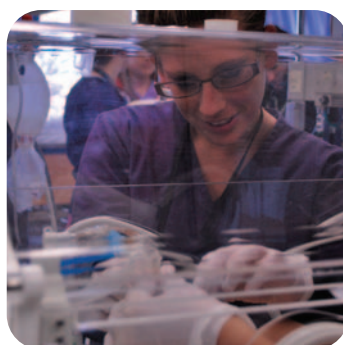




CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES



# ANNUAL REPORT 2009



## MISSION

THE CSRT PROVIDES NATIONAL LEADERSHIP THROUGH ADVOCACY, SERVICE AND UNITY FOR RESPIRATORY THERAPISTS IN CANADA.

## VISION

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.



## PRESIDENT'S MESSAGE

Daniel McPhee, RRT

As I complete my term as President of the CSRT, this annual report allows me to reflect on the achievements of the past year. I realize that the CSRT has achieved significant milestones in 2009 within a most challenging health care environment. There was a new Executive Director, the H1N1 Influenza A Pandemic, and two more provinces became regulated - Saskatchewan and New Brunswick. This annual report is in a format reflective of the evolution of the CSRT over the past year.

The first order of business in 2009 was the development of our strategic plan for 2009-2012. The development of a strategic plan is an essential element of any organization as it provides a roadmap for the implementation of activities by the Board of Directors and the staff. The 2009-2012 strategic plan includes four strategic directions to ensure that the CSRT:

- is an effective advocate for the RT profession, the health care system and the quality of patient care;
- provides the highest possible value and service to its members;
- supports and promotes the professional image of respiratory therapists; and
- encourages professionalism in the practice of respiratory therapy and optimizes practice requirements for respiratory therapists.

This annual report therefore highlights our achievements within the context of a progress report of the strategic plan. Among the initiatives outlined in the following pages, you will note that the CSRT works very closely with various national

and provincial stakeholders. In particular, the CSRT works in close collaboration with regulatory bodies to implement initiatives that will ensure a harmonized registration process and set national standards in education and professional practice. As a result, mobility across all jurisdictions will be enhanced, for the benefit of employers, patients and for the profession.

During the past year, we have participated in provincial conferences, national meetings, and international conferences thereby increasing the relevance of the CSRT and of the profession as a whole.

In closing, I must thank all the volunteers for their huge effort, commitment and contributions for the benefit of their Society. Volunteers are an important resource and are the backbone of many non-profit organizations - not just for the work they do for the Society, but as individuals interested in the advancement of their profession. During 2009, volunteers have strengthened the CSRT and fostered a spirit of togetherness and self-reliance. These volunteers are fundamental to building a more resilient Society today and for many years to come.

I am very proud of all of the hard work that has been done by the CSRT office staff, the Board of Directors, and all of the volunteers out there who have made this such a successful year. Thank you, and keep up the good work - I am very happy to be able to enter my term as past-president knowing we are on the right track.

## BOARD OF DIRECTORS

December 2009

### President

Dan McPhee, RRT  
Staffa, Ontario

### President-Elect

Michael Lemphers, RRT, MA  
Kamloops, British Columbia

### Past-President

Ray Hubble, RRT, M.Ed.  
Quispamsis, New Brunswick

### Treasurer

Jeff Dmytrowich, RRT  
Saskatoon, Saskatchewan

### Director, Education and Clinical Standards

Dennis Hunter, B.Ed., RRT, EMCA  
London, Ontario

### Director, Human Resources

Angela Coxe, RRT, BSc  
Hamilton, Ontario

### Director, Membership Services

Christina Dolgowicz, RRT, CRE  
Smith Falls, Ontario

### Director, National and Provincial Relations

Jeff Kobe, RRT, ACA  
Winnipeg, Manitoba

### Director, Professional Advocacy

Cynthia Welton, RRT, Hon B.Sc.  
Burlington, Ontario

### Director, Student Relations

Chantale Blanchard  
Saint John, New Brunswick



## EXECUTIVE DIRECTORS' MESSAGE

Christiane Ménard

The annual report is a snapshot of the collective accomplishments of Board members and staff over a period of twelve months and is an effective vehicle to recognize and celebrate the accomplishments of the Society on behalf of its members. It is also a key accountability tool for association management, and therefore includes a compilation of the statistics and financial reports that demonstrate fiscal prudence and sound management.

When I look over the first twelve months in the position of Executive Director, I am struck by how effectively the collective activities implemented over the course of the last year has advanced the mission, vision and values of the Society. The creation of a new strategic plan, the revisions made to the journal, the streamlining of the membership renewal process and the improvements to the database, as well as participation in activities and programs that serve to advocate and support the profession have certainly given us purpose.

The 2009 H1N1 Influenza A Pandemic provided an opportunity to enhance the image and status of the profession and strengthen our partnership and collaboration with key stakeholders at the regional, provincial and national level. This collaboration and partnership have been further reinforced with our involvement in key national projects and initiatives that will lead to the development of educators' tools, the

implementation of patient safety initiatives, and the harmonization of registration processes and increased mobility across jurisdictions for respiratory therapists.

While this report allows us to measure and celebrate our success in 2009, it has also provided an opportunity to identify those challenges that remain to be tackled in the coming year. The 2009-2012 strategic plan remains the foundation upon which we will base our operational plan. We will set the direction and context for our day-to-day work according to the four strategic directions provided in the strategic plan.

The challenges for the CSRT staff are many, but we believe the rewards are considerable. Working hand in hand with dedicated board members, volunteers, industry and stakeholders, we have the capacity to realize the ambitious goals and objectives set out by the Board of Directors in the strategic plan. We share the vision of the CSRT and we strive to be a respected advocate on behalf of the profession.

The CSRT staff enjoys the privilege of providing support to the Board of Directors and ensuring the implementation of high quality programs and services on behalf of its members. We appreciate the confidence that has been placed in our hands and we are committed to continuous improvement in the delivery of products and services to our members.

### CSRT STAFF MEMBERS

**Milena Cotinghi** – Manager, Accreditation Services

**Rita Hansen** – Manager, Communications

**Pam Hicks** – on maternity leave in 2009

**Kristy Klawitter** – Conference Coordinator

**Debra Knecht** – Manager of Finance and Administration

**Christiane Ménard** – Executive Director

**Lindsey Naddaf** – Membership Coordinator

**Sylvia Stiehl** – Membership Officer (on leave of absence)



## ADVOCATE ON BEHALF OF THE PROFESSION

The CSRT will be an effective advocate for the RT profession, the health care system and the quality of patient care.

**OBJECTIVE:** To increase the influence of the CSRT with internal and external stakeholders in the health care system

### KEEPING HEALTH CARE STAKEHOLDERS INFORMED

The CSRT maintains an accurate list of key stakeholders (governments, health organizations, industry). The CSRT distributes on a regular basis information to stakeholders, whether it is the dissemination of a position statement, an RT week promotion, or information about the profession. Keeping stakeholders informed about the professional association and the profession is an essential element of effective advocacy.

### RESPONDING TO THE HEALTH CARE ENVIRONMENT – H1N1 INFLUENZA A PANDEMIC

H1N1 pandemic has provided an opportunity to increase our influence, especially within the RT community. Working with the Advocacy Director, the HR Director and Membership Director, we have executed many initiatives since the spring:

- Position statements
- Press release
- Joint communiqué with provincial regulatory bodies
- H1N1 web pages
- H1N1 Network listserv
- H1N1 survey
- H1N1 webinar (complimentary to CSRT members)

The CSRT collaborated with stakeholders (i.e. vendors, HEAL, Regulatory Bodies, National Alliance of Respiratory Therapy Regulatory Bodies, etc.) as the H1N1 pandemic evolved.

### PARTNERING WITH KEY STAKEHOLDERS ON IMPORTANT PROJECTS

#### (a) Association of Community Colleges in Canada

The CSRT participates actively on a workgroup of the Association of Community Colleges in Canada for the implementation of a project that aims to develop and promote a pan-Canadian blueprint for increasing the supply of allied health providers in Canada. The project targets three professions: respiratory therapists, medical laboratory technologists and medical radiation technologists. This is the first project that takes an integrated look at key factors that impact the

supply of allied health professionals, including internationally educated health professionals.

#### (b) CSRT / CACERT project

The CSRT has secured funding from the federal government (Human Resource and Skills Development) to develop a national companion document and assessment tools based on the current National Competency Profile. The tools will be adapted to the new National Competency Profile which will be released in 2010. This is a collaborative project that includes the participation of educators from each program across Canada as well as representation from the certifying agency, the accreditation body, the regulators, and the national professional association. This project is important as it provides an opportunity to influence how educators teach and how students learn, but most importantly it harmonizes the education process across the country.

#### (c) National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB)

The CSRT provided assistance to the NARTRB to secure funding from Human Resource and Skills Development Canada (HRSDC) for a multi-component project that will facilitate the integration of internationally educated health professional who would like to enter the profession in Canada for the practice of respiratory therapy. The project will also lead to harmonization of registration requirements and will facilitate mobility across each jurisdiction. This project includes three components:

**Component 1** – To develop a common national process for the credentialing assessment, the prior learning assessment, and the competency assessment of internationally educated health professionals who would like to enter the profession in Canada for the practice of respiratory therapy.

**Component 2** – To ensure that labour mobility is in full compliance with Chapter 7 of the Agreement on Internal Trade in Canada (AIT) between non-regulated and regulated jurisdictions to ensure conformity of standards and registration requirements for RTs, including the internationally-educated RTs, between all jurisdictions.



**Component 3** – To investigate the potential of reciprocity between Canadian and American jurisdictions through the evaluation of the exam process and to investigate what additional measures may be required for the integration of American health care professionals in respiratory therapy into the Canadian health care system.

**(d) Canadian Anesthesiologists' Society (CAS)**

The CSRT is an active participant in the CAS Allied Health Committee and in the CAS Task Force on Anesthesia Assistants. The CAS AA Task Force includes representation from anesthesia (CAS, ACUDA), from nursing (Canadian Nurses Association, National Association of PeriAnesthesia Nurses of Canada) and from respiratory therapy (CSRT, National Alliance of Respiratory Therapy Regulatory Bodies). The work of the CAS AA Task Force focused on the endorsement from each participating organization for the CSRT "Knowledge Document" which is now called "National Guidelines for Anesthesia Assistants' Education".

**(e) Health Action Lobby Group (HEAL)**

The CSRT participates in the activities of the Health Action Lobby Group. A funding proposal has been submitted to Health Canada for a project entitled "Developing a Survey to Assess the Work-Related Health and Well-Being of Health Care Professionals". Phase I of this project will target physicians, nurses, psychologists and medical radiation technologists. It is anticipated that the tools developed within this project will be adapted for respiratory therapy.

**(f) Canadian Patient Safety Institute (CPSI)**

The CSRT participates in a CPSI working group entitled the Canadian Network for Simulation in Healthcare. Our representative on this important patient safety initiative is Julie Brown, RRT, BSc, a professor of Respiratory Therapy at Fanshawe College. The mission of the Canadian Network for Simulation in Healthcare is to provide a platform for promotion and advancement of patient-centered simulation among health professionals, educators, administrators, regulators and policy-makers across Canada.

**(g) Canadian Standards Association (CSA)**

The CSRT participates in the CSA workgroup for Healthcare and Community Safety. Wrae Hill, Corporate Director at QIPS Interior Health in BC is the CSRT representative on this technical committee. The committee work involves the review and development of several CSA Standards related to Medical Gases as well as input into corresponding ISO Standards

**(h) Canadian Pediatric Society (CPS)**

Respiratory therapists are active participants in Steering Committee of the CPS Neonatal Resuscitation Program. Marilyn Hyndman from the Sunnybrook Health Sciences Centre, Toronto, Ontario, is the CSRT representative. Marilyn Hyndman has extensive experience working in a

neonatal ICU setting and is an excellent advocate for neonates and respiratory therapy. The Neonatal Resuscitation Program's Steering Committee is a multidisciplinary group providing expertise, recommendations and initiatives on all NRP issues in Canada.

**OBJECTIVE:** To ensure the CSRT produces and disseminates evidence-based and/or expertise-based material.

**DISSEMINATION OF PRESS RELEASE / POSITION STATEMENTS / COMMUNIQUÉ**

April 2009	Press release and position statement relative to the outbreak of the H1N1 Influenza A.
September 2009	Joint CSRT / CRTO / RTSO Communiqué – H1N1 Influenza A Pandemic
October 2009	Joint NBART / CSRT Communiqué – H1N1 Influenza A Pandemic
October 2009	Position statement "Aerosol Generating Medical Procedures During an H1N1 Influenza A Pandemic"
December 2009	Position statement "Single Entry Point to Respiratory Therapy Profession"

**OBJECTIVE:** To ensure the CSRT has a presence at key provincial, and international conferences and meetings

**PARTICIPATING IN PROVINCIAL RT CONFERENCES**

The CSRT makes efforts to have a presence at provincial conferences – over the past year we have participated in the annual conference of the Saskatchewan College of Respiratory Therapy, the Ordre des inhalothérapeutes du Québec, and the Respiratory Therapy Society of Ontario.

**PARTICIPATING IN RELEVANT NATIONAL MEETINGS**

The CSRT is a key stakeholder and participates regularly in meetings of several national stakeholders including: National Alliance of Respiratory Therapy Regulatory Bodies; Health Action Lobby Group (HEAL); Royal College of Physicians and Surgeons; Canadian Forum on Health Science Education; Lung Association, Canadian Anesthesiologists' Society, the Association of Community Colleges in Canada.

**PARTICIPATION IN INTERNATIONAL MEETINGS**

The CSRT participated in the 2009 International Respiratory Congress of the American Association of Respiratory Care. The CSRT plays an important role on the International Council for Respiratory Care and made a presentation to its delegates in December. A meeting was also held with delegates from professional associations from Latin America to discuss areas of potential collaboration.

## BUILD THE CSRT MEMBERSHIP

The CSRT will provide the highest possible value and service to its members

### **OBJECTIVE:** To enhance the communication tools and processes

A “corporate image” has been created and is used on all CSRT publications, posters, etc.

A bilingual web site was created - The web site includes on-line membership renewal and on-line conference registration. The section on professional practice was expanded to include a catalogue of relevant guidelines. We continue to strive to increase electronic means of communication and the provision of on-line services to our members. For example, the journal and other documents are provided in an electronic thumbnail that provides a readable on-line format. A platform for a monthly on-line newsletter was developed.

The CSRT offers a listserv, which is an electronic mailing list, to facilitate communication to various RT interest groups, including professional practice, leadership, educators, students, neonatal, students and H1N1 specific.

### **OBJECTIVE:** To enhance access to bilingual programs and services.

The CSRT continues to make efforts to provide bilingual programs and services – the web site is completely bilingual, all positions statements and communiqués are bilingual.

### **OBJECTIVE:** To enhance access to programs and services by maximizing the use of on-line technology

Database upgrades have been made and an evaluation of the database was executed to improve processes and reduce inefficiencies. Improvements have been made to improve the process for the on-line process for the webinar and conference registration as well as the membership renewal services. Small improvements have been made. Several listservs have been established to enhance the on-line communication process – a listserv is an electronic mailing list that allows communication to reach all individuals signed up for this service. Currently the CSRT provides listservs for professional practice, leadership,

educators, anesthesia assistants and neonatal. A special H1N1 listserv was established to facilitate communication on issues specific to the pandemic.

A series of Webinars was offered to respiratory therapists from across Canada including:

- February 2009 Medical Ethics  
Speaker – Dr. Tim Christie
- February 2009 Professional Liability Insurance  
Speaker - Mary-Ann Hamel (Marsh Canada)
- April 2009 Patient Safety Guidelines, Canadian Patient Safety Institute  
Speakers - Heidi McClintock and David Swift
- September 2009 Sleep Disorder Breathing  
Speaker - Les Matthews
- October 2009 The Wonder of Lung Recruitment  
Speaker - Dr. Peter Papadakos
- November 2009 Proportional Assisted Ventilation  
Speaker- Ron Thiessen

The CSRT has investigated various platforms for the delivery of on-line continuing professional development. We hope to implement on-line RT education workshops by the end of 2010.

### **OBJECTIVE:** To ensure renewal and viability of the organization through youth involvement

A focus group was held with students during the 2009 CSRT Education Conference and Trade Show. This event allowed us to gain a better understanding of the expectations of student relative to their career and their professional association.

RT students were challenged to create a video promoting the respiratory profession. There were six great entries and judges finally chose a submission from Thompson Rivers University, Kamloops, B.C. The winning video “Ventilator Boi” was produced by Jade Shultis, Melodie Mathieson, Dani Davies and Davinder Jawanda. The competition was generously sponsored by Covidien. The winning video can be viewed on YouTube.



The CSRT has introduced some changes to its student membership category to facilitate the involvement in the professional association. We have developed and disseminated targeted communication material for students.

The CSRT / CAREstream Student Excellence Award was established and acknowledges the academic achievements of one student from each education program. A recipient from each program receives \$500 cash prize; a certificate of excellence and trophy; complimentary registration to attend the CSRT Annual Education Conference and Trade Show; a complimentary ticket to attend the President's banquet; complimentary CSRT membership for one year.

The CSRT Board of Directors initiated a recruitment process to identify a student to sit on the Board of Directors as Director of Student Relations. The term of the current Director of Student Relations expires in May 2010.

**OBJECTIVE:** To maximize the membership services and ensure the long-term viability of the organization

The CSRT has secured professional liability insurance (PLI) package with enhanced coverage at a reduced premiums for its members. The enhanced coverage includes increase coverage for legal defence expenses and for loss of earning.

A strategy was developed and implemented to transform the journal from an information-distribution tool to a knowledge-dissemination vehicle. In addition, the editorial process has been formalized with the establishment of an editorial board. This will lead to improvements in the quality and quantity of content of the journal.

A new bilingual web site was developed and includes enhanced features, such as the catalogue of relevant clinical guidelines.

During the H1N1 Influenza A Pandemic, webinars were offered to respiratory therapists to enhance safety for the respiratory therapists and their patient.

Regular e-mail blast communications are disseminated to ensure that members have access to information in a timely manner.

A platform for a monthly e-newsletter was developed.

The CSRT has increased the level of financial support it provides to its members for the payment of provincial dues through its monthly payment plan.

Complimentary webinars were offered to our members during the H1N1 Influenza A Pandemic. In addition a free webinar was offered on the value of professional liability insurance.

**OBJECTIVE:** To ensure the management of the CSRT meets the benchmarks of excellence for association management.

The CSRT Board of Directors is evaluating its governance structure to ensure that it meets the benchmarks of effective professional associations. A consultation session was held in February 2009 with all stakeholders to provide a blueprint for the CSRT activities and the development of a 4-year strategic plan.

An audit was performed and the results are included in this report. Early in 2009, the financial systems were reviewed and updated. A Finance Manager was hired to ensure the systems meet the requirements of standard accounting procedures.

Regular activities are implemented to review the performance and enhance the productivity of processes. Staff is encouraged to pursue professional development activities and measures are in place to provide mentorship and enhance the knowledge and skills of each CSRT staff member.

The administrative process surrounding the renewal of membership was reviewed and improvements were made to the database to streamline the membership renewal process.

The CSRT office lease is up for renewal in the summer of 2010 – we have secured a new location that will offer a 30% savings on rent and operational expenses.

**MEMBERS AS OF DECEMBER 31, 2009**

	BC	AB	SK	MB	ON	QC	NB	NS	PE	NL	YT	NT	NU	USA	INTL	Total
Associate	13	15	1	5	29	10	5	0	2	2	1	0	0	3	2	88
Corporate	1	0	1	0	2	1	0	0	0	0	0	0	0	1	0	6
Honorary	4	2	0	0	2	0	2	0	0	0	0	0	0	0	0	10
Registered	447	319	124	84	797	94	286	65	15	120	1	3	1	19	21	2,396
Student	18	24	3	11	74	5	18	2	1	2	0	0	0	0	0	158
<b>Total</b>	<b>483</b>	<b>360</b>	<b>129</b>	<b>100</b>	<b>904</b>	<b>110</b>	<b>311</b>	<b>67</b>	<b>18</b>	<b>124</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>23</b>	<b>23</b>	<b>2,658</b>





## PROMOTE THE PROFESSION

The CSRT will support and promote the professional image of respiratory therapists.

**OBJECTIVE:** To reinforce a positive professional culture for respiratory therapists.

A video competition aiming to promote the profession was developed. RT students were invited to create a video. There were six great entries and judges selected a submission from Thompson Rivers University, Kamloops, B.C. The winning video “Ventilator Boi” was produced by Jade Shultis, Melodie Mathieson, Dani Davies and Davinder Jawanda. The competition was generously sponsored by Covidien. The winning video can be viewed on YouTube.

An activity plan for RT week was developed that includes the development of promotional items in two categories: materials for practicing RTs, and materials for the general public. These materials are interchangeable between categories, and can be used both in and outside of the workplace to promote the profession.

Materials were provided for practicing RTs designed to promote the profession during RT week and all year round

- RT Pins
- Poster / Calendar
- Lanyards

RTs also had access to a banner and a DVD on the value of the profession (student video competition)

In addition, patient give-aways were provided such as:

- Magnetic Bookmarks
- Card-sized Calendar / Fact sheet
- Brochures - “What is an RT?”

The above promotional items were supplemented by a series of web-based tools, including:

- o How-to guide on promoting the profession
- o News release that can be distributed to community newspapers
- o A public service announcement to send to television and radio stations

- o Ready-to-print human interest story - *A-day-in-the-life-of-an-RT* that can be tailored to individual communities and then distributed to community newspapers
- o An example of a “proclamation” for presentation to local and provincial politicians

During RT week, a letter signed by the president was sent to key provincial and national stakeholders to highlight the profession. These included the minister of health and education in each province as well as a letter to national and provincial health care organizations.

**OBJECTIVE:** To support the professional image of CSRT members.

During the H1N1 Pandemic, the CSRT responded to news stories and media reports and participated in several new interviews.

The promotion of the profession and recognition of professional achievements is an essential element of a professional association. A review of the CSRT awards program, past and present, was completed. The following outlines the CSRT awards program:

**The Robert Merry Lecturer Award** to recognize a CSRT member who has made significance contributions to the professional association and / or the profession. This lecture is the focal point of the plenary program at each CSRT Education Conference and Trade show. Nominees should be a current registered or non-practicing member of the CSRT. Nominee must be willing to provide a noteworthy presentation at the conference. To be selected to deliver this lecture will be considered an honor. It is expected that the lecture will reflect the vision and values of the association. The lecture should reflect the outstanding contribution and experience demonstrated by the recipient of this award.

This award also recognizes the important contributions of Robert Merry, one of the pioneers of the RT profession who made significant contributions to the advancement of the profession and the professional association. Robert Merry was one of the seven founding fathers of the CSRT in 1963. At that time Robert Merry was the department head at the Royal Victoria Hospital in Montreal. Before the CSRT was established, Montréal was a chapter in the American Respiratory Therapists Association. Robert Merry moved to London, Ontario in the late sixties where he established the School of Respiratory Therapy at Fanshawe College in London, Ontario. He retired in 1986. Many respiratory therapists have benefited from his knowledge, his skills and judgement either as an educator or colleague at some point in their career. Robert Merry was also the first editor of the CSRT Journal and was the CSRT historian / archivist.

**The Colya Kaminiarz Professional Achievement and Education Award** to recognize a CSRT member who has made a significant contribution to the education or professional practice in respiratory therapy.

This award is designed to honour Colya Kaminiarz for his contributions to the profession and professional association. The recipient should be a current registered or non-practising member of the CSRT who, in the opinion of the Board of Directors, is recognized for his leadership skills and who has made a significant contribution to the profession and/or in the field of education at the national level.

**CSRT President's Award** to allow each President to recognize an individual or an organization that has provided support to the President in his role or has made a significant contribution to the Society during his/her term of office. This will provide each President an opportunity to identify someone he or she feels should be recognized and acknowledges by the CSRT. The individual does not have to be a member of the CSRT. This is totally a personal choice of the President and he/she does not have to share the information before the event. As such there is no eligibility or judging criteria. \*This award is sponsored by Trudell Medical Marketing Limited.

**CSRT / CAREstream Student Excellence Awards** to acknowledge students at each school across the country for their academic performance. While the CSRT Gold, Silver and Bronze Student awards are limited to CSRT members, the CSRT / CAREstream Excellence Award is open to "all" students across Canada. A student from each program receives a cash prize in the amount of \$500; a complimentary registration to conference and ticket to the President's banquet; a certificate of achievement and a trophy presented during the President's Banquet; CSRT membership for one year.

\*This award is sponsored by CAREstream Medical Limited.

**CSRT Gold, Silver, Bronze Student Achievement Awards** - to recognize students who are members of the CSRT and have achieved three highest scores at the CBRC exam. To be eligible, students have to be a CSRT student member, be a graduate for an Canadian accredited program, and have made their first successful attempt at the Canadian exam within 18 months of graduation.

**Sponsor Recognition Award** to recognize the industry partners who have been strong supporters of the profession and have made significant contributions to the evolution of the profession. This award is conferred during the President's banquet to industry partners who have provided financial support to the CSRT over the past year. The industry has made tremendous contributions by industry in the evolution of the profession.



## 2009 CSRT / CARESTREAM STUDENT EXCELLENCE AWARDS

**\*Sponsored by CAREstream Medical Limited.**

Thompson Rivers University	Melanie Walton	British Columbia
Northern Alberta Institute of Technology	Brittany Grenis	Alberta
Southern Alberta Institute of Technology	Caroline Schindler	Alberta
University of Manitoba	Maegan Firman	Manitoba
Algonquin College of Applied Arts	Akhilesh Patel	Ontario
La Cité Collégiale	Lise Blaquièrre	Ontario
Canadore College of Applied Arts and Technology	Lindsay Powell	Ontario
Conestoga College Institute of Technology	Seliina Coe	Ontario
Fanshawe College of Applied Arts and Technology	Anil Charran	Ontario
The Michener Institute for Applied Health Sciences	Monica Leung	Ontario
Vanier College of Respiratory and Anesthesia Technology	Isabelle Boyer	Québec
Cégep de Chicoutimi	Sophie Gauthier	Québec
Cégep de Sainte-Foy	Roxanne Picard	Québec
Cégep de Sherbrooke	Cynthia Dodier	Québec
Collège de Rosemont	to be confirmed	Québec
Allied Health Program New Brunswick College	Christy Mitchell	New Brunswick
Collège Communautaire du Nouveau Brunswick Dieppe	Lise Cormier	New Brunswick
QEII / Dalhousie School of Health Sciences	Faren Ashley Doucette	Nova Scotia
College of the North Atlantic	Conrad Tulk	Newfoundland

## 2009 CSRT STUDENT ACHIEVEMENT MEDALS

Awarded to CSRT Student members who have obtained the highest marks in the CBRC exam

**Gold Medal** – Melanie Walton, Thompson Rivers University, BC

**Silver Medal** – Mark Todd, Michener Institute of Technology, ON

**Bronze Medal** – Evan Tilt, Thompson Rivers University, BC

Les Matthews has been an active member of the CSRT for over 30 years, the founding director of the Canadian Board for Respiratory Care and was instrumental in the creation of the CBRC. Les Matthews has been an RT instructor at Thompson Rivers University for over 25 years. He served as President of the BCSRT for two terms, and has represented provincial RT interest at numerous national and provincial meetings.

**\*sponsored by Trudell Medical Marketing Limited**

John Annear from New Brunswick was conferred the President's Award to acknowledge his support to the President during his tenure.

**\*sponsored by Covidien**

Jade Shultis, Melodie Mathieson, Dani Davies and Davinder Jawanda from Thompson Rivers University, BC, were selected for their video entitled "Ventilator Boi". theVideo can be viewed on YouTube.

Ann Hudson-Mason of Edmonton was the winner of the draw for registration, transportation and accommodation to the CSRT Conference in St. Johns', Newfoundland in May 2010

## FOSTER NATIONAL PROFESSIONAL STANDARDS

The CSRT will encourage professionalism in the practice of respiratory therapy and optimize practice requirements for RTs.

**OBJECTIVE:** To be proactive in the management of issues that impact the professional practice of RTs

The CSRT has been an active participant in the Task Force on Anesthesia Assistants established by the Canadian Anesthesiologists' Society (CAS). The CSRT has made substantial contribution by providing the framework for the development of guidelines for AA education programs (the CSRT Knowledge document).

The CSRT monitors the listserv discussions in order to identify issues that are topical. For example, the discussions on the use of aerosol generating medical procedures during the H1N1 pandemic has led to the development and wide-spread dissemination of a position statement on this topic.

During the H1N1 Influenza A pandemic, the CSRT has provided:

- information (position statements, press release, H1N1 web section)
- knowledge (guidelines, articles of interest)
- Continuing professional development (webinar)
- networking tools (H1N1 web page with links to relevant web sites; H1N1 listserv)

**OBJECTIVE:** To ensure the practice of the profession meets the highest standards and meet the needs of the current practice environment.

A catalogue of existing practice guidelines was created by the Advocacy Director – this catalogue is available on the CSRT web site - the challenge will be to maintain it and make regular updates.

As a member of the National Alliance of Respiratory Therapy Regulatory Bodies, the CSRT represents the interests of members from non-regulated jurisdictions as well as provides a national perspective to the debate and discussions relative to setting standards for the profession. The CSRT was an active participant in the setting of entry-to-practice standards and the revisions of the National Competency Profile.

The CSRT administers the accreditation process and ensures that there are the highest possible standards in accreditation available to support the education process. Further information on the accreditation process can be found in the annual report from CoARTE.



## 2009 CSRT EDUCATION CONFERENCE AND TRADE SHOW

The conference was held at the Hilton Lac Leamy, Gatineau, QC, from May 28 to 31, 2009, with over 300 registered delegates. The event included three pre-conference programs for Leadership, Educators and Anesthesia Assistants. In addition the education program offered three days of morning plenary sessions and 32 afternoon educational sessions. A video competition was held for RT students and the winning video was presented at the CSRT booth in the exhibit hall. Several business meetings were also conducted in the same timeframe, including the CSRT Annual General Meeting, CACERT business meeting, Past President's Council Meeting and the Leadership and Anesthesia business meetings. A Friday night boat cruise on the Ottawa River was option for delegates. The President's Banquet was extremely well attending with awards given out to recognize student excellence, sponsors and individuals.

The CSRT is grateful for the generous contribution of our industry partners. In particular, the CSRT acknowledges the generosity of our conference partners who offered generous educational grants for the 2009 CSRT Education Conference and Trade Show, including:

### ELITE SPONSOR

CAREstream Medical Ltd.

### PREMIER SPONSORS

Covidien

Maquet Dynamed

### PLATINUM SPONSORS

AstraZeneca

Masimo

### SILVER SPONSOR

Roxon



The CSRT is also grateful to the industry partners who participated in the conference as exhibitors, including:

Air Liquide Medical

Airsep Corporate

Alberta Health Services

Allied Healthcare

Products Inc.

Ambex/Ohio Medical

Ambu Inc.

AstraZeneca Canada

Boehringer Ingeheim Canada

BOMImed Inc.

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GE Healthcare

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Sunrise Medical

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Vancouver Coastal Health

VitalAire Canada

Vitaide Ltd.

Votran Medical  
Technology Inc.



## FINANCIAL HIGHLIGHTS

**THE CANADIAN SOCIETY OF RESPIRATORY THERAPISTS**

The following condensed financial report is a summary from the audited financial statements for the year ending December 31, 2009. A complete copy of the audited financial statement is available to members of CSRT. Please contact the CSRT Head Office to obtain a copy.

## For the Year Ended December 31, 2009

### Balance sheet

	2009	2008
<b>CURRENT ASSETS</b>		
Cash	\$ 2,720	\$ 41,386
Marketable securities	229,537	242,048
Accounts receivable	33,626	18,365
Inventory	8,561	9,184
Prepaid expenses	29,283	19,418
	<u>303,727</u>	<u>330,401</u>
CAPITAL	23,425	37,411
	<u>\$ 327,152</u>	<u>\$ 367,812</u>
<b>LIABILITIES</b>		
Bank loan	\$ 60,000	\$ -
Accounts payable & accrued liabilities	64,641	93,258
Deferred revenue	193,408	149,510
	<u>318,049</u>	<u>242,768</u>
<b>NET ASSETS</b>		
Unrestricted (deficit)	(14,332)	87,633
Invested in capital assets	23,425	37,411
	<u>9,103</u>	<u>125,044</u>
	<u>\$ 327,152</u>	<u>\$ 367,812</u>

## For the Year Ended December 31, 2009

### Revenue and Expenditure

	2009	2008
<b>TOTAL REVENUES</b>	\$ 1,067,937	\$ 810,154
<b>TOTAL EXPENDITURES</b>	<u>1,275,863</u>	<u>843,081</u>
<b>NET REVENUE (EXPENDITURE) FOR THE YEAR</b>	<u>\$ (207,926)</u>	<u>\$ (32,927)</u>

# Annual Report - Council on Accreditation of Respiratory Therapy Education (CoARTE)

## MISSION OF THE COUNCIL ON ACCREDITATION OF RESPIRATORY THERAPY EDUCATION

The mission of the Council on Accreditation for Respiratory Therapy Education (CoARTE) is to promote the highest quality of respiratory therapy education through accreditation services.

### 2009 COARTE COUNCIL MEMBERS

Donald Reid, MD (Chair) | Physician Representative

Carolyn McCoy, BHS, RRT (Vice-Chair) |  
Respiratory Therapist Clinical Educator Representative

Lindsay Schroeder, MSc | Public Representative

Shane McDonald, BSc, RRT | National Alliance of  
Respiratory Therapy Regulatory Bodies Representative

Neil Johnston, RRT | Employer Representative

Susan Dunington MA, RRT | Respiratory Therapist  
Didactic Educator Representative

Jo-Ann Aubut, MEd, BSc | Senior Educational Administrator

Christiane Ménard | CSRT Representative  
(Ex officio member), Executive Director, CSRT

The term of Shane McDonald as representative of the National Alliance of Regulatory Bodies terminated in December 2009. He is replaced by Bryan Buell, Registrar from the College and Association of Respiratory Therapy of Alberta (CARTA).

The term of Neil Johnston as employer representative also ended in December 2009. The Council is currently recruiting an individual to represent employers. An individual (employer, manager, administrator) from either the public or the private sector is required. For more information on the roles and responsibilities of Council members and to submit your name for this volunteer position, contact Milena Cotinghi, Accreditation Manager, by email at [mcotinghi@csrt.com](mailto:mcotinghi@csrt.com).

### REVIEW OF ACCREDITATION PROCESS

During 2009, there was a comprehensive review of the CoARTE accreditation process implemented by Catalysis Consulting, a firm with extensive expertise in the education process. The consultants presented their report to CoARTE at its annual general meeting on November 7, 2009.

From the feedback received by the consultant, the accreditation process is highly regarded, offers value for money, enjoys wide-

spread volunteer support, utilizes well qualified reviewers, has a collaborative, supportive approach, and operates efficiently. There were, however, areas requiring improvement, and the following recommendations were received by the CoARTE Council:

1. Recommendations to be addressed by CoARTE with support from the CSRT and staff: handbook update; adjustment of the annual report policy; ensuring of regular feedback (from programs; from reviewers; to reviewers)
2. Recommendations to be addressed collaboratively with stakeholders: revision of the self-study requirements and templates; update the orientation package for new reviewers and new program coordinators; address the relationship with the NCP
3. Recommendations regarding ongoing review of the accreditation process.

The CoARTE Council has implemented immediate changes to the annual calendar. The annual report submitted each year by education programs will now be required by March 31 – therefore, the next annual report will therefore be required in March 2011. The templates will also be revised, including the templates for the annual report and for the self-study based on the new National Competency Profile which will be released in May 2010.

The Accreditation Handbook will be reviewed and updated over the next year and an orientation process for reviewers will be formalized. CoARTE is looking at implementing an electronic submission process and enhancing the web site capabilities.

Procedures for giving and collecting feedback assiduously will be put in place, and the outcomes will be used for the continuous improvement of respiratory therapy education across Canada.

The CoARTE Council is grateful to all individuals involved in the review process for their dedication and commitment to the delivery of a quality education program.



### ACCREDITATION VISITS

The following programs received an accreditation visit during 2009:

- New Brunswick Community College, Saint John, Saint John, NB (February)
- Southern Alberta Institute of Technology, Calgary, AB (March)
- College of the North Atlantic, St. John's, NL (November)

CoARTE is grateful to the following individuals who demonstrated dedication and commitment to the education process and to their profession by participating in the accreditation visits:

- Debbie Cain, BC
- Dr. Kate Shields, NS
- Kathleen Frame, ON
- Marlene Raasok, ON
- Tom Dorval, BC
- Pam Skinner, ON
- Dale Mackey, ON
- Nicole Boudreau, NB
- Susan Dunnington, ON
- Carolyn McCoy, NB
- Daryl Steeves, NB
- Michael Bachynsky, MB

### INTERNATIONAL ACCREDITATION

CoARTE has initiated an international accreditation process at the program in Qatar which was established under the aegis of the College of the North Atlantic in St. John's, Newfoundland. The main challenge is to ensure the highest educational standards within a different cultural environment. In order to prepare for the accreditation visit scheduled for the spring of 2010, an accreditation workshop was conducted by Debbie Cain, a very experienced program reviewer and Pam Hicks, the CoARTE Manager at the College of the North Atlantic Qatar campus in February 2009.

### RECRUITMENT OF PROGRAM REVIEWERS

The Council on Accreditation for Respiratory Therapy Education (CoARTE) continues to recruit individuals to participate in the review teams for the accreditation of respiratory therapy education programs. While it is clear that an education program greatly benefits from having a least 1 faculty member participate in the accreditation of another program, participating as a reviewer in accreditation process is not only a professional development opportunity, it also provides valuable insight into the education process. Accreditation teams consist of a group of dedicated professionals with experience at the didactic, clinical and administrative functions in education programs.

The dedication, knowledge and energy of our volunteers contribute to making the CoARTE process very respected. Respiratory therapy education has thus the advantage of a continuous sharing of best practices and experience among the best professionals. Your involvement would greatly contribute to this rewarding process. All those interested please contact Milena Cotinghi, Accreditation Manager, at 1-800-267-3422 ext. 226, or by e-mail at [mcotinghi@csrt.com](mailto:mcotinghi@csrt.com).

### ASSOCIATION OF ACCREDITING AGENCIES OF CANADA (AAAC)

CoARTE is an active member in the Association of Accrediting Agencies of Canada (AAAC). The AAAC includes representatives from various accrediting agencies. The AAAC's mission is to foster the highest quality of professional education, and to pursue excellence in standards and processes of accreditation. The AAAC is an important resource for accreditation in Canada as it provides a forum for the institutions to discuss common issues and develop accreditation standards and processes. As such, CoARTE benefits in the participation in the establishment of standards and has access to best practices in the field of accreditation. The CoARTE Manager participates in the semi-annual meetings. Milena Cotinghi was recently appointed Chair of the AAAC's Roundtable on Reviewer/Surveyor Burnout and Motivation.



## LIST AND STATUS OF THE PROGRAMS CURRENTLY ACCREDITED BY THE COUNCIL ON ACCREDITATION FOR RESPIRATORY THERAPY EDUCATION

Algonquin College of Applied Arts and Technology	Ottawa, ON	ACCREDITATION
Canadore College of Applied Arts and Technology	North Bay, ON	ACCREDITATION
Cégep de Sainte-Foy	Sainte-Foy, QC	APPROUVÉ
Cégep de Sherbrooke	Sherbrooke, QC	APPROUVÉ
Cégep de Chicoutimi	Chicoutimi, QC	APPROUVÉ
Collège communautaire du Nouveau-Brunswick	Dieppe, NB	AGRÉMENT
Collège de Rosemont	Montréal, QC	APPROUVÉ
College of the North Atlantic	St. Johns, NL	ACCREDITATION
Collège Ellis	Trois-Rivières, QC	*ACCREDITATION VISIT IN APRIL 2010
College of the North Atlantic	Qatar, UAE	*ACCREDITATION VISIT IN MARCH 2010
Conestoga College Institute of Technology & Advanced Learning	Kitchener, ON	ACCREDITATION
Fanshawe College of Applied Arts and Technology	London, ON	ACCREDITATION
La Cité collégiale–Collège d'arts appliqués et de technologie	Ottawa, ON	AGRÉMENT
Michener Institute for Applied Health Sciences	Toronto, ON	ACCREDITATION
New Brunswick Community college	Saint John, NB	ACCREDITATION
Northern Alberta Institute of Technology (NAIT)	Edmonton, AB	ACCREDITATION
QEII Dalhousie School of Health Sciences	Halifax, NS	ACCREDITATION
Southern Alberta Institute of Technology (SAIT)	Calgary, AB	ACCREDITATION
Thompson Rivers University	Kamloops, BC	ACCREDITATION
University of Manitoba, School of Medical Rehabilitation	Winnipeg, MB	ACCREDITATION
Vanier College	Montréal, QC	ACCREDITATION

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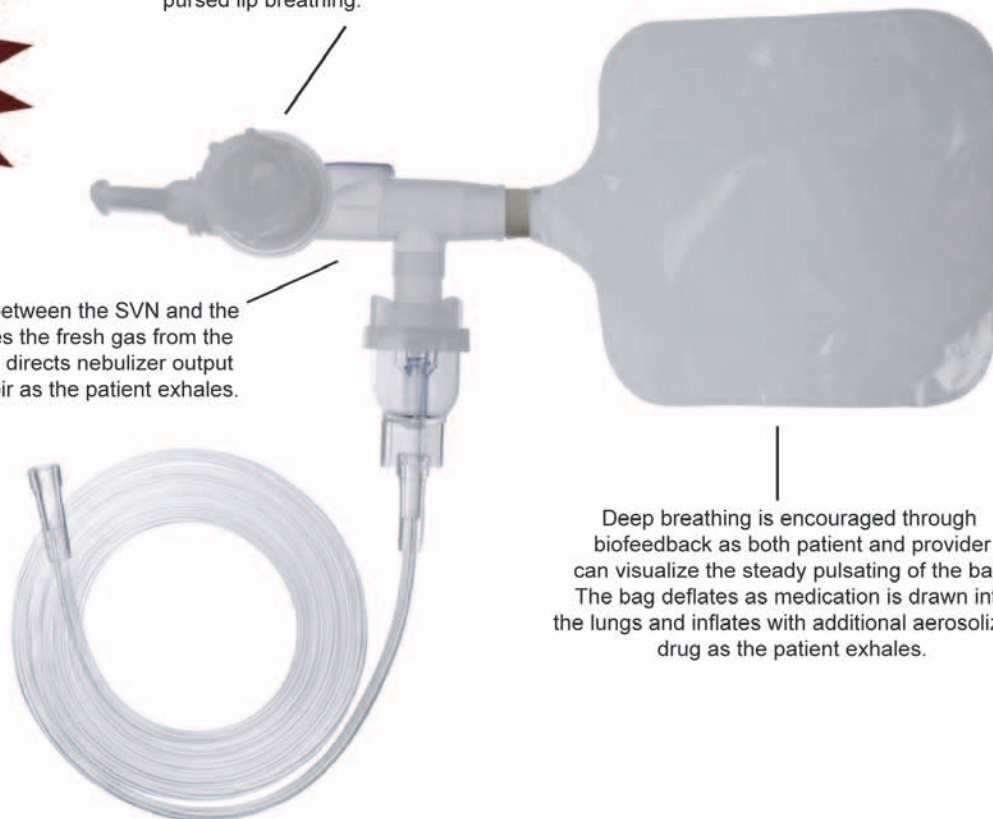
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**CANADIAN SOCIETY OF  
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