CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

Dear CSRT members,

Firstly, I appreciate everything you do! As we have come out of the pandemic, Respiratory Therapists and all membership continue to play an enormous role in health care, amidst the realities of the health human resources crisis.

The 2023 CSRT conference in PEI further proved how strong our profession is. This amazing and successful conference boasted great education, networking and personally was therapeutic! The CSRT continues to tirelessly advocate and support the membership in their work. The CSRT's work on the new strategic plan will provide a strong backbone to the continuing and future work that is required. I am so thankful for the support I get from the CSRT staff, CEO and Board of Directors. This team makes my role so rewarding and exciting.

As a humble representative of a great organization, I reflect on the last few years as an RT and how important life is. We as humans, especially RTs, have persevered and I know will continue to persevere despite the ongoing challenges. Thru the pandemic and the staffing challenges now, it is my team and family that help me get thru these tough days. I encourage you to reflect on the supports you rely on on your tough days.

Respiratory therapists should be proud of the perseverance that helped them through some of the darkest days of our profession. We have become stronger clinicians, stronger leaders and a stronger profession despite the struggles. I am so proud to work along side all of you and you motivate and inspire me to continue working hard for our profession.

Sincerely,
Kuljit Minhas, RRT, BSc.
CSRT President
[Pronouns: He | Him]

CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

ANNUAL REPORT 2022

RESILIENT. GROWING. SUSTAINABLE.

CSRT Vision

Empowering Respiratory Therapists to provide exemplary leadership and care

CSRT Mission

The CSRT provides leadership that advances the profession, practice and understanding of respiratory therapy nationally and internationally by supporting environments that foster innovation and knowledge translation, and by promoting excellence in evidence-based care.

Message from the CEO

At this point each year we take time to reflect on the progress of the CSRT over the past 12 months, and to share that journey with our wider community. Although 2022 saw some reprieve from the challenges of the COVID-19 pandemic, some new challenges faced the profession. As is often the case, alongside those challenges came opportunities for the RT community's voice to help inform decision makers on key challenges. Amongst many other initiatives undertaken, advocacy that focused on healthcare system reform and health human resource challenges were a particularly important focus of the CSRT in 2022.

Having reconnected in person with colleagues and friends from across the country and beyond at the CSRT Annual Conference in Charlottetown just a few weeks ago reminds us all of the importance and value of a strong and resilient national professional association. This year in particular, we were also sure to take a wider reflective lens in order to consider the evolution and impact of the CSRT over the past 5 years and beyond.

In 2018 the CSRT Board of Directors of the time set out an ambitious 5-year strategic agenda, one that included significant redirection of the organization. Under the visionary leadership of then President Jeff Dionne, and subsequently that of Adam Buettner, Chitra Gnanasabesan, and Kuljit Minhas, the CSRT has evolved tremendously and re-established itself as the leading RT professional association. Supported by a move away from regulatory-oriented functions such as entry-to-practice accreditation, the CSRT is able to focus its resources on issues that more directly matter to members each day: influencing decisions made by healthcare leaders, providing high quality continuing professional development, creating opportunity for connection with colleagues across the country, and establishing a stronger knowledge base for the profession.

The 2018-2023 strategic plan was implemented very effectively, and despite the best efforts of a pandemic to derail, the outcomes have exceeded expectations. By wide ranging measures, the CSRT remains a strong and vibrant organization and one that is at its most resilient and sustainable position in history. As that plan nears completion this year, the current Board has been occupied with establishing plans for the next 5 years. Through this, the CSRT has reaffirmed its vision and is actively identifying the mechanisms through which it will build on those past successes - and continue to ensure an even stronger future. The CSRT is steadfast in its aim to represent and advance the RT profession.

Thank you CSRT membership for your always valuable contributions to this community. We sincerely appreciate the ongoing engagement and support of our members and volunteers.

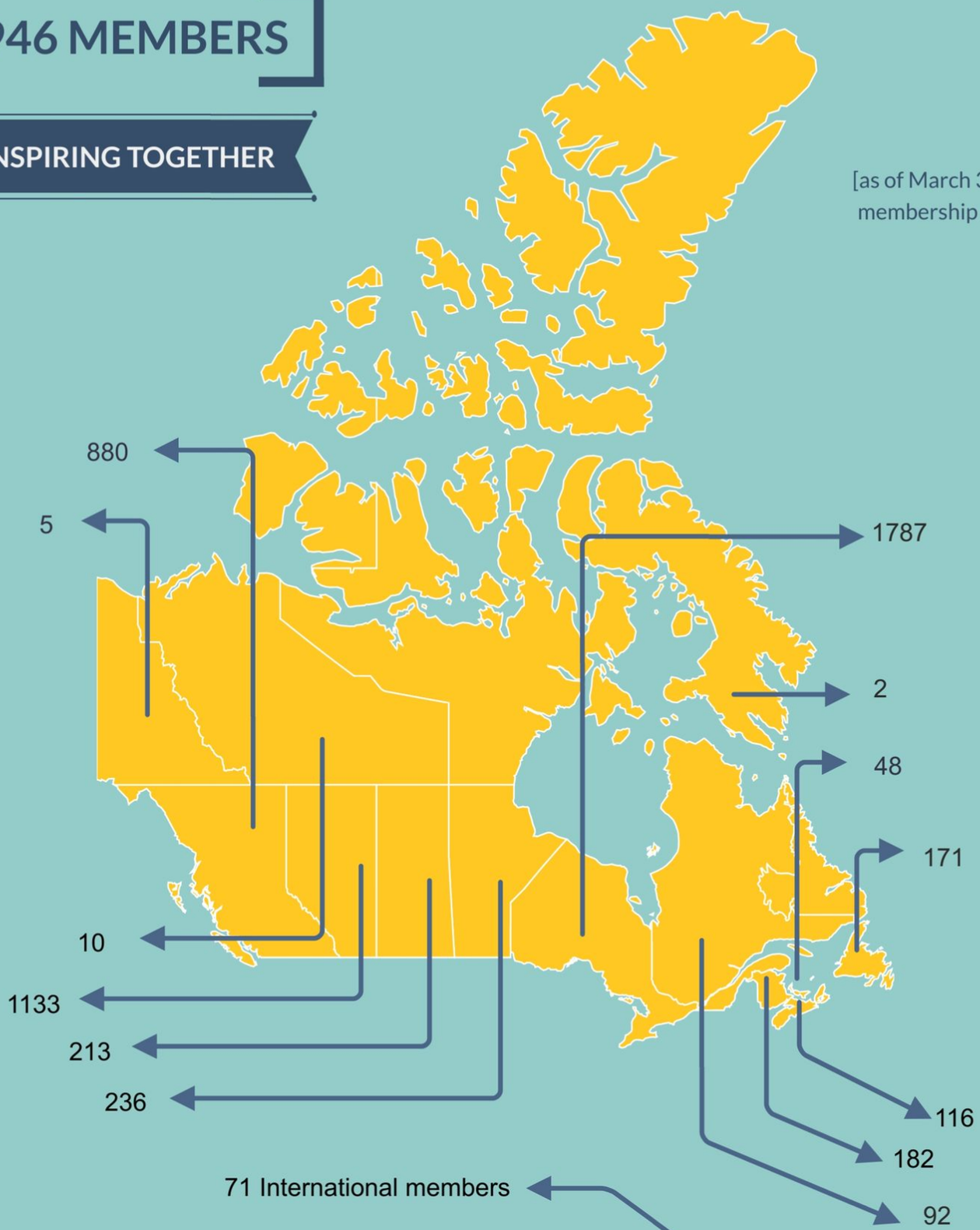
Dr. Andrew West, Chief Executive Officer
[pronouns: he/him; pronom: il]

CSRT Members

4946 MEMBERS

INSPIRING TOGETHER

[as of March 31, 2023 - membership year end]



71 International members

545 Certified Clinical Anesthesia Assistants

6
CSRT Staff Members

12
Corporate Members

312
Amazing Volunteers

2476 VOLUNTEER HOURS!

Benefits that are career empowering and that support personal well being

Meeting the needs of RT students across the country

CSRT continues to expand the range of benefits and services available to students. In 2022 the CSRT held two student-only events focusing on frequently requested topics, and stretching beyond issues addressed by the educational programs. There was even some opportunity to for networking and fun!

CSRT FELLOWSHIP (FSCRT)

The CSRT provides recognition to registered members who have made a significant contribution to the science and profession of RT, and who demonstrate lifelong learning by awarding the FCSRT.

There are currently 190 CSRT registered members who have been awarded the FCSRT!

Discounts on educational opportunities!

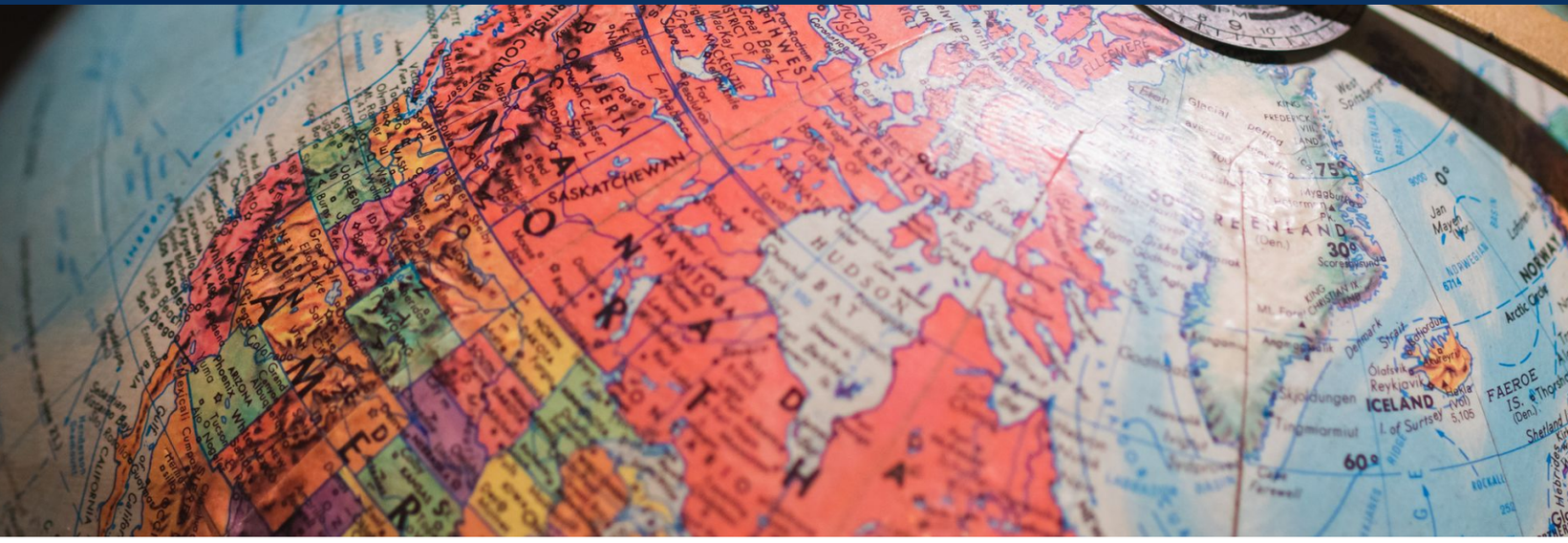
CSRT members receive discounts on practice-relevant courses.

Respiplus offers courses focusing on COPD management from healthcare professionals, and the proper use of inhalation medications.

RESPTREC courses are designed to develop the knowledge, skills, and competencies required to empower people and their caregivers to optimally manage their chronic disease. **RESPTREC** also offers CRE preparation courses.

New CSRT affinity partner, Bell, now offers CSRT members exclusive pricing on phones and data plans!

Advocacy for RTs, patients and families, and for the RT profession in local communities, across Canada, and globally



The CSRT continues to advocate for RTs and for better healthcare across Canada alongside our partners, including as a member of several respected collaborations.

Choosing Wisely Canada™

HEAL
Organizations for Health Action

CANADIAN THORACIC SOCIETY

BCSRT
BC Society of Respiratory Therapists

ICRC™

Quality End-of-Life Care Coalition of Canada
La Coalition pour des soins de fin de vie de qualité du Canada

YOU ARE RECOGNIZED AND REPRESENTED.

CSRT advocacy efforts in 2022 focused squarely on the health care crisis being experienced in all jurisdictions across Canada.

A central pillar of these efforts have been the **CSRT Policy Recommendations** established as an advisory framework for all levels of government and healthcare organizations. They incorporate distinct attention to the perspectives of respiratory therapists and were **welcomed by the Federal Government and by every Provincial and Territorial Ministry of Health**.

The recommendations directly inform decision makers that trying to fix the Canadian healthcare system by focusing only on physicians and nurses will not work.

Area of Need	Recommendations
Support Canada's current healthcare workforce	1. Establish recruitment and retention strategies that equitably support respiratory therapists and all health providers across areas of need. 2. Establish a national strategy to support the mental health of respiratory therapists and all healthcare providers.
Invest in Canada's future healthcare workforce	3. Establish impactful pathways to get internationally educated respiratory therapists and other healthcare providers working. 4. Improve educational system infrastructure to increase the number of respiratory therapists and other health providers in need.
Build sustainable health system models	5. Ensure calls for system renewal are met by scaling up collaborative, interprofessional primary care teams that include respiratory therapists. This will allow Canadians to access timely care by health providers practicing in a team-based model. 6. Establish a national workforce data collection approach that includes respiratory therapists and all healthcare providers to ensure that future HHR decisions are optimally informed.

Respiratory Therapists Keep Canadians Alive

WWW.CSRT.COM

The Canadian Healthcare System: More than Just Doctors and Nurses

RTs' VOICES BEING HEARD

In 2022 the CSRT again undertook extensive advocacy communications campaigns with all levels of government - federal, provincial and territorial.

The CSRT advocacy program - policy recommendations, survey and workforce data, and promotion of the RT profession - are paying off!

The CSRT was invited to participate in a number of stakeholder forums **advising government on health human resource issues**, including foreign credential recognition, healthy workforce, and recruitment and retention.

The CSRT was invited to join Team Primary Care, a key initiative **poised to shape Canada's primary care landscape** in every jurisdiction.

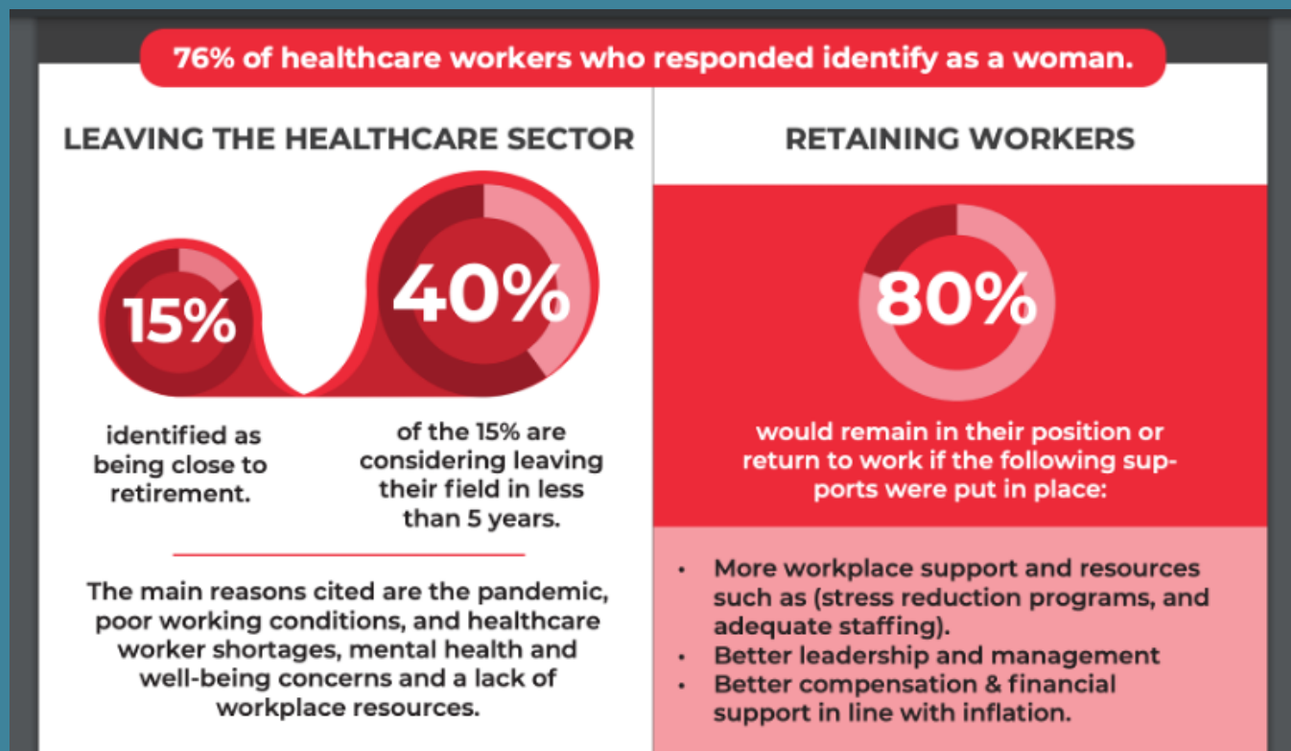
The CSRT has been a key advisor on the provincial discussions relating to **anesthesia care teams, particularly in British Columbia and Ontario.**

The CSRT coordinated evaluation and established interprofessional guidance in partnership with the **Canadian Thoracic Society and Canadian Sleep Society** to support RTs patients during a significant NIV device recall.

Ongoing CSRT surveying of RTs across Canada is informing current advocacy work – and helping to establish advocacy plans for the future.

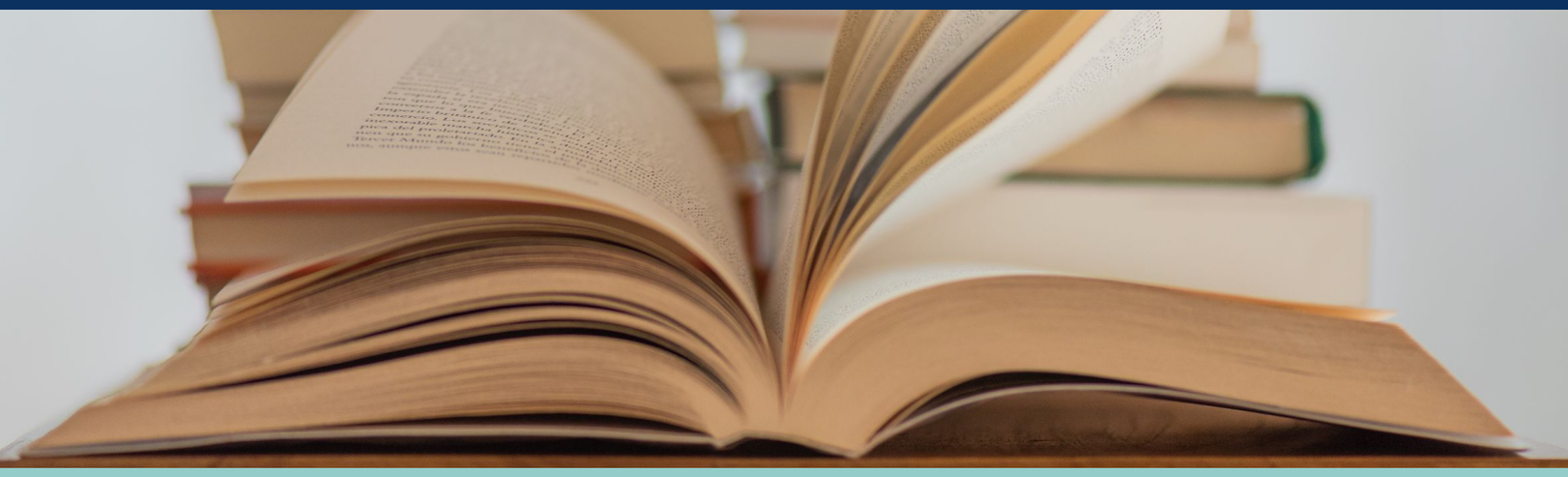
In the recent years, CSRT surveying has been instrumental in demonstrating RTs' concerns over their mental health, and the impacts the workplace is having on those who question the profession as a career choice. In 2022 CSRT surveying explored RT workforce supply trends from coast to coast, including CCAAs.

In addition, the CSRT provided leadership on a national survey across health professions with colleagues from HEAL (Organizations for Health Action) to inform advocacy efforts relating to retention on current RTs.



Respondents cited the need to leverage the skills of internationally trained workers to address the staffing shortage. Regulatory bodies requirements vary across provinces and territories, so harmonizing these may be an important first step to better health care nation-wide.

Opportunities for networking, mentorship, and knowledge sharing



CSRT Networks
Advancing Practice Through Community

Certified Clinical Anesthesia Assistants

Network Chair:
Robert Bryan
Richmond Hill, ON

Clinical Simulation

Network Chair:
Dave Wall
London, ON

Home Mechanical Ventilation

Network Chair:
Véronique Adam
Montréal, QC

Primary Care

Network Chair:
Christina Dolgowicz,
Ottawa, ON

New Brunswick Special Interest Group

Chair:
Gene Breau
Moncton, NB

Looking for Other Networking Communities?

Stay tuned!

493 Networking Community Members!

#CSRT2022

The CSRT Annual Conference was delivered virtually in 2022, once again to ensure participant safety due to pandemic concerns. That didn't slow things down though, and the **CSRT 2022 ANNUAL CONFERENCE** was a great success, with over 48 hours of educational programming, as well as engaging networking and social events!

The event came together in no small part due to the work of the many speakers, sponsors, the CSRT staff, and the **2022 Scientific Program Committee!** Thank you!

Evidence-informed practice for RTs

4 new member-only e-courses and directed reading articles added to the **repository of CPD offerings**

114 continuing education offerings are now freely accessible to members available through their personal CSRT member portal

Investigators for 10 original research projects worked with the CSRT to recruit RTs, thus ensuring their perspectives were included

$6,100

Applications were received for the second cycle of the **CSRT Research Grant** allocation process. The 2022 grant from this fund was awarded to Shirley Quach (McMaster University).

8,060

CSRT CPD Credits awarded to members for completing CSRT educational activities

The **CANADIAN JOURNAL OF RESPIRATORY THERAPY** continued to inform the practice of RTs globally, under the leadership of **Editor-in-Chief, ELIZABETH ROHRS.**

The Journal was pleased to select *'A survey of Canadian respiratory therapists working in the COVID-19 pandemic: The RRT perspective'* as CJRT's 2022 article of the year. Congratulations to the authors Claire Ward, Jillian C. Banfield and Paul

CJRT
Vol. 58

www.CJRT.ca

Brousseau!

In collaboration with partner organizations including the CANADIAN THORACIC SOCIETY and the CANADIAN SLEEP SOCIETY, the CSRT provided important practice guidance on a number of issues that arose during 2021.

Position statements were established relating to:

- Resumption of pulmonary function testing during the post-peak phase of COVID-19
- Mandatory COVID-19 vaccination for respiratory therapists
- Philips Respironics device recall

2022 Financial Reports

Total Revenue

$947,444

Total Expenditure

$925,603

In 2022 revenues once again supported increasing investments in continuing professional development opportunities, advocacy initiatives, and investments into initiatives that support achievement of the CSRT strategic agenda.

**CSRT audited financial statements, December 31, 2022*

Looking Back: 5 Years of Progress

The **5-year CSRT Strategic Agenda** adopted by the CSRT in 2018 was the first time the the organization had implemented a fully comprehensive, data driven approach to planning, evaluation and oversight. This was particularly important for the CSRT given several significant priority redirections undertaken by the Board of Directors in 2017-2018, and the recognized need to modernize and renew the CSRT.

The 2018-2023 CSRT Strategic Agenda addressed several key priorities: member services, community, advocacy, and evidence-informed practice. It was recognized that all of these would need to be supported by significant infrastructure renewal. Despite expected and unexpected challenges (*did someone say COVID?*), by all measures the strategies was implemented over the course of 5 years were high successful.

The CSRT is now offering the widest range of services and programming in its history and is in its strongest ever financial and operational position.

Highlights: 2018-2023 Strategic Outcomes

Service to members: The CSRT strives to provide benefits and services that meet CSRT members' preferences and needs as professionals and lifelong learners. This includes career empowering benefits, supports for wellbeing, and continuing professional development.

DOUBLED!

Advocacy: As a national leader, the CSRT feels it is important to foster advancement of the profession at every level of government – federally, provincially, and territorially. To help support this aim, CSRT has official partnerships and advocacy collaborations with organizations at the provincial, national and international level. No other RT organization in Canada has this level of reach or impact.

1,000%
increase in advocacy activity compared to before the strategic plan

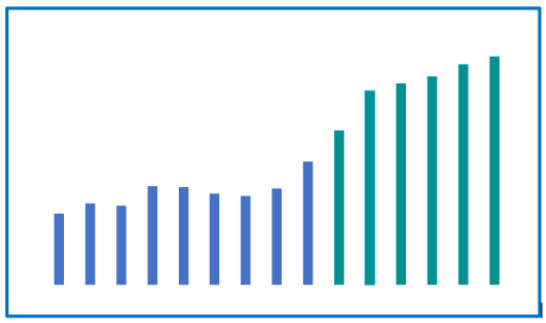
Evidence Informed Practice: The CSRT supports enhanced capacity for knowledge translation activities in the RT profession and the sustainable development of knowledge that informs practice. Supports are provided in a range of ways, including practice guidelines, position statements, and direct financial

over 70K dollars invested in evidence-informed practice. Thats an increase of more than 50 times!

support for RTs engaged in these activities.

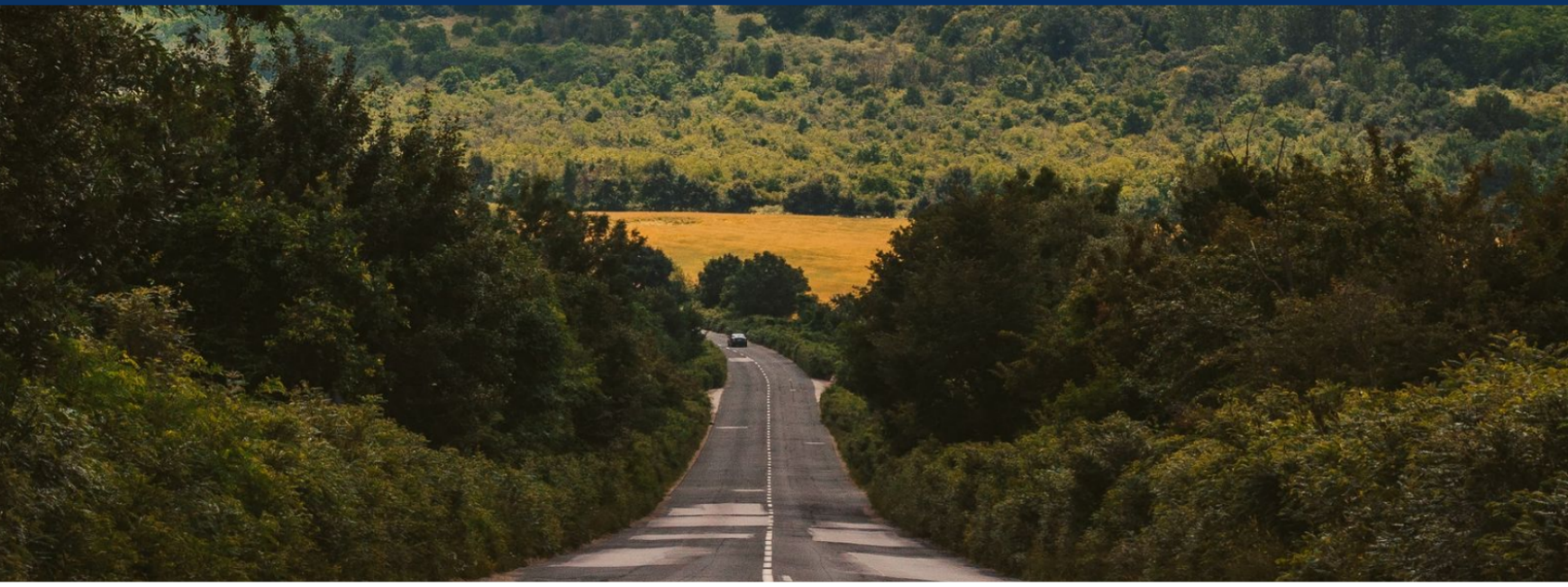
Infrastructure: The CSRT ensures the effectiveness, efficiency, and sustainability of all its operations in order to ensure the ability to achieve all other strategic goals and long-term viability. The CSRT Infrastructure Renewal Initiative was undertaken early on in the strategic plan to modernize all aspects of CSRT operations and member interface platforms. For this work it received a 2019 Award of Excellence by the Canadian Society of Association Executives (CSAE)!!!

Professional Community: The CSRT is a community where members can enjoy opportunities for networking, collaboration and knowledge sharing. It is a primary aim of the CSRT that members see value in what is available to them, and the growing number of members who join is a demonstration of that value.



Actual registered membership growth trends (most recent years in green)

A snapshot of 2023 CSRT activities



2023

As RTs continue to respond the need for patient care in unprecedented ways, the CSRT is steadfast in its support. CSRT initiatives planned for 2023 are carefully aligned with top priorities that have emerged in the RT community.

- The CSRT will continue to as a key priority **advocate on issues relating to the health human resources crisis** that exists in the Canadian healthcare system. As reported, this work is actively happening and includes focused collaboration with partner organizations spanning the health professions, as well as direct communications with all levels of government.

- The CSRT has undertaken a **new initiative to secure a place for RTs in Canada's primary care fabric.** In partnership with Team Primary Care, the CSRT will establish a framework for primary care RT in order to facilitate the professions's wider integration into collaborative practice. Team Primary Care is an interprofessional project of the Foundation for Advancing Family Medicine, funded by the Government of Canada's Employment and Social Development Canada Program.

- The CSRT Board of Directors and Staff have been working hard on **a new comprehensive strategic plan** to chart the course for the CSRT from 2023 and beyond. A substantial amount of time was taken to understand the needs and interests of members and to consult with stakeholders, ensuring the path ahead continues to effectively serve the RT community. Through implementation of this new plan in 2023, the CSRT will be very well positioned to continue to provide more and more service to members and supports for RTs in the years to come.

- The CSRT 2023 Annual Conference was held from May 11-13, 2023 in beautiful Charlottetown, PEI. The conference was a special time where the community could reunite in person for the rst time in four years! A special thank you to all conference participants, sponsors and presenters for making this year's conference another successful and memorable one. Planning is already underway for the **60th CSRT Annual Conference to be held in Banff, Alberta from May 3-5, 2024.**

#CSRT2024

60th CSRT Annual Conference
Banff, Alberta
May 3-5, 2024

www.csrt.com