




THE COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF ONTARIO (CMLTO)

RC 03

Language Fluency Requirements

Registration Committee

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LEGISLATIVE REFERENCES	:	O. Reg. 207/94 under the <i>Medical Laboratory Technology Act, 1991</i>
REFERENCE MATERIALS	:	
APPENDICES	:	
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COMMITTEE CHAIR SIGNATURE	:	 Paula Curti February 20, 2024



1.0 INTRODUCTION

Effective communication is essential for the provision of high-quality, safe, and effective care by medical laboratory technologists (MLT). Reasonable fluency is a CMLTO registration requirement as described by Section 2(1)5 of Ontario Regulation 207/94 under the *Medical Laboratory Technology Act, 1991*:

“The applicant must have reasonable fluency in either English or French.”

Further, the CMLTO Standards of Practice for MLTs requires that “medical laboratory technologists collaborate and communicate effectively with clients/patients, medical laboratory technologists and other health care providers to ensure the safe and effective delivery of service.”

2.0 BACKGROUND

3.0 THE POLICY

Every CMLTO applicant must meet the registration requirements, including the ability to provide objective evidence of reasonable fluency in English and/or French. CMLTO language fluency requirements are met when guarantor-signed evidence that the applicant meets one of the following criteria is provided to the CMLTO as part of an application for registration:

1. Successful completion of a medical laboratory science program accredited by the Health Standards Organization (HSO) (or its predecessor, the Canadian Medical Association conjoint accreditation services); or
2. Submission of proof acceptable to the Registrar (e.g., transcript that states language of instruction) that either: (a) both high school and medical laboratory science program (that was not accredited by the HSO or its predecessor) that included theoretical/academic coursework and a clinical placement, was completed in English or French; or (b) that both high school and undergraduate degree that included theoretical/academic course work and a clinical placement/practicum/internship was completed in English or French; or



3. Submission of published academic paper(s) (e.g., thesis, research publications) authored by the applicant as part of a Masters or Doctorate program successfully completed by the applicant with an accompanying letter of verification acceptable to the Registrar from the principal investigator, a program professor, or supervisor stating English or French was the language of instruction and the language in which the academic paper was written; or
4. Current enrollment as a Voluntary Roster Affiliate.
5. Achievement of the minimum scores outlined below in one of the Registration Committee (RC) approved language fluency tests within the past two years.

Test Section	TOEFL iBT	IELTS – GT	CELP-IP- G	TEF	TCF	MELA	PTE
Listening	24	7.5	8	280-297	503-522	8	71-81
Speaking	24	6.5	8	349-370	12-13	8	76-83
Reading	23	6.5	8	233-247	499-523	8	69-77
Writing	21	6.0	7	310-348	10-11	7	69-78
Total	92	-	-	500-532	-	-	-

Research has shown that language proficiency can vary greatly over time and that language proficiency tests measure English and French proficiency only at the time of testing. For these reasons, test results from English and French language fluency tests provided to the CMLTO as part of an application for registration must not be more than two years old at the time of application to the CMLTO. CMLTO language pass scores are informed by requirements of Immigration, Refugees and Citizenship Canada and Immigration and Refugee Protection Regulations. Additionally, CMLTO consulted the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) language fluency research based on the medical laboratory sciences sector.



Finally, the language fluency requirements are exemptible. The RC recognizes that in addition to the criteria described above, under exceptional circumstances, language fluency may be demonstrated to the satisfaction of the Committee by other methods. Any alternative approaches to assessing language fluency must be at least as comprehensive as the tests listed in the chart, i.e., they must measure written, spoken, reading, and listening skills.

4.0 PURPOSE *(Intent)*

To describe the criteria under which an applicant for CMLTO registration can demonstrate reasonable fluency in English or French as required by legislation.

5.0 SCOPE *(The policy applies to)*

This policy applies to all applicants applying for registration with the CMLTO.

6.0 COMMITTEE PROCESS AND PROCEDURES *(If applicable)*

7.0 PRINCIPLES

8.0 DEFINITIONS

9.0 EXCEPTIONS

This policy does not apply to labour mobility applicants, who are assessed based on information provided by way of a letter of standing from another Canadian medical laboratory technology regulator, as long as equivalent proficiency in the language was a requirement for the granting of the out-of-province certificate.