



Saskatchewan College of Respiratory Therapists Annual Report 2018-2019



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TABLE OF CONTENTS

	<u>Page</u>
About us: Who we are	3
2018-2019 SCRT Council and Staff	4
Reports	
President & Executive Director/Registrar	5
Public Representatives	8
Professional Conduct Committee	8
Discipline Committee	9
Continuing Education Committee	10
Registration Committee	11
Policy and Bylaw Committee	12
2018 AGM and Education Conference Committee	12
Strategic Plan 2019	14
Membership Data	17
Financial Statements	19

SCRT MISSION

The Saskatchewan College of Respiratory Therapists exists to ensure that the public receives safe, competent and ethical care by a regulated and continually advancing Profession.

SCRT VISION

Saskatchewan residents have access to excellence and continuity in the standard of care for safe evolving and expanding respiratory service.

SCRT VALUES

Respect, integrity, fairness, accountability, collaboration, professionalism.

The Saskatchewan College of Respiratory Therapists (SCRT) was established in 2009 with *The Respiratory Therapists Act*. Our primary mandate is to serve and protect the public. The primary objects of the college are to regulate the profession and assure the public of the knowledge, skill, proficiency and competency of members in the practice of respiratory therapy.

Respiratory therapy is one of 27 self-regulated professions in the province of Saskatchewan. We are governed by an elected council that includes members of the college and government-appointed public representatives. Members are expected to follow a Code of Ethics and a Standards of Practice. The college must investigate all complaints of potential professional incompetence or professional misconduct.



2018-2019 COUNCIL AND STAFF

Council Members

President	Michelle Holodniuk RRT (until 09/2019)
President-Elect	Matthew Harrison RRT (elected 09/2018)
Secretary	Adele Sirois RRT (until 09/2019)
Treasurer	Anil Sarkar RRT (elected 09/2018)
Councillor at Large Southern Chapter	Mark Murray RRT (elected 09/2018)
Councillor at Large Northern Chapter	Kristina Vargo RRT (until 09/2019)

Public Representatives

Public Representative	Robert Friedrich
Public Representative	Philip Benson
Public Representative	Vacant

Staff

Executive Director/Registrar	Win Haines RT(NP)
Administrative Assistant	Ardis Monarchi

Committees

Professional Conduct Committee

Trevor Tessier RRT (Chair)
Scott Downey RRT
Chris Grant RRT
Sheldon Hrynowsky RRT
Public Representative, Philip Benson

Registration Committee

Sheldon Fizzard RRT (Chair)
Jordon Konya RRT
Sydney Husdal RRT

Policy and Bylaw Committee

Amy Reid RRT (Chair)
Tom Anderson RRT
Nicole Hansen RRT

Discipline Committee

Scott McCrae RRT (Chair)
Angela Barsalou RRT
Karla Martin RRT
Candi Thompson RRT
Public Representative, Robert Friedrich

Continuing Education Committee

Angela Barsalou RRT (Co-chair)
Shelly Filippi RRT (Co-chair)
Laurie Kubick RRT
Kristin Underhill RRT
Teresa Wasend RRT

President & Executive Director/Registrar Report

On behalf of the council, committees, and staff of the SCRT we are pleased to present our 2018-2019 Annual Report for the Saskatchewan College of Respiratory Therapists (SCRT).

As per *The Respiratory Therapists Act*: “It is the duty of the college to serve and protect the public; and to exercise its powers and discharge its responsibilities in the public interest and not in the interest of the members. The objects of the college are to regulate the practice of the profession and to govern the members in accordance with *The Respiratory Therapists Act* and the bylaws; and to assure the public of the knowledge, skill, proficiency and competency of members in the practice of respiratory therapy.” All members of the college, council and committees take these responsibilities seriously, and it is always at the forefront of our minds when conducting college business.

There were some changes to council this year. At the 2018 AGM, we said goodbye to Past President Sheldon Fizzard and Southern Chapter Director at Large Tracey LaSaga, and welcomed President-elect Matthew Harrison and Southern Chapter Councillor at Large Mark Murray. Phil Benson, the college’s newest public representative appointee, also joined council at that time. Their contributions thus far have been appreciated and we look forward to continuing to work with them.

Council recognized the need for more expertise and efficiency on several matters which led to the establishment of two new committees for the college. The first is the Registration Committee, which has the responsibility of investigating and advising council on applicants that don’t clearly meet the college’s set standards for membership and licensure. The committee investigates those applicants and subsequently makes recommendations to council, who ultimately must make the decision on the applicant. To date, the group has reviewed several applications. The second committee is the Bylaw and Policy Development Committee. Policy and bylaw writing is a skill, and council felt it was best to seek out those individuals who possess that skill set for assistance. Currently, the group is reviewing the existing complaints, investigation and discipline process. The work done by the group will be used by council to make the necessary changes to develop a more detailed and comprehensive policy and procedure package for all involved to refer to.

After receiving approval from the membership at the 2018 AGM last fall, the SCRT submitted to the government the amendments to our Regulatory Bylaws. Those amendments included the addition of a Code of Ethics document, a Standards of Practice document, and, primarily, some nomenclature changes in our membership and licence categories. All amendments and documents submitted to the government received Ministerial approval, and were subsequently published in the Saskatchewan Gazette in January 2019. These are the first major changes to our bylaws since the creation of the College in 2009. A prior submission had been denied, with the recommendation to re-submit with a larger package of amendments in the future. All amendments from that submission were included with this submission and received approval at this time.

The Administrative Bylaws are scheduled to be reviewed and updated by council over the next number of months, and once completed, a resolution will be drawn up and approved by council, and subsequently brought to the general membership at the 2019 AGM for approval. Keeping reference documents up-to-date is important to council. A document review calendar has been established to

ensure all reference documents are reviewed on a regular schedule and receive needed reviews and updates.

This year, council recognized the need for more hours for the Executive Director/Registrar position and increased them to 12 hours per week. The hours of work will need to be readdressed once again in the near future. Research has also been started to investigate options for a new system for the recording and submission of education credits. The SCRT website currently allows for recording continuing education credit hours but does not, subsequently, allow access to the Continuing Education Committee for an audit to review any notes. Council has found a program that may meet those identified needs, but more research needs to be completed on whether it will integrate with our existing web-host.

By far, the most work done by council this year involved the development of a new long-term Strategic Plan during a day-long workshop in February 2019 led by Dawn Martin of Daybreak Consulting. The first strategic plan, set for 2016-19, has had most of its goals achieved, or they have become part of normal business for council and staff. The major work from the day was a new vision for the college and three (3) long-term goals for the college to achieve. It was recognized that a new vision statement was needed, one that would better reflect the SCRT's responsibility to the public of Saskatchewan. The existing vision was determined to be more reflective of an earlier vision of the college which was to establish itself as an accountable organization.

SCRT's new vision as developed at the 2019 strategic planning workshop is:

"Saskatchewan residents have access to excellence and continuity in the standard of care for safe, evolving, and expanding respiratory service."

With this new vision front and centre, work was completed by the end of the day to establish three (3) new long-term goals, they are:

1. *Improve the continuity of respiratory care provincially;*
2. *Improve awareness of the role Respiratory Therapists can play in integrated health care; and*
3. *Increase the influence of Respiratory Therapists in health system planning.*

Please look for a full, more detailed, report of the work done by the council and invited guests to establish this important document elsewhere in this report. It will be used to guide the SCRT in its work for the next 10 years.

Finally this year, work was wrapped up with the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB), the group that facilitates interprovincial collaboration on regulatory issues, to find a new accreditor for respiratory therapy training programs in Canada. The existing accreditor, CoARTE (Council on Accreditation for Respiratory Therapy Education), will complete its contractual obligation to the Alliance in August of 2019, at which time Accreditation Canada, a division of the Health Standards Organization, will take on the responsibility for program accreditation for the NARTRB. Accreditation Canada is the group contracted by quite a number of other allied health disciplines in Canada to do this work for them, and we are confident the accreditation process is in expert hands.

In Saskatchewan, respiratory therapy became a regulated profession 10 years ago with the reading of *The Respiratory Therapists Act* in the legislature. On behalf of the President, the President-elect, the Executive Director/Registrar and the rest of council and staff, we look forward to continuing the important work of serving and protecting the public of Saskatchewan.

Respectfully submitted,

Michelle Holodniuk RRT, President SCRT Council

Win Haines RT(NP), Executive Director/Registrar SCRT

2018-19 SCRT Committee Reports

Public Representatives

Robert Friedrich
Philip Benson

Up to 3 public representatives may be appointed by the government as members of a regulated College's council. Their responsibility is to represent the views of the public to council, ensure council is aware of public concerns, and to perform any duties that may be assigned to them by council.

We are now two appointed Public Reps and have found the college and organization to be operating in the best interest of the Saskatchewan public. We have established a collegial relationship with respect for each other's role.

I can say the public's interests and needs are being considered thoughtfully. We see that college policies and actions follow the spirit of *The Respiratory Therapists Act*, and look forward to working with all members, especially the elected council and executive this coming year.

Respectfully submitted,
Robert Friedrich

Professional Conduct Committee (PCC)

Trevor Tessier RRT Chair
Scott Downey RRT
Chris Grant RRT
Sheldon Hrynowsky RRT
Phil Benson Public Representative

The PCC, as established in The Respiratory Therapy Act is responsible to investigate any complaint that council may refer to them or that they receive directly, when it is alleged a member is guilty of professional misconduct or professional incompetence. Once the investigation is complete, they submit a report to the discipline committee (DC). They can recommend one of three things in that report;

(a) that the formal complaint go to the DC for a hearing;

(b) that no further action be taken with respect to the matter under investigation because:

(i) the matter has been resolved between the complainant and the member usually with an Alternate Dispute Resolution (ADR) agreement having been drawn up; or

(ii) after investigation, the PCC determines no further action is warranted.

In the past year, the PCC was required to investigate two (2) complaints that were filed with the SCRT:

Case 1: After receiving the complaint in August of 2018 the PCC met approximately 8 times and also held an in-person meeting to discuss this complicated case, along with interviewing all the parties involved in the complaint. The PCC was able to reach an ADR in early April of 2019 with the member and complainant with three major criteria to be met. The individual has carried out all aspects of the ADR successfully but will have the ADR in the individual's permanent file.

Case 2: The PCC received this complaint in September of 2018. Once again, the PCC held approximately 8 teleconference calls and an in-person meeting to discuss this case which involves an alleged contravention of a previous ADR with this member. The result of the investigation by the PCC led to a report filed with the DC in January of 2019 recommending a full disciplinary hearing on potential professional misconduct issues.

Other:

The PCC was appointed a new public representative after the retirement of our previous member. We are happy to welcome Phil Benson who brings a wealth of knowledge from his work in both the public and private sectors.

On December 31st the PCC met with legal counsel and the ED/Registrar for a review of complaint investigation processes and discussions on how to ensure we maintain professional conduct in the SCRT.

Respectfully submitted,
Trevor Tessier RRT, Chair

Discipline Committee (DC)

Scott McCrae RRT Chair

Angela Barsalou RRT

Candi Thompson RRT

Carla Martin RRT

Bob Friedrich Public Representative

The DC, as established in The Respiratory Therapy Act, is responsible to hear the formal complaint when set out by the PCC in their report. They must determine whether or not the member is guilty of professional misconduct or professional incompetence.

The Discipline committee met on a quarterly basis this year and primarily spent the time reviewing other college DC hearings and learning the procedures regarding DC hearings and how a hearing would work were we to hold one. The meetings were held via conference calls with cases being sent out ahead so committee members had the chance to review and prepare questions for more in-depth discussion. The DC received a PCC report recommending our first discipline hearing in January 2019. The hearing

has been held and the committee reached a decision with the assistance of legal counsel. The chair is required to write the legal decision as a report to the college. At this time the report is being reviewed by those members of the committee who were in attendance at the hearing.

Respectfully submitted,
Scott McCrae RRT, Chair

[Continuing Education Committee \(CEC\)](#)

Angela Barsalou RRT Co-Chair

Shelly Filippi RRT Co-chair

Laurie Kubick RRT

Kristin Underhill RRT

Teresa Wasend RRT

It is a requirement of licensure that Registered Respiratory Therapists in Saskatchewan participate in continuing education. The mandate of the Continuing Education Committee (CEC) is to provide recommendations to the Executive Director/Registrar of the SCRT regarding the Continuing Education Policy & Program. The CEC also assists the Executive Director/Registrar in the annual education audit. The members of this committee recognize that advancing technology and increasing responsibility requires therapists to continually update their knowledge and skills. Continuing education ensures professional competence and prevents professional obsolescence.

Five percent (5%) of the eligible membership is audited each year (for the previous two (2) year audit period). For the 2016-2018 audit period, nine (9) members were audited. All ultimately passed, meeting the audit requirements as set in the SCRT Policy and Procedure. The work of the actual audit of member-submitted material was performed on June 18, 2018 at Saskatoon City Hospital. One member required further communication and time in order to complete their submission. This required further communication and time on the part of the Executive Director/Registrar to arrange meetings to ensure the member successfully completed the audit.

In addition, the CEC reviews the Continuing Education Policy & Procedure as well as the Continuing Education Handbook annually. This year, the Committee proposed a few changes to clarify the language in these documents.

We are happy to report we continue to gain a lot of valuable experience and knowledge as a committee and believe we will be able to apply this going forward to serve in our role on the CEC.

Respectfully submitted,
Angela Barsalou RRT, Co-chair
Shelly Filippi RRT, Co-chair

Registration Committee

Sheldon Fizzard RRT Chair
Jordon Konya RRT
Sydney Husdal RRT

The Registration Committee was newly created and established in January 2019 after the September 2018 AGM. At that time, Sheldon Fizzard was appointed Chair of this committee. By March, two other committee members were added forming the Registration Committee.

The Registration Committee met twice since its inception in January 2019. During this time, the committee created and submitted a draft Terms of Reference to Council for approval. We will integrate them with the generic Terms of Reference council is developing for every committee. We will wait for this document and adjust our work accordingly.

The committee also received files on four applicants to the SCRT from the Executive Director/Registrar. The committee met and reviewed the files, and subsequently submitted their report to council with their recommendations on the applicants.

Respectfully submitted,
Sheldon Fizzard RRT, Chair

Policy and Bylaw Committee

Amy Reid RRT Chair

Tom Anderson RRT

Nicole Bailey RRT

The Policy and Bylaw Committee was created and established in January 2019 after the 2018 AGM. At that time, Amy Reid was appointed Chair. By April, two more members were added forming the Policy and Bylaw Committee.

The Committee met initially to discuss our first project as directed by council – standardizing the complaints, investigation and discipline process, and breaking each step down so the process can easily be followed. At this meeting, we distributed reading material which we have been circulating for the past 2 months. We have attempted to meet face-to face in May and July but have been unsuccessful. The committee plans to meet in August with Matthew Harrison (President-elect) in order to get a first draft on paper. Our initial goal was to have this project completed by October 2019, but with the unexpected delays, we are now aiming for December 2019.

Respectfully submitted,
Amy Reid RRT, Chair

Saskatchewan Respiratory Education Conference and SCRT AGM

Tracey LaSaga RRT Chair (Regina)

Deb Grey RRT (Moose Jaw)

Shelley Kovach RRT (Regina)

Brittani Blair RRT (Regina)

Kristina Vargo RRT (Saskatoon)

Volunteers:

Grace King (Regina RT Student)

Leslie Korpatniski (Regina RT Student)

The 2018 Saskatchewan Respiratory Education Conference was well received and a great success! The attendance response of respiratory therapists was excellent with 65 respiratory therapists in attendance at the SCRT AGM and 101 attendees at the Education conference. We were also happy to see that many of our speakers and industry partners stayed to take in all the day's events and hear the

presentations. The overall feedback was very positive following the event.

An event like this could never be possible without support from our volunteers, industry partners, and speakers. Our industry partners set up exhibit booths allowing respiratory therapists to be introduced to new equipment and technology with an opportunity for hands-on education and learning.

This year our speakers were local to Saskatchewan, including two respiratory therapists. All the speakers were able to provide valuable information to the audience that was useful to all, regardless of their area of expertise.

Greg Johnson, Tornado Hunter started the day with a very motivational presentation! Dr. Donald Cockcroft followed that with his presentation on “Thunderstorm Asthma”. Dr. Darcy Marciniuk provided information on the COPD pathway which was very good timing given the work RTs are now doing in primary healthcare. David Cotcher, a patient from Saskatoon talked about his journey through healthcare which reminded all of us of the impact we have as respiratory therapists. Candi Thompson, a respiratory therapist who works in a Saskatoon hospital OR shared her role. Jeff Dmytrowich, a Saskatoon based respiratory therapist presented on “Electrical Impedance Tomography (EIT)”. Dr. Jeffrey Booker ended the day with a presentation on the transcatheter aortic valve implantation (TAVI) program in Saskatchewan which is a great advancement for healthcare in this province.

Respectfully submitted,
Tracey LaSaga RRT (Chair)

SCRT 2019 Strategic Plan Development Report

This past February, led by facilitator Dawn Martin from Daybreak consulting, the SCRT council and a group of invited guests including some from the Saskatchewan Health Authority, the Ministry of Health and a patient advocate met to do the work of developing a new Strategic Plan to carry the college forward for the next 8-10 years.

We began with a review of the 2016-19 strategic plan and, although it was agreed not all work has been completed and some items have become a permanent part of the college's business, it was decided it was time to turn our attention to our primary mandate as defined in *The Respiratory Therapists Act* which is to serve and protect the public.

The day started with a review of the college's vision and mission statements. With a lot of thought as to what the group felt the most important focus should be for the college, a new, updated vision statement was drafted as follows:

"Saskatchewan residents have access to excellence and continuity in the standard of care for safe, evolving, and expanding respiratory service."

All participants agreed this statement will be a better driver for what we want to see for the province of Saskatchewan and for the delivery of respiratory therapy services - our ideal future state.

The work then progressed with a review of some background material including some current issues in provincial healthcare delivery, the National Competency Profile that every respiratory therapist must attain, the Health Ministry's own plan for 2018-19, work other regulatory colleges have recently taken on, and statistics on national and provincial respiratory therapist coverage. At the end of the day, the three (3) highest level goals identified for the new strategic plan were:

1. *Improve the continuity of respiratory care provincially;*
2. *Increase the influence of respiratory therapists in health system planning; and*
3. *Improve awareness of the role respiratory therapists can play in integrated healthcare.*

It should be noted, all participants understand none of these will be achievable without a lot of preliminary work. That is the actual work that will take the next 8-10 years of small, bite-sized initiatives to complete, before we finally realize these three key goals. We believe with the fulfillment of these, Saskatchewan will have a patient population that is well served and protected by Respiratory Therapists.

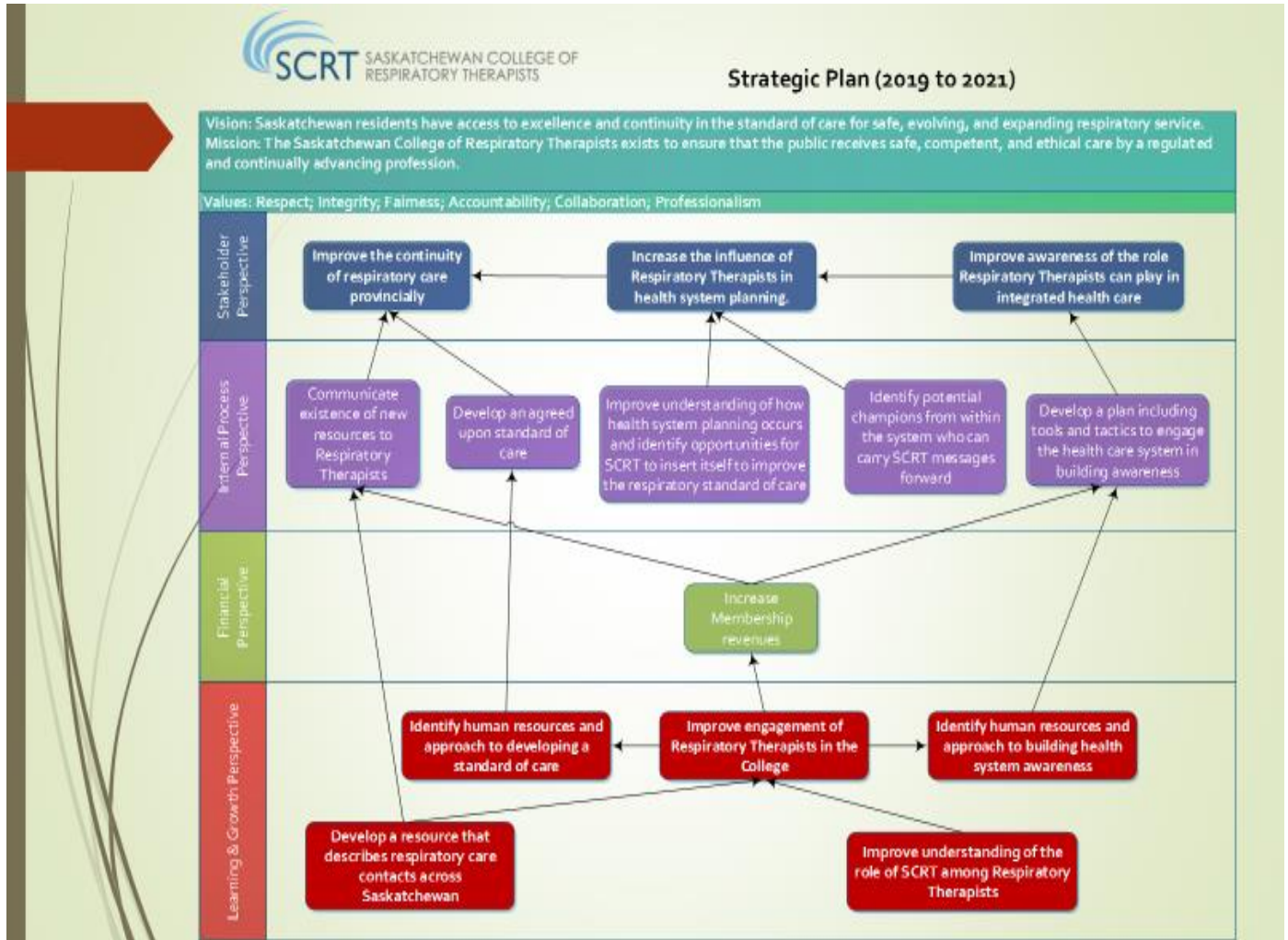
With the identification of the three highest objectives, preliminary work was then completed to define some earlier goals to assist the SCRT in successfully achieving the highest level items. Those additional targets were further broken down into two more levels of targets to be achieved. The lowest, and most attainable with our current resources (that is primarily looking at financial and personnel available), were determined to be:

1. *Develop a resource that describes respiratory care contacts across Saskatchewan;*
2. *Improve understanding of the SCRT among respiratory therapists;*
3. *Improve engagement of respiratory therapists in the college;*
4. *Identify human resources and approach to developing standards of care; and*
5. *Identify human resources and approach to building health system awareness.*

Finally, once that work has been completed and the first five (5) targets achieved in the next 3-4 years, attention and project development by SCRT personnel will turn to achieving the second level of five (5) identified goals that were created:

1. *Communicate existence of new resources to respiratory therapists;*
2. *Develop agreed-upon standards of care;*
3. *Improve understanding of how health system planning occurs and identify opportunities for SCRT to insert itself to improve the respiratory standard of care;*
4. *Identify potential champions from within the system who can carry SCRT messages forward; and*
5. *Develop a plan, including tools and tactics, to engage the healthcare system building awareness.*

With these goals and the work plan to be developed, it's clear the SCRT can be seen as a forward thinking organization with a solid understanding of the responsibility it carries to serve and protect the public foremost as it looks forward to its next 10 years as a regulated profession .



At a second work session set for April 2019, council will once again review the full plan to determine the very earliest work that needs to be accomplished. That is, they will break down the work even more in order to create even smaller, more achievable target to ensure success. What projects can the SCRT take on now in order to start fulfilling the first two goals of the strategic plan?

1. *Develop a resource that describes respiratory care contacts across Saskatchewan; and*
2. *Improve understanding of the role of the SCRT among respiratory therapists.*

With successful work on these two (2) initiatives, we feel we will next be able to turn our attention to a third initiative which will be to improve engagement of respiratory therapists in the college.

With the definition of this work, there is a recognition by council that the first thing we need is an engaged membership as our next goals are identifying human resources to be called upon as specialists for the work in the next phases of the plan.

After ten years of being a regulated profession, some important work for council and the membership has been identified with an updated vision to steer this group in the direction of ensuring the safety of the public of Saskatchewan at the hands of its respiratory therapists. It will no doubt prove challenging work, but with a good breakdown of the goals into manageable projects, it becomes very achievable.

2018-19 SCRT Member Data

