

Alberta Precision Laboratories Overview

For New Employee Orientation



**ALBERTA PRECISION
LABORATORIES**

Rev 2.00 October 2025





Welcome to APL!

We're thrilled to have you join us at Alberta Precision Laboratories (APL). As part of the APL family, you are now an essential part of a province-wide effort to deliver safe, reliable, and accurate lab services that support Alberta's entire healthcare system.

Our teams provide everything from routine lab testing to highly specialized diagnostics and public health monitoring. These services are critical to ensuring Albertans receive the highest quality patient care — and your contributions make that possible.

Together, we are building on our commitment to protect the health of Albertans while living our shared values of **kindness, inclusion, innovation, agility, and accuracy**. We're excited for the expertise, energy, and perspective you bring, and we look forward to the impact we'll make — together.

Welcome aboard and thank you for being part of this important work.



Tamara Trotter,
Chief Operating Officer (Interim)



Dr. Carolyn O'Hara,
Chief Medical Laboratory Officer (Interim)

About APL

Alberta Precision Laboratories (APL) is the sole provider of lab services across Alberta.

At APL, we believe lab medicine has the power to change lives. APL manages the entire diagnostic journey — from prenatal to postmortem, with timely, accurate delivery of test results across the continuum. Over 70% of clinical decisions and 80% of care pathways rely on the information derived from laboratory results, informing most downstream patient care management decisions.

With more than 7,500 lab professionals and millions of tests each year, we put patients first by delivering safe, accessible, and high-quality lab services. Our integrated provincial lab model ensures equitable access, faster results, and smarter use of resources — helping us deliver consistent, reliable care for all Albertans while driving innovation in healthcare.



APL Values

We lead with empathy, respect and consideration to meet the needs of our patients, colleagues and partners.

Kindness



We ensure transparency and welcome feedback by engaging with diverse individuals across the healthcare system.

Inclusion



We innovate and create effective solutions by adapting to changes and promoting new ways of thinking.

Innovation



We make effective and efficient decisions to meet the demands of a fast-paced, high demand, ever evolving health system.

Agility



We prioritize patients and maintain high quality and precision, balancing expertise with fiscal responsibility.

Accuracy



APL's Mission & Vision

Mission

We believe in the transformative power of laboratory medicine to improve health for all Albertans.

Vision

Health informed by world-class, integrated laboratory diagnostics.





APL's Strategic Goals

Continue to build an engaged, sustainable and high performing workforce to deliver laboratory medicine through their specialized expertise and capabilities

1

**Strengthen
Workforce
& Culture**

Leverage our provincial model to deliver accessible, equitable, high quality and sustainable diagnostic services across the province.

2

**Enhance
Effectiveness &
Bolster Capacity**

More quickly adopt innovative technologies and practices across our operations and use our immense data assets to advance our priorities and drive system-level improvement in healthcare.

3

**Embrace
Technology &
Innovation**

Fortify our profile, role and influence as laboratory medicine provider in Alberta's health system to advocate for resources, build relationships and advance patient care.

4

**Elevate
Coalitions with
Patients &
Partners**

APL at a Glance

We are:



7,500
Service and
technical staff



1
Provincially
integrated lab
system

Working at:



126
Laboratory testing
sites in Alberta



65
Patient Service
Centres

We completed:



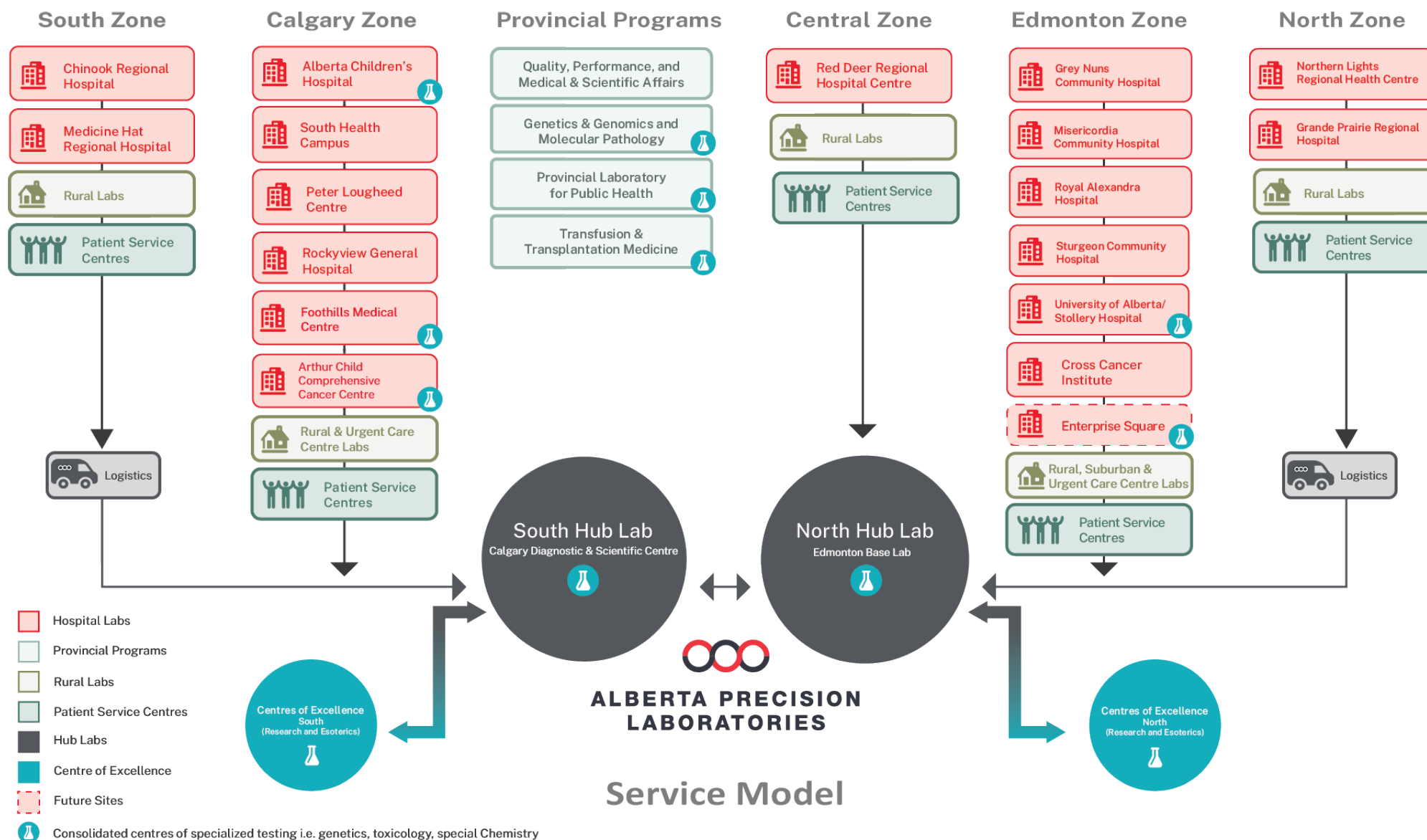
95.5 Million
Tests annually



99%
Of most tests
ordered are
available to
patients on
MyHealthRecords



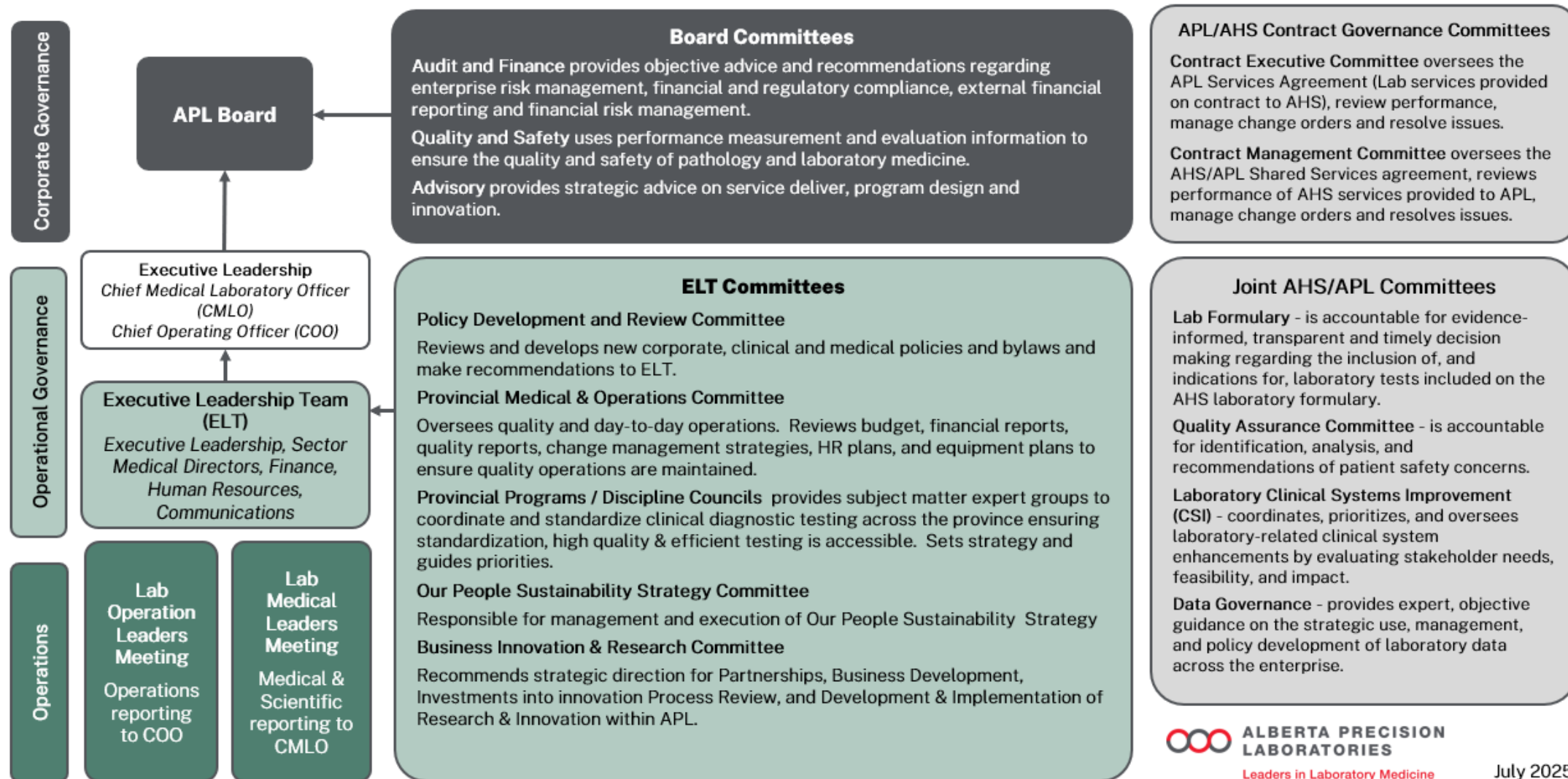
APL Organizational Structure



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Service Model

APL Committee Structure



Performance

Measuring What Matters

At APL, we track key performance indicators (KPIs) to make sure we're meeting the needs of patients, physicians, and other healthcare partners across Alberta.

These measures help us monitor access to care, service quality, and operational efficiency — so we can keep improving and delivering on our mission every day.

Some of the several KPIs we consistently monitor and work to constantly improve are:

- Turnaround times for results
- Access standards
- Patient satisfaction
- User satisfaction
- Patient wait times
- Diagnostic accuracy
- Pathology quality assurance
- Appropriateness
- Patient safety
- Employee safety



APL's Annual Report

Discover What We've Achieved — Together

Every year, Alberta Precision Laboratories (APL) publishes an Annual Report to reflect on the work we've done, the progress we've made, and the impact we've had across Alberta. It's more than just a summary — it's a celebration of our people, our purpose, and our commitment to delivering high-quality lab services that support the health of Albertans.

The report highlights key achievements, showcases innovation, and shares how we're improving access to care, supporting our teams, and leading change in laboratory medicine. It's a great way to learn about the organization you've joined and see how your role fits into the bigger picture.

We encourage you to read the 2024–2025 Annual Report to learn more about how APL is making a difference — and how you're now part of that story.



APL Engagement Plan

Staff engagement is very important to us.

Your voice shapes our future.

At APL, our people are the cornerstone of everything we do. That's why every employee is invited to take part in the *Our People Survey*, produced by Gallup. This engagement survey is an opportunity to share honest feedback on your experience at work. Your insights help us strengthen how we work together, support professional growth, and continue delivering the high-quality lab services Albertans depend on.

We turn feedback into action.

Survey results don't just sit on a shelf — they guide leaders in creating tailored engagement plans for their teams. The focus is on what matters most whether it's professional development, work environment, recognition, or team connections.

We invite you to explore the 2025 APL Engagement Plan to see how staff feedback is shaping a stronger, more supportive workplace.



NOTE: You can access the APL Engagement Plan on the APL Intranet once you have access to the network.



APL Career Profiles

To learn more about careers in APL and hear a testimonial about life as an APL employee, visit [Career Opportunities](#)



THANK YOU



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