in fees for first-time applications.</p> <p><i>Fees must be directly paid to NSCMLT with the completed application.</i></p>

		<p>If you have already completed your registration and paid the associated fees, the college will reimburse you a total of \$308.50.</p> <p>The annual fee for 2026 will be \$400.</p>
	Will current NSH MLAs be required to register for the license?	<p>Yes, current MLAs will be required to register for a license.</p> <p><i>NOTE: Any MLA who is currently employed with NSH and has not completed an MLA certification exam (excluding MLAs in training) will receive licensure under a "legacy arrangement".</i></p> <p>Note: All new employees as of May 3, 2025 will be required to have the license.</p>
	Do MLAs on active leave need to obtain a license now or when they return to work?	MLAs on active leave will need to obtain a license prior to return to work.
	What happens to an MLAs employment if they do not register?	All practicing MLAs in Nova Scotia are required by law to be licensed as of May 3, 2025. Current MLAs employed at NSH will be unable to work without an active license and go on unpaid leave.
	Is there a list of MLAs who have registered?	The NSCMLT roster can be viewed at: https://nscmlt.org/public-protection/active-members-roster?lang=en
	How will this change impact the salary for MLAs?	MLA compensation will be reviewed with the applicable unions as we move through the process

	Will MLAs receive reminder emails when renewals are due?	Yes, reminder emails will be sent by NSCMLT
	How can I stay informed on the latest updates for MLAs?	Please sign up at the following weblink: MLA and CLXT Sign Up To Stay Informed - Nova Scotia College of Medical Laboratory Technologists