

CSRT Annual Report

January to December 2015



Message from the CSRT President Jessie Cox, RRT, FCSRT, AA-CSRT

The year 2015 was a year of great achievement for the CSRT and for the profession. This was the first full year of implementation for the “Blueprint for the profession”. This document serves us well as we move forward on many fronts – private practice and certification for specific areas of practice (anesthesia assistance in 2015). We also progressed in national / provincial discussions on the feasibility for degree as entry-to-practice.

In 2015 the CSRT continued to participate in various inter-professional national projects and have initiated inter-professional initiatives with national health care organizations such as the Canadian Patient Safety Institute and the College of Physicians and Surgeons of Canada. We have also finalized phase I of a major project aimed at determining the RT staffing patterns in ICU and the RT-to vent ratio.

We have optimized the dissemination of information through our web site, Facebook, twitter and linked in and enhanced RT knowledge through the Canadian Journal of Respiratory Therapy, the Annual Education Conference, journal clubs and webinars.

We continue to celebrate RTs who make significant contributions to the profession through our awards program. Most importantly, we create awareness and pride in the profession through various promotion and advocacy initiatives. We are very proud of the increased participation and engagement of new RT graduates and student RTs at the conference, during RT week and throughout the year. There is no doubt that we have a lot of young respiratory therapists who have the passion for their profession and are ready to carry the RT banner for many years to come.

As my second year as President comes to an end in a few months, I am very grateful for the hard work and dedication of the CSRT office staff, the Board of Directors and all of the volunteers who have made 2015 such a productive year for the CSRT and for the profession.

2015 Board of Directors

Name	City, Province	Professional perspective	Regional perspective
Louis Phillip Belle-Isle, RRT	Montreal, QC		Quebec
Adam Buettner, RRT – Treasurer	Saskatoon, SK	Neonatal and pediatrics	Western Canada
Jessie Cox, RRT - President	Paradise, NL	Anesthesia assistants	Maritimes

Jeff Dionne, RRT – President-Elect	Toronto, ON	Critical care, leadership	Ontario
Elizabeth French, RRT	Winnipeg, MB	Chronic care	Western Canada
Barbara MacDonald, RRT	Halifax, NS	Educator	Maritimes
Susan Martin, RRT	Barrie, ON	Industry	Ontario
Edouard Saadé, RRT	Saskatoon, SK	Critical Care	Western Ontario
Dave Sahadeo, SRT	Kamloops, BC	Student	
David Sheets, RRT	Kamloops, BC	AA, non-regulated	Western Canada

CSRT Achievements

January to December 2015

ADVOCATING AND PROMOTING THE PROFESSION

Advocacy during federal elections

During the federal election, there was minimal focus on health. The CSRT issued a press release to encourage federal leaders to establish priorities in their electoral platform to enhance our national health care system. This was an initiative from the Health Action Lobby Group and 25 health care societies disseminated similar press released in a nationally organized media blitz.

Communication with the new government of Canada

Since the election of the Liberal government, it has been easier to communicate and meet with federal government officials. Letters of congratulations were sent to the new Prime Minister and his cabinet to open the doors of communication.

RT week

Each year, the last full week of October is dedicated to the celebration of the RT profession – RT week is dedicated to raising awareness on the value of the RT profession. The CSRT provides promotional material and a “how-to” guide on-line. In 2015, the CSRT invited members to use their creativity to participate in a video contest – we received five submissions from RTs across the country on a very special topic ***“How are you an ambassador for your profession”***. CSRT members were invited to vote for the best video and Gwen Dunn from Calgary, Alberta was selected by the membership and received a cash prize of \$500.

Degree as entry-to-practice

Working with the President of each provincial regulatory body, the CSRT has been involved in several initiatives to raise awareness with governments and other stakeholders on the value of degree as entry-to-practice to enhance patient care. Because there has never been a national discussion on the topic, a national roundtable discussion for RT stakeholders is being organized to answer the question: ***Is Degree as Entry to Practice the Right Thing to Ensure the RT Profession Provides Optimal Patient Care?*** It is

anticipated that this initiative will require a comprehensive consultation process and several government activities on an on-going basis.

Position statements / Best practice statements

Partnering with CARTA the CSRT led an initiative for the stakeholder consultation, development and dissemination consensus position statement on *“Patient and Family Centered Respiratory Care”*. In the spirit of supporting patient and family-centered care, the CSRT also developed a position statement entitled: *“Support for Dying with Dignity”* following the ruling by the Supreme Court of Canada’s that will ensure that individuals have the opportunity to receive medical aid in dying. In 2015, the CSRT developed a disseminated a best practice statement on *“The use of electronic communication devices by respiratory therapists in the work environment”*.

Government consultation on medical aid in dying

The CSRT disseminated a letter and the position statement entitled *“Support for Dying and Dignity”* to all provincial health ministers as well as to the federal Health Minister and members of the House of Commons Standing Committee on Health. The CSRT was also invited to participate in a national consultation process initiated by the federal government on the issue of terminally ill patients who select to receive medical aid in dying.

■ ■ SETTING THE STAGE FOR RRTs IN PRIVATE PRACTICE

In February 2015, Medavie Blue Cross launched a new program that opens the door for RT private practice. Adopting a disease management approach, Mediavie Blue Cross allows patients with asthma and/or chronic obstructive pulmonary disease (COPD) to be reimbursed for seeking advice and guidance to effectively manage their symptoms from registered respiratory therapists (RRTs) who have a Certified Respiratory Educator (CRE) or Certified Asthma Educator (CAE) credential. A physician referral is not required. RRTs have been recognized as experts in managing respiratory illness and this sets the stage for RRTs in private practice.

By December 2015, it was clear that there were challenges in the implementation of this new benefit by Medavie Blue Cross. The CSRT met with senior officials at the insurance company and developed an action plan to support RTs who want to be involved in private practice, the development of a private practice tool kit and initiatives to raise awareness of patients and family physicians on the role that respiratory therapists play in the management of chronic respiratory disease.

■ ■ RESPONDING TO HEALTH CARE ENVIRONMENT AND KEEPING HEALTH CARE STAKEHOLDERS INFORMED

The CSRT collaborates with key stakeholders (governments, health organizations, industry) and communicates with them by distributing on a regular basis information to stakeholders. The CSRT strives to keep the RT profession and its key stakeholders informed through the dissemination of position statements, best practice guidelines, as well as information and data about the profession and this remains an essential element of CSRT’s advocacy strategies.

PARTNERING WITH KEY STAKEHOLDERS ON IMPORTANT REGIONAL, PROVINCIAL AND NATIONAL INITIATIVES

Health Action Lobby Group (HEAL)

Working within the Health Action Lobby Group (HEAL), the CSRT participated in the launch of a national inter-professional consensus statement entitled: ***Canadian Way – Accelerating innovation and Improving Health System Performance***. There were many activities and programs to ensure this document was brought to the attention of health care leaders across the country.

Choosing Wisely Canada

The CSRT is involved in this inter-professional national initiative that aims to identify and reduce unnecessary tests and treatments thereby improving the efficiency and effectiveness of health services. The CSRT is working with CWC to identify areas of practice of interest to respiratory therapists as well as other members of the health care team. For example CWC has reviewed the evidence behind the provision of medical air versus medical oxygen for the non-hypoxemic patient who is experiencing shortness of breath in palliative care. CWC notes: “Do not use oxygen therapy to treat non-hypoxic dyspnea, as supplemental oxygen does not benefit patients who are breathless but not hypoxic and flow of air has been found equally effective to oxygen in this context.” The activities include discussion groups, recommended behaviours and activities, webinars and conferences to encourage health care professionals to become proficient stewards of health care resources.

Canadian Institute of Health Information (CIHI) – New MIS Standards for Respiratory Services

The CSRT’s participation in the CIHI review of the MIS standards for respiratory services ended in 2015. We continue to participate actively in the planning, development and implementation of the CIHI MIS reporting standards for respiratory therapy which was scheduled to be launched on April 1, 2016.

Canadian Patient Safety Institute (CPSI)

The CSRT participated in the development of the CPSI Patient Safety Education Action Plan. As a participating organization, the CSRT implements some action items to achieve the collective goal of integrating patient safety into all aspects of health education. We are also actively involved in working groups and a patient safety network, including a working group to improve educational content, design and delivery on patient safety and quality improvement.

Algonquin College

CSRT participates in a Task Force and Advisory Panel to assist Algonquin College in developing plans for their Healthy Living Education initiative. This is a very exciting initiative that will provide Ottawa and the Ottawa Valley with the graduates and programs required so that the changing needs of the work force are addressed and includes a component to promote healthy living.

Canadian Society of Anesthesiologists (CAS)

The CSRT works in close collaboration with the CAS to develop a certification process for RTs and other health professionals who have enhanced their education and work exclusively in anesthesia. The CSRT has put all the elements in place to move forward with full certification and has established an interprofessional AA Certification Workgroup. This project includes the validation of the AA national competency framework and there should be a national certification process for AAs in place by the end of 2016.

2021 World Critical Care Congress

The CSRT partnered with the Canadian Critical Care Society in its bid to host the 2021 World Congress of Intensive and Critical Care Medicine which will be held in Vancouver in August / September 2021. The Canadian bid to host the 2021 World Critical Care Congress was successfully presented by Dr. Claudio Martin in August 2015 in Seoul at the International Society of Critical Care.

National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB)

The CSRT is an active member of the NARTRB and participates in discussions to enhance the regulatory environment for the RT profession. One of the key activity of the NARTRB is the development of a national competency framework (NCF) that includes competencies for entry-to-practice as well as throughout the various career stages. The national competency framework will be finalized by the fall of 2016.

University of Manitoba

The CSRT collaborated with a team of researchers at the University of Manitoba lead by Andrew West on a study that aims to identify the typical ratio of respiratory therapists to ventilators in Canadian Intensive Care Units and the factors that influence that ratio. Phase I of the study was completed in 2015 and included data from intensive care units of institutions associated with all of Canada's 17 medical schools. The results were presented during the 2015 Annual Education Conference in Calgary and will be published in the Canadian Journal of Respiratory Therapy in 2016. It is anticipated that Phase II of the project will start in 2016.

Canadian Critical Trials Group

The CSRT provided support for a CIHR planning and dissemination grant entitled: "*A national strategy on quality of care research and evaluation – with the patient for the patient*". Led by Dr. Paul Hébert the funding will facilitate the development of a comprehensive research and evaluation strategy around the quality of care for Intensive Care Units.

McMaster University

The CSRT is a collaborator in the application of a CIHR grant a CIHR funded project to develop Canadian Guidelines for Developing Patient and Family-Centered Intensive Care Units. Led by Dr. Simon Oczkowski and Dr. Alison Fox-Robichaud and their research team, this initiative will include the participation of respiratory therapists and will focus on: i) family visitation and access to the ICU; ii) ICU supports for families of patients dying in the ICU; iii) family participation in bedside care.

The Royal College of Physicians and Surgeons of Canada (RCPSC)

The CSRT has been working with the RCPSC to expand their Acute Critical Events Simulation Course (ACES Program). This course features on-line simulations, supported by an electronic textbook and optional face-to-face simulations, and will be open to CSRT members. Authorship opportunities were available to CSRT members who contributed by co-authoring chapters of the electronic text, or to assist in writing some of the simulations.

The College of Family Physicians of Canada

The CSRT continues to be involved in a second phase of the Air Quality Health Index (AQHI) Train the Trainer Program which is a project funded by Health Canada. The CSRT identified respiratory therapists who participated in the program and became AQHI Champion. The objectives of the project include the

education of family physicians and other health professionals about the health effects of air pollution and about the Air Quality Health Index, so that they will incorporate its use into their clinical practice.

St. Michael's Hospital, Toronto

The CSRT supported applications for funding for the WE Succeed Trial, which stands for WEIcolming Surrogate and CritiCally ill Patient's EngagEment in Discontinuing mechanical ventilation. The scope and purpose of the WE Succeed trial will enhance safe and evidence-based practice of respiratory therapy.

University of Toronto

The CSRT also supported the research application led by Dr. Niall D. Ferguson and a team of researchers who are collaborating on a North American network initiative seeking to re-evaluate the systemic early neuromuscular blockade trial. The scope and purpose of the research is instrumental to provide guidance regarding future quality of care research and evaluation initiatives. The intervention proposed will enhance patient-ventilator synchrony and improve gas exchange.

A second multi-centre study from the University of Toronto and the Queens University in Belfast entitled COVenT study aims to establish a set of core outcome measures for ventilation trials. The CSRT provided support to Louise Rose, Bronagh Blackwood from the University of Toronto and Dr. Suzanne Ringrow from Queens University in Belfast.

REPRESENTING THE PROFESSION AT PROVINCIAL, NATIONAL AND INTERNATIONAL CONFERENCES AND MEETINGS

Provincial conferences

Every year, the CSRT makes efforts to participate at as many provincial conferences as possible. In 2015, the CSRT participated in the conferences of the Manitoba Association of Registered Respiratory Therapists (MARRT), the New Brunswick Association of Respiratory Therapists (NABRT), the Saskatchewan College of Respiratory Therapists.

National conferences and meetings

Jessie Cox, CSRT President and Christiane Menard, Executive Director, are actively engaged with key stakeholder and participate regularly in several national meetings including: National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB), the Canadian Institute of Health Information (CIHI) and the Canadian Anesthesiologists Society (CAS). The Executive Director is also an active participant in meetings of the Health Action Lobby Group (HEAL); Royal College of Physicians and Surgeons of Canada; and other relevant national organizations.

International conferences and meetings

Represented by Jessie Cox (CSRT President) the CSRT participated in 2015 annual conference of the American Association of Respiratory Care (AARC) in Tampa Florida. In addition, the CSRT President actively participated and provided updates of the Canadian RT environment at the annual meeting of the International Council for Respiratory Care in early November 2015, a meeting held each year to coincide with the AARC.

ENHANCING MEMBERSHIP SERVICES

Improvements to membership communication

Being able to communicate in an effective and timely manner is the most important and challenging aspect of our membership services. The CSRT has effectively enhanced membership communication through social media which represent great tools to enhance communication – Facebook now has over 3,000 followers and some posts have been viewed and shared over 175,000 times. We also are active on other social media platforms such as Twitter, Instagram and Linked in. In addition, a membership survey was conducted in early 2015 which allowed us to understand the needs of our members and to get input on CSRT member activities and services.

New benefits for CSRT members

The membership survey conducted in early 2015 provided some suggestions on new member benefits. In 2015 CSRT members were provided access to three benefits, including: discount on stethoscopes, health plan benefits for RTs who do not have access to health benefits through their employer and discounted GoodLife Gym membership.

Restructuring the CSRT web site

The CSRT web site continues to be modernized to facilitate access to our services from tablets and smart phone technology. The content has also been restructured into a more user friendly format. During the month of December 2015 there were 9,966 visits to the web site from 8,776 unique visitors and 23,378 pages viewed.

Engaging students in their profession

There has been an increase in student engagement in their profession thanks to initiatives created by Dave Sahadeo who provides the perspective on the Board of Directors. In 2015, the CSRT added an education stream and social events specifically for student within the framework of the Annual Education Conference. Contests and activities have been created within each RT education program and there is very active participation of students on the student Facebook page.

Enhancing professional liability insurance (PLI) for RTs

In December 2015, the CSRT enhanced the coverage at lower cost - \$46 for \$2 million coverage. When compared to other providers of professional liability insurance, the CSRT personal PLI insurance package is the most comprehensive coverage at the lowest price available to respiratory therapists across Canada.

On-Line Job Bank Listings

The CSRT provides access to its members of an on-line job listing to assist members looking for employment. Several employers avail themselves of the advertising opportunities on the CSRT web site.

Establishing a membership category for Retired Registered RTs

A new membership category was launched to allow Registered Respiratory Therapists who qualify for registered membership, has reached the age of 55 and is no longer directly or indirectly involved in the professional practice of respiratory therapy. This allows RRTs to stay connected to their profession after retiring from their RRT professional career.

Membership data

In 2015 the CSRT reached its highest membership ever with a total of 3,695 members. The following is the breakdown in each membership category:

- Associate members - 46
- Corporate members - 13
- Honorary members - 15
- Registered members - 2,957
- Student members - 664

Over the years, the CSRT has benefitted from increased membership in some provinces and a decrease in other provinces. The CSRT will continue to strive to offer value for money to all RTs across Canada.

Membership data by province

BC	AB	SK	MB	ON	QC	NS	NB	PEI	NL	TERR.	US	INT
547	750	163	119	1,497	91	173	92	22	155	12	17	57

National office staff restructuring

On January 1, 2015, the national office staff operations was restructured to enhance the service to the CSRT members. A team-based approach was implemented so that everyone is aware of our projects and services and thereby ensures that there is always someone available at the office to meet the needs of CSRT members.

PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR RTs

Tracking tools for CE/CPD credits

The CSRT provides an on-line tool to track continued education and professional development credits. As of December 31, 2015 there were 347 members using this on-line tool on a regular basis. This on-line tool was upgraded and we will continue to monitor and improve as required.

Improving access and impact of the Canadian Journal of Respiratory Therapists (CJRT)

The managing editor continues to work with the CJRT Editorial Board to enhance the quality and quantity of published articles in the CJRT. In 2015, the CJRT published a special edition entitled: Special Issue on Tobacco (Vol 51.4) - highlights included an article from Dr. Peter Selby, who is quite well known in the field.

<http://www.pulsus.com/journals/toc.jsp?sCurrPg=journal&jnlKy=14&isuKy=1285&fromfold=Past+Issues&fold=Table%20Of%20Contents>

Access to the CJRT has increased substantially and it is now available on prominent databases including: Google Scholar, PubMed Central, HINARI, CINAHL, EMBASE, SCOPUS.

Fellow of the Canadian Society of Respiratory Therapist (FCSRT).

The FCSRT professional designation was established to recognize registered members who have made a significant and consistent contribution to the development of the science and profession of respiratory therapy. CSRT Fellows also make a commitment to lifelong learning by completing 25 CE/CPD credits per year. On December 31, 2014 there was a total of 141 RRTs who had achieved the FCSRT professional designation. From January 1 to December 31, 2015, the following RRTs received the FCSRT professional designation from the Board of Directors: Lucy Bonanno, John Annear, Stephen Chard, Eric Cheng, Andria Darlington, Tammie Fournier, Aaron Ladd, Neil Scott MacKeigan, Kathleen Olden-Powell, Tracy Simcoe, James Whitehead. The full list of FCSRTs is available on the CSRT web site.

Certificate in Anesthesia Assistance (AA-CSRT)

The AA-CSRT certificate, launched in May 2014, recognizes CSRT registered and associate members who have completed additional education and training in the field of anesthesia to become an anesthesia assistant. RTs and eligible associate members are accepted into the Anesthesia Assistant Certificate program once annually, and once they are accepted they may use the professional designation of AA-CSRT. As of December 31, 2015 there were 14 RTs who had achieved the AA-CSRT professional designation. From January 1 to December 31, 2015 the following CSRT members were approved by the Board of Directors for the AA-CSRT professional designation: Brian Brucks, Rhonda Dallaire, Mylene Gagnon, Pheobe Lam, James Whitehead. The full list of AA-CSRTs is available on the CSRT web site.

No audit process was implemented of the AA-CSRT professional designation in 2015 as this professional designation was launched in 2014 and the individuals had not yet completed a full year in the process.

Certification in Anesthesia Assistance

The CSRT continues to work with the Canadian Anesthesiologists Society and other stakeholders to establish a full AA certification process. Over the past 15 years, the CSRT has provided leadership in the development of a foundation knowledge document, an Educational Framework for AA Education, an AA Competency Framework.

In August 2015, the CSRT established an inter-professional AA Certification Workgroup with the mandate to validate the AA Competency Framework and establish a certification exam process and accreditation of AA education programs. As of December 31, 2015 the validation process had been established and it is anticipated that the exam development and the accreditation processes will be finalized by the end of 2016.

Journal Clubs, Webinars, Directed Reading

The CSRT offered a selection of journal clubs, webinars and directed readings for continuing education and professional development of its members. These are stored on **resource section** of the CSRT web site.

Catalogue of Guidelines

The CSRT maintains and updates on a regular basis its catalogue of guidelines. This resource, which is available on the CSRT web site, provides an efficient location for CSRT members to find guidelines in each area of practice.

RECOGNIZING ACHIEVEMENTS – CSRT 2015 AWARDS

2015 Colya Kaminiarz Professional Achievement Award - Sponsored by Praxair Healthcare Services Inc.

Chitra Gnanasabesan, RRT (Ontario)



2015 Robert Merry Award for Excellence in Education

Noel Pendergast, RRT, Dalhousie University (Nova Scotia)



2015 President's Award - Sponsored by Trudell Medical Marketing Limited

Bonnie O'Leary, RRT (Newfoundland)



(New) Excellence in Pulmonary Function Award – sponsored by Cardinal Health

Arlene Murrell, RRT (Ontario)



CBRC / CSRT Gold, Silver, Bronze Student Achievement Awards

The Gold, Silver and Bronze Student Achievement Awards is conferred to individuals who have received the three top marks at the CBRC exam.

Gold Medal – Marc Carolan, RRT – Thompson Rivers University (British Columbia)

Sponsored by Respiratory Therapists Without Borders and Mo Shariff



Silver Medal – Edouard Saadé, RRT – New Brunswick Community College (New Brunswick)



Bronze Medal – Hara Bhavjinder, RRT – Thompson Rivers University (British Columbia)



51st CSRT Annual Education Conference

The CSRT collaborated with the College and Association of Respiratory Therapists of Alberta (CARTA) for the 2015 conference which was held at the Hyatt Regency Hotel in downtown Calgary. A total of 567 delegates participated in this conference which featured 99 speakers involved in enhancing the knowledge of RTs through 72 presentations and 2 workshops. The program was developed according to themes of patient safety and quality improvement; patient and family centered care; research and innovation and we also offered a program for students, educators, leaders and for our francophone colleagues.

Thank you to CSRT industry partners

The CSRT is proud to acknowledge the generous contributions of the following industry partners towards the success of our conference, and for their continued commitment to the profession of respiratory therapy. These non-restricted financial contributions support the overall program development and delivery of the education sessions at the annual conference.

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