



# CMLPSK Strategic Plan

2026-2029

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## INTRODUCTION

The College of Medical Laboratory Professionals of Saskatchewan (CMLPSK), formerly the Saskatchewan Society of Medical Laboratory Technologists, is constituted under *The Medical Laboratory Technologists Act, 1995* and its associated Bylaws. As the professional regulatory body for Medical Laboratory Technologists (MLTs) in Saskatchewan, the CMLPSK is responsible for licensing approximately 800 members and ensuring they meet the standards necessary to protect the public. Governance of the College is provided by a Council and an Executive Director, with operations guided by the Strategic Plan approved by council in February 2026, which establishes direction for the next three years.

Public safety, trust, and confidence in the healthcare system remain foundational to the College's mandate. As healthcare continues to evolve, strong and effective regulation ensures that MLTs meet the highest standards of professional practice, safeguarding the quality and reliability of laboratory services. This strategic plan demonstrates our ongoing commitment to strengthening these protections by enhancing the regulatory frameworks that uphold the competency, integrity, and accountability of MLTs.

At the core of this plan is the recognition that rigorous regulation is essential to protecting the public, and that this must be balanced with a supportive and responsive environment that enables MLTs to excel. By ensuring practitioners have the necessary knowledge, skills, and ethical grounding, we reinforce the provision of safe, high-quality laboratory services throughout Saskatchewan.

The strategies in this plan focus on improving regulatory processes, increasing transparency, strengthening engagement with the public and key partners, and promoting ongoing professional development for MLTs. Through collaboration with healthcare organizations, policymakers, MLTs, and the public, we aim to ensure that regulation remains adaptive to emerging technologies, evolving healthcare needs, and societal expectations.

This plan reflects the College's dedication to public protection and to fostering an environment where individuals can trust in the competence and professionalism of MLTs. By establishing clear priorities, we will maintain regulatory frameworks that remain robust, responsive, and aligned with our mandate to serve the public interest.

The development of this Strategic Plan included the creation of a renewed vision, mission, and values that reflect the evolving regulatory responsibilities of the College of Medical Laboratory Professionals of Saskatchewan (CMLPSK). Through this process, the College established clear and measurable goals for the next three years, ensuring alignment with our mandate to protect the public and support excellence in professional practice.

## VISION

Leading the advancement of safe, accountable, and high-quality medical laboratory practice for the benefit of the public.

## MISSION

To safeguard the public by ensuring competent, accountable, and ethical practice of Medical Laboratory Technologists in Saskatchewan.

## VALUE STATEMENTS

### **Public Protection**

Uphold the principles of integrity, transparency, and accountability while applying fair regulatory practices.

### **Professional Integrity**

Regulate Medical Laboratory Professionals with integrity, ethical conduct, and accountability, using fair, respectful, and inclusive regulatory approaches.

### **Quality & Competence**

Promote excellence in practice by fostering ongoing professional development and ensuring the competence of the medical laboratory workforce.

### **Collaboration**

Work constructively with Medical Laboratory Professionals, partners in health care, and the public to strengthen safe, high quality laboratory practice.

### **Responsible Stewardship**

Use our authority and resources wisely, making decisions that reflect good governance and long-term public trust.

## STRATEGIC PRIORITIES

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### 1. STRENGTHEN PUBLIC PROTECTION

Advance regulatory processes, standards, and decision making that place the safety and well being of the public at the forefront.

**Focus areas may include:**

- Enhancing entry to practice requirements
- Strengthening competency and quality assurance programs
- Ensuring timely, fair, and transparent regulatory decisions
- Revising bylaws, policies and processes

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### 2. ADVANCE TRANSPARENCY AND PUBLIC TRUST

Ensure clear, consistent, and accessible communication about regulatory decisions, expectations, and processes to build confidence in the profession and the College.

**Focus areas may include:**

- Enhancing public-facing information and resources
- Increasing clarity around standards and regulatory requirements
- Strengthening responsiveness and service excellence

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### 3. FOSTER COLLABORATION ACROSS THE HEALTH SYSTEM

Engage Medical Laboratory Professionals, educators, employers, government, and health-system partners to improve safety, quality, and alignment across the profession.

**Focus areas may include:**

- Strengthening regulatory–stakeholder partnerships
- Engaging collaboratively on workforce trends and system needs
- Sharing data and insights that support safe practice
- Collaborating to share resources

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#### 4. ENSURE RESPONSIBLE GOVERNANCE AND STEWARDSHIP

Use authority, resources, and information responsibly to support effective, sustainable regulation that is accountable to the public interest.

**Focus areas may include:**

- Strengthening governance capacity and decision-making
- Updating terms of reference and guidance documents
- Enhancing financial stewardship and operational efficiency
- Modernizing systems, processes, and technology

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