



CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

# Canadian Society of Respiratory Therapists

## Annual Report 2008



# Mission Statement

The CSRT provides national leadership through advocacy, service and unity for Respiratory Therapists in Canada.

# Vision Statement

The Canadian Society of Respiratory Therapists is a vital advocate, nationally and internationally, for respiratory therapists as leaders in the promotion of health and the delivery of quality respiratory care.



# Message from the President

Ray Hubble, RRT, M.Ed.



**I**t is a pleasure for me to present the CSRT's 2008 Annual Report. This year has been a year of transition for the CSRT. First, this was the final year of the implementation of the 2005-2008 strategic plan. In addition, Doug Maynard who had been the CSRT Executive Director for four years, accepted new challenges with another health care organization early in the year. During his term at the CSRT, Doug made significant contributions to the advancement of the CSRT and in building key relationships across many sectors of the health care systems for the benefit of the profession.

During this transition phase, the CSRT Board of Directors reflected on the need to build on past initiatives and to establish innovative concepts for the future. For many years the CSRT has played a dual role of representing non-regulated provinces in regulatory matters and as a national professional association for respiratory therapy. In January 2008, Nova Scotia became a regulated jurisdiction and as of December 31, 2008 there were five regulated provinces. By year-end, Saskatchewan had confirmed its status as a regulated province effective April 1, 2009 and New Brunswick reported being well on its way to becoming regulated in the near future.

It has become a clear priority for the CSRT to transition away from regulatory matters and to increase its advocacy and promotion efforts and to foster the development and dissemination of national standards and best practices in respiratory therapy. There is no question that the CSRT must continue to work in close collaboration with regulatory bodies to enhance the credentialing process; to define professional practice issues; to improve the dissemination of national standards and best practices, and to effectively represent the profession with government and key national and international organizations.

The first step in the CSRT transition process was the recruitment of a new executive director. We were very fortunate to recruit an individual that has extensive experience in the health care sector and within professional health organizations. Christiane Ménard is a professional association executive with a solid background in the health care sector, who understands the role of a professional association, and who has extensive experience in advocacy and promotion of the profession as well as in the establishment of national standards / best practices. Since coming on staff in early September 2008, Christiane has been instrumental in reviewing the organizational structure and the CSRT programs and services. Most importantly, Christiane appreciates the major challenges and opportunities facing respiratory therapists within the larger health care system and will articulate a strategy that focuses on achieving results.

In closing, I must acknowledge the contributions of all the volunteers, in particular for their huge effort, commitment and contributions for the benefit of their professional association. Volunteers have been the CSRT's most important resource and the backbone of our organization for many years – not just for the work they do for us, but as individuals interested in the advancement of their profession. In 2008, hundreds of volunteers have strengthened the CSRT and fostered a spirit of achievement. It is because of these volunteers that we are able to build an effective and efficient association for the benefit of all of us today and for many years to come.

## Board of Directors

### President

Ray Hubble

### President-Elect

Dan McPhee

### Past-President

Rob Leathley

### Director of Professional Advocacy

Lisa Butcher-Mostswy

### Director of National and Provincial Relations

Jeff Dmytrowich

### Director of Education and Clinical Standards

Cary Ward

### Director of Membership Services

Patty Wickson

### Treasurer

Dan McPhee

### Director Human Resources

Wade Norquay

### Director Student Relations

Chantale Blanchard

# The CSRT strives to provide the best possible services and products to members within the resources available.

## CSRT web site

The CSRT web site aims to disseminate the most up-to-date information to its members, stakeholders and the general public. The web site includes listservs, that is an electronic mailing list, that is useful to share information and knowledge on leadership and professional practice issues. Over the past year, it has become clear that the CSRT has outgrown the technological platform used for its web site. Planning to modernize the web site is under way. The new web site platform will be constructed in English and in French to provide information and knowledge in both official languages.

## Canadian Journal of Respiratory Therapy (CJRT-RCTR)

This CSRT publication currently serves as the newsletter and professional journal for the profession. The CJRT includes information that is of relevance to the profession of respiratory therapy as well as administrative reports. One important feature of the *CJRT* is the presentation of scientific articles that serve to increase the knowledge in the field of respiratory care. The *CJRT* also provides a revenue generating mechanism through its advertising program.

## Financial assistance through debit plan

The CSRT offers a debit plan to assist members for the payment of their membership dues. The plan allows members to break down their payment into ten monthly payments. Members can take advantage of the debit plan for the payment of their provincial association/regulatory college dues as well as to support the Canadian Intensive Care Foundation.

## Professional liability insurance (PLI)

CSRT members have access to affordable professional liability insurance. The program also includes legal defence insurance. With more and more RTs working in inter-professional and collaborative care teams, it is essential for RTs to have the appropriate professional liability insurance. It is a fact that professional liability and legal defense coverage offered by most hospitals and health organizations is limited. For example, RTs may not be covered in the event of a hearing at a regulatory college, for attending a coroner's inquest, etc. The related legal costs are usually substantial.



## Code of ethics

The CSRT Code of ethics delineates the responsible conduct and guides the ethical and moral behaviour of RTs.

## Commitment to lifelong learning

RTs work in a dynamic health care field that is in continuous evolution and this has an impact on the responsibilities, scopes of practice and best practices in respiratory therapy. The CSRT continues to be instrumental in the evolution of continuing professional development. There is no doubt that RTs must embrace the concept of lifelong learning and the CSRT encourages professional growth by providing opportunities for professional development and by establishing effective partnerships.

The 2008 Annual Education Forum and Trade Show, held in Saskatoon from May 22 to 25. The event attracted over 300 participants. The education program was excellent with a presentation of a series of lectures and workshops on the most up-to-date information and knowledge in respiratory therapy.



The CSRT also offered a series of on-line workshops on various topics of interest to respiratory therapists. These workshops are popular as they allow a group of members to participate from their home or work computer station. The most popular workshop in 2008 was on professional liability insurance. The CSRT will continue to evaluate the educational needs of RTs to identify topics of relevance to them. The CSRT hopes to expand on the scope and quality of these on-line workshops over the next few years.

### Achievement awards

The CSRT offers its members the opportunity to nominate a respiratory therapist from any area of the field who has exhibited vision, leadership and innovation to further develop respiratory therapy in Canada. The CSRT also offers student achievements awards to recognize academic excellence in the study of respiratory therapy in education programs across Canada.

### Supporting the professional image of RTs

RT week is the CSRT's principal public awareness initiative. The event is held in the fall of each year, and in 2008 RT week was held from October 26 to 31. CSRT members are provided tools and materials to help them promote the profession within their work place and in the community.

### Fostering national standards for anesthesia assistants

The CSRT has made progress in the support of the anesthesia assistant role. Working with stakeholders, including educators, clinical practice reps, anaesthesiologists and regulatory bodies, the CSRT has developed the "Foundation Knowledge Document for Anesthesia Assistants" that provides the basic knowledge requirements for RTs who want to work in this area of practice. By involving professionals who are actively involved in this role, the extensive consultation process ensure that education for anesthesia assistants meets a national standard.

A position statement on anesthesia assistants was published in the Canadian Journal of Respiratory Therapy in August 2008.

## CSRT MEDAL WINNERS

Highest achievements on 2007 Registry Examinations

### Gold Medal

Carmen Rodd, Thompson Rivers University

### Silver Medal

Kyle O'Scienny, Thompson Rivers University

### Bronze Medal

Sarah Woodward, The Michener Institute for Applied Health Sciences

## TRUDELL WINNERS

Highest score of first-time writers, by school, within 15% of top aggregate

### Thompson Rivers University

Carmen Rodd

### Northern Alberta Institute of Technology

Elizabeth Yeast

### Southern Alberta Institute of Technology — (tied)

Lisa Gordon

Stacey Lo

### University of Manitoba — School of Medical Rehabilitation

Danielle Matheson

### Fanshawe College of Applied Arts and Technology

Junling Liu

### The Michener Institute for Applied Health Sciences

Sarah Woodard

### Canadore College of Applied Arts and Technology

Andrew Pigeon

### Algonquin College of Applied Arts and Technology

Joanne Norman

### Vanier College

Erica Gutsche

### New Brunswick Community College — Saint John

Amanda Flynn

### Collège communautaire du Nouveau-Brunswick — Campbellton

Aimee Noël

### QEII/Dalhousie School of Health Sciences

Robert Knockwood

### College of the North Atlantic

Tonya DiCesare

## Improving the credentialing process for internationally-educated RTs

The CSRT has been actively involved in the implementation of a project to facilitate the integration of internationally-educated RTs in the Canadian health care system. The project is led by the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB) and is funded by Health Human Resources and Skills Development Canada (HRSDC). The following components were completed in 2008:

- Research, analyze and document issues related to the assessment of internationally-educated respiratory therapists seeking to practice in Canada in order to develop a national process for the recognition of international credentials.
- Develop an examination blueprint and question bank to assess both Canadian-trained and internationally-educated respiratory therapists seeking to practice in Canada in order to support labour mobility in the occupation across the country.

## Optimizing relationships and collaboration

The CSRT is a key member of the **National Alliance of Respiratory Therapy Regulatory Bodies**. Our role is to represent non-regulated provinces and to ensure that the interests of RTs across Canada meet the same professional standards. The CSRT therefore participates actively in the development and maintenance of a competency profile that reflects current practice.

The CSRT actively participates in the **Health Action Lobby Group (HEAL)**, a coalition of national health and consumer associations dedicated to protecting and strengthening Canada's health care system. HEAL provides CSRT a stronger voice in federal government initiatives such as the development of a national health human resource data infrastructure. Currently, there is no national body collecting HR data on the profession of respiratory therapist and we are working toward including RTs in the federal government's health human resource planning strategy.

The CSRT continues to participate actively in the **Canadian Network for Asthma Care (CNAC)**. The Certified Asthma Educator program continues to be a very popular professional development option for many respiratory therapists.

The CSRT collaborates with the **Canadian Patient Safety Institute** in establishing national safety standards in the practice of respiratory care and for the establishment of patient safety competencies. The CSRT will continue to be involved in the promotion of leading practices and raising awareness about patient safety.

The CSRT has been a strong supporter of the **Canadian Intensive Care Foundation (CICF)** for many years. The CICF is currently undergoing some improvements to its structure and processes transition and the CSRT will investigate areas of activities that will be mutually beneficial.

## Thank You.

The CSRT acknowledges and thanks our conference sponsors for generous educational grants during 2008.

### PLATINUM

Carestream Medical Ltd.  
Maquet-Dynamed

### SILVER

Canadian Intensive Care Foundation  
Roxon

### BRONZE

Siemens

# Audited Financial Statements

The following condensed financial report has been extracted from the audited financial statement for the year ending December 31, 2008 as reported by the CSRT's auditors McCay, Duff and Company LLP. A complete copy of the audited financial statement is available to members of CSRT. Please contact the CSRT Head Office to obtain a copy.

## STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31 2008

ASSETS	2008	2007
<b>CURRENT</b>		
Cash	\$ 41,386	\$ 145,900
Marketable Securities	242,048	236,658
Accounts Receivable	18,365	49,956
Inventory	9,184	11,578
Prepaid Expense	19,418	22,829
	330,401	466,921
<b>CAPITAL (note 4)</b>	37,411	2,250
	\$ 367,812	469,171

## STATEMENT OF FINANCIAL REVENUE AND EXPENDITURE AS OF DECEMBER 31 2008

	2008	2007
<b>REVENUE</b>		
Membership Dues	\$ 373,080	\$ 396,496
Annual Education Forum	226,084	390,312
Services	78,702	75,080
Publications and promotion	97,141	151,371
Investment	14,834	14,933
Special projects – cost recovery	20,313	22,626
	810,154	1,050,818
<b>EXPENSES</b>		
Publications, promotions and awards	93,389	88,868
Overhead and operations	153,721	142,001
Professional fees	62,685	48,215
Human Resources	316,724	346,584
Materials and supplies	57,776	77,675
Travel and facilities	168,271	304,927
Hotel attrition fee – 2007 Forum (recovery)	(59,301)	59,301
Amortization	18,694	2,455
Bank charges and broker fees	29,905	30,307
Miscellaneous	1,217	5,479
	843,081	1,105,812
<b>NET REVENUE (EXPENDITURE) FOR THE YEAR</b>	<b>\$( 32,927)</b>	<b>\$( 54,994)</b>







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