
Policy: **Proof of Good Character**

Policy Number: 1.9

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Date Revised:

1. Good Character

The Saskatchewan Society of Medical Laboratory Technologists (SSMLT) must carry out its activities in a manner that serves and protects the Public interest. The SSMLT must ensure an applicant's and member's good character as specified in section 18(1)(c) of the Medical Laboratory Technologists Act and section 7(1)(d) of the *SSMLT Regulatory bylaws*.

1.1. New SSMLT applicants must submit:

- A current copy (within the previous 6 months) of their criminal records check, vulnerable sector check, adult abuse registry check, and child abuse registry check. All costs associated are the responsibility of the applicant.

1.2. Members renewing a licence must:

- Make declaration of criminal conviction on renewal form

If the record checks are positive, applicants and registrants must supply a record of charges, findings of guilt, and offences.

2. Criminal Convictions

SSMLT Professional Practices committee will review and determine whether a conviction affects an applicant or registrant's suitability to practice as a medical laboratory technologist for the purpose of registration or renewal with the SSMLT.

3. Disclosure

- 3.1. An applicant must make a written disclosure of a conviction or declare that he or she has not been convicted of an offence.
- 3.2. A member must promptly notify the SSMLT, in writing, of a conviction.

4. Requirements of a positive criminal record

- 4.1 The applicant or member will be required to provide a current criminal record check (including finger printing results) and supply sufficient legal documentation of the conviction including but not limited to:
- the type of conviction;
 - the date of conviction;
 - the date of the offence;
 - the age at the time of offence;
 - the specific nature of the offence and a description of the circumstances of the offence; and
 - the sentence imposed.

5. Review by SSMLT

- 5.1 To determine whether the conviction is relevant to the applicant or member's suitability to practice, the information provided and/or obtained shall be assessed by the SSMLT Professional Practices committee with legal advice as required using the following criteria:
- 5.1.1 Items related to the nature and frequency of the offence; such as but not limited to:
- Did the offence occur when the applicant or registrant was in a position of trust?
 - Does the offence demonstrate dishonest behavior?
 - Does the offence demonstrate behaviors' that would be considered professional misconduct, conduct unbecoming, a breach of the Act or the Code of Ethics, or which are otherwise relevant to one's suitability to practice medical laboratory technology?
- 5.1.2 Was there a penalty imposed and has the penalty has been satisfied?
- 5.1.3 Does the behavior pose a threat to patient safety and/or to an employer's ability to operate safely and efficiently; such as:
- Convictions related to sexual assault, violence or use of a weapon (eg. physical or sexual abuse, sexual assault, armed robbery); Convictions related to honesty and integrity may cast doubt on character and ethical conduct. (eg. fraud, theft, repeated shoplifting);
 - Convictions related to drug or alcohol abuse may indicate a health problem or ethical concern (trafficking, repeated impaired driving convictions); and
 - Multiple convictions may suggest a pattern of conduct.
- 5.1.4 The circumstances of a conviction, atonement or other applicable information; such as but not limited to:
- Age of the applicant or registrant when the offence occurred;
 - The situation of the applicant or registrant at the time of the offence;
 - Were there any extenuating circumstances.
- 5.1.5 Has there been demonstration of successful efforts made at rehabilitation and other factors which eliminate or reduce the likelihood or recurrence; such as but not limited to:
- How much time has elapsed between the conviction and the application
 - Has the applicant or registrant shown any tendency to repeat the kind of behavior for which they were convicted
 - Has the applicant or registrant shown a firm intention to rehabilitate him or herself
 - Has the applicant or registrant applied for or received a pardon

6. SSMLT Decision

The SSMLT Professional Practices committee will consider and review the information described above in consultation with legal counsel as necessary and make a determination in all of the circumstances of the case and render a decision as follows:

- Approve an application or renewal in the case of an existing member
- Approve subject to conditions an application or renewal in the case of an existing member
- Reject an application
- Cancel a registration in the case of an existing member

An applicant or member will have the right to appeal the decision. [See policy 1.7 Appeal of Registration Decisions](#)