

College of Respiratory Therapists of Ontario



Annual Report
2007 - 2008

Excellence for all the right reasons

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CERTO Mission Statement



The **College of Respiratory Therapists of Ontario**, through its administration of the *Regulated Health Professions Act* and the *Respiratory Therapy Act*, is dedicated to ensuring that respiratory therapy services provided to the public, by its Members, are delivered in a safe and ethical manner.

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Report from the
President
and the
Registrar



2007 - Recognizing the evolving and expanding roles of the Respiratory Therapist



Susan Martin, RRT
President



Christine Robinson
Registrar

As with other health professions, Respiratory Therapy is constantly evolving and many of our Members have taken on new and expanding roles. This past year, we have seen this reflected in a number of College special projects and initiatives.

Perhaps most notably, in February 2007, the CRTO Council voted unanimously to write a letter of intent to the Deputy Ministers of Health and Training, Colleges and Universities, indicating a wish to change the entry to practice education requirement for Respiratory Therapists in Ontario from a diploma to a baccalaureate degree. This decision was made after considering the results of a 3-year study into the complex issues and prospects associated with moving from a diploma to a degree requirement for entry to practice. The study, which was divided into four phases, included key informant interviews, focus group discussions with CRTO Members and employers, a survey of students, a literature review, in-depth interviews with each of the six

educational institutions currently offering Respiratory Therapy programs in Ontario, consultation with regulators, associations, employers; and dialogue with government. The College would like to thank all of those who participated in the consultation process, and to Harry Cummings and his associates who assisted with the study. The response to the letter of intent from the Deputy Ministers will be made public once it is received.

In November 2007 the College held its annual Education Day for Council and Non-Council Committee members. The theme of the 2007 event was *Emerging Issues in Respiratory Therapy* and featured panel presentations on Emerging Roles (Anesthesia Assistants; Infection Control Practitioners; Labour & Delivery; International Transport), and Emerging Practice (RACE; PACE; Long-Term Ventilation strategies; and VAP intervention). Thank you to all the RTs who participated in what was agreed to be our best Education Day so far.

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Report from the President and the Registrar continued ...

In recognition of the changes in Respiratory Therapy practice, the College has embarked on a review of the Prescribed Procedures Regulation to help ensure that the list of prescribed procedures below the dermis reflects current practice. For example, some procedures that were once considered “advanced” are now acknowledged as part of core Respiratory Therapy practice. As part of this initiative the College formed several working groups, consisting of RTs in a variety of practice settings in order to develop Clinical Best Practice Guidelines (CBPG) for some of the advanced procedures below the dermis. The resulting CBPGs include Radial & Femoral Artery, Peripheral & Femoral Vein, Umbilical Artery & Vein cannulation, and Chest Tube and Needle Insertion.

In February 2008 the CRTO Council held a Strategic Planning Day. Two important initiatives emerged related to emerging RT roles:

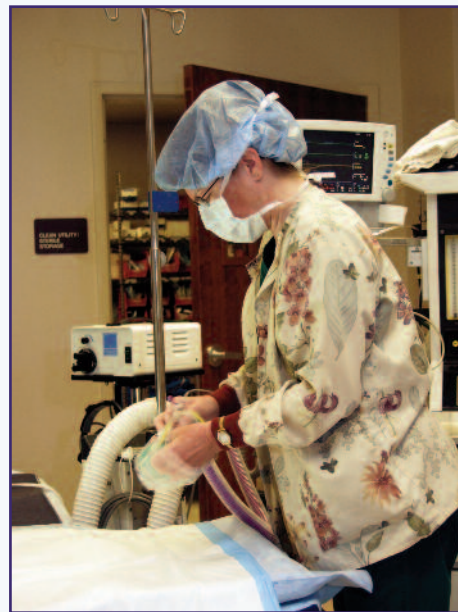
- Embrace collaborative interprofessional care with integrity while highlighting the unique contribution of RTs to the health care system, and
- Examine the role of Anesthesia Assistants in the health care team and influence policy decisions regarding education, entry to practice, and regulation in the public interest.

Related to the first strategic initiative, the CRTO has been involved in a number of activities concerning Interprofessional Collaboration (IPC) over the past year. These include the Minister of Health’s referral to the Health Professions Regulatory Advisory Council on mechanisms to facilitate and support

interprofessional collaboration between health Colleges, HealthForceOntario’s work on advancing interprofessional education and practice, and collaboration between the members of the Federation of Health Regulatory Colleges of Ontario. Respiratory Therapists are acknowledged as integral members of the health care team.

The CRTO will continue to participate in initiatives that address barriers to interprofessional collaboration, while recognizing the unique contributions of Respiratory Therapists and other health professionals, in order to improve patient care.

*Susan Martin, RRT, President
Christine Robinson, Registrar*



Committee Reports

EXECUTIVE COMMITTEE

One of seven statutory committees established under the *Regulated Health Professions Act*, the Executive Committee oversees the administration of the College in consultation with the Registrar. In between Council meetings the Executive Committee is authorized to act on behalf of Council on matters that require immediate attention, except for making, amending or revoking regulations or bylaws. During the course of the year the Executive Committee reviews and makes recommendations to Council on policies, bylaws and regulations. The Executive Committee also receives a monthly report from the Registrar which includes the College's financial statements. In addition, and in consultation with the Registrar, the Executive Committee looks at needs related to strategic planning, budget, committee appointments and a number of other governance related issues.

The Executive Committee is also responsible for certain regulatory functions related to investigations, and is authorized to consider referrals and reports from the Registrar, the Complaints Committee and the Quality Assurance Committee, and authorizes the appointment of investigators to conduct investigations. The Executive Committee can also appoint a Board of Inquiry to determine if a Member is incapacitated and refer matters to the Discipline and Fitness to Practice Committees. Under rare circumstances the Committee may make an interim order directing the Registrar to impose restrictions on a Member's certificate of registration if the Member has been referred to the Discipline Committee or Fitness to Practice Committee and the Executive Committee it is of the opinion that the conduct or physical or mental state of the Member respectively, exposes or is likely to expose the member's patients to harm or injury.

In November 2007 the President and Vice-President and the three other Members of the Executive Committee were elected by the Council. In December 2007 the Executive Committee appointed the Council and Non-Council Members to the remaining six statutory committees.

The Executive Committee met nine times in the 2007/2008 fiscal year. Throughout the year the Executive Committee reviewed and recommended to Council a number of revisions to the investment, professional liability insurance and honorary Members' policies, to bylaws related to penalty fees, and developed a position on Anaesthesia Assistants' Programs. In addition to receiving the Registrar's monthly report, the Committee Members also received, considered information and provided direction, related to succession planning and strategic planning.

The Executive Committee considered the following referrals in the 2007/2008 fiscal year:

Source of referral	Concern	Resolution
Employer report	<i>Sexual Harassment</i>	Referral to Discipline Committee
Employer report	<i>Incapacity</i>	Negotiated Undertaking
QA Committee	<i>Failure to comply with QA Program requirements</i>	Negotiated Undertaking and Agreement to complete the PSA
Employer report	<i>Incapacity</i>	Member voluntarily resigned from College
Member self-report	<i>Incapacity</i>	On-going
Anonymous report	<i>Criminal conviction</i>	No action
Employer Report	<i>Falsifying patient records; not meeting standards of the profession.</i>	Under investigation

Susan Martin, RRT, Chair

Committee Reports

PATIENT RELATIONS COMMITTEE

The Patient Relations Committee (PRC) is responsible for developing, establishing and maintaining a Patient Relations Program that includes Member education, public information, and setting guidelines for Members' conduct with patients/clients. This Committee also advises Council on a Communications Plan and recommends the development of, and if necessary, amendments to existing CRTO Professional Practice Guidelines. The Committee is mandated by the government to administer the College's program for funding therapy and counseling for eligible persons who were sexually abused by a Respiratory Therapist. Representatives from the PRC sit on the joint RTSO/CRTO Communication Working Group.

The Patient Relations Committee has met at the CRTO office three times over the past year. In addition, although there were no more working group meetings for the Clinical Best Practice Guideline (CBPG) on **Infection Prevention & Control**, work on its development continued. We received some excellent feedback from the membership, as well as some key experts in the field of Infection Control. We are pleased to announce that this document was approved by Council at the February 22, 2008 meeting and is now available on our Web site for Members to use. We hope that it will prove to be a valuable resource. Plans for how the information contained within this CBPG will be disseminated to the membership are being finalized.

It came to the attention of the Committee that the Professional Practice Guideline (PPG) **Responsibilities of Members as Educators** required some revisions in order for it to more accurately reflect current RT practice. A working group of the Patient Relations Committee was established and the new draft was circulated to the membership in the summer of 2007. After incorporating the feedback we received, the revised PPG was approved by both

the Registration Committee and Council, formatted and posted on our Web site.

The Committee has been monitoring a number of recent changes in health care. As HealthForceOntario's **Physician Assistant Program** moves into its implementation phase, the College has been consulted on the project's development of authorizing mechanisms. Also, the **Ontario Long-Term Ventilation Strategy** stakeholder meeting in the fall of 2007 had representation from the CRTO as well as many other RTs from across the province. Its focus is how to best enable individuals who are on long-term ventilation to live in a community setting.

Representatives from the Health Professions Regulatory Advisory Council (HPRAC) met with College staff in October to begin an evaluation of our Patient Relations program. Areas of focus are public awareness, member relations and interprofessional collaboration. A final report is expected in the near future.

One of the most recent initiatives from the PRC was the development of a set of criteria to be utilized when considering a nomination for **Honourary Membership**. An individual who would be considered for such a title would be someone who was not an RT but who had made a significant contribution to the profession. The criteria and nomination forms will be available on the Web site.

And finally, the PRC continues to work on the development of the College's **Emergency Preparedness Plan**. This plan will define how the College will function in the event of a pandemic influenza outbreak or any similar emergency.

Representatives from the PRC continue to take part

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Committee Reports

Patient Relations Committee Report continued ...

in the joint **RTSO/CRTO Communication Working Group** (CWG). The CRTO's overall goal for the group is to raise awareness of the profession in the interest of the general public. The Committee has met four times at the CRTO office and once by teleconference over the past year.

On behalf of the CWG, staff met with the Ministry of Health & Long-Term Care (MOHLTC) with regards to the issue of RTs not being listed as a **Professional Service** and how this might create difficulties for the members of the public who wish to access RT services in the community. Although they were not able to answer all of our questions, we did learn that Family Health Teams (FHT) are now funded for RT services. We were told that nine FHTs have RTs working for them, generally in the capacity of Chronic Disease Management. It was suggested at the meeting that we try to contact another individual with the MOHLTC in order to determine who can best address our concerns regarding the Primary Care Provider list. A letter was approved by the CWG and sent out in mid April 2008.

The promotional brochures ("Respiratory Therapist" brochure for the general public and "Ask an Expert: Breathing is our Business" student brochure) were revised by the CWG in order to provide a more up to date view of the profession. The theme for the RT

Week Poster Photo Contest this year was "*Many Faces in Many Places.*" Jose Carrelas submitted the winning photos which were used in this years poster and Larry Temple's submission took second prize. Both of these RTs are from the London Health Science organization. The posters were sent out to all hospitals with RT departments and both the RTSO and the CRTO placed the poster on their respective Web sites.

This was the first year for the RTSO's **Gord Hyland Memorial Award**. The CRTO supported the initiative by circulating invitations for nominations. The honor was awarded to Bill Butler at the RTSOs annual conference in November 2007. The criteria for the award, as well as nomination forms are available on the RTSO Web site.

The **Communication Strategy** for 2007/2008 was drafted to reflect the goals of the RTSO/CRTO joint CWG. In it is listed our key messages, potential partners and tactics for meeting our mandated objective of informing the public about the profession of Respiratory Therapy.

Jim McCormick, RRT, Chair



Committee Reports

REGISTRATION COMMITTEE

The Registration Committee carries out the duties related to the application and registration of Respiratory Therapists in accordance with the *Regulated Health Professions Act 1991*, the *Respiratory Therapy Act 1991*, the Registration Regulation, the bylaws, and Policies of the College. The Committee reviews the eligibility of applicants for registration and establishes the criteria by which the College issues Certificates of Registration.

During the 2007/2008 fiscal year the Registration Committee held six meetings and reviewed 23 referrals from the Registrar. Of these applications, three were approved for General Certificates and four for Graduate Certificates of Registration; seven applicants were denied a Certificate of Registration. Six applicants previously referred to the Prior Learning Assessment Process requested extensions to the PLA completion deadline, all six requests were granted. In addition, three Members requested revisions to the terms, conditions, or limitations imposed on their certificates of registration; two of the requests were approved.

In the past year the Registration Committee focused on a number of regulation and policy issues. Members of the Committee conducted an extensive review of the Registration Regulation. At the June 2007 meeting, Council agreed to put certain amendments to the Registration Regulation on hold in the light of additional proposed amendments resulting from changes related to the Mutual Recognition Agreement and changes to the RHPA as a result of the *Fair Access to Regulated Health Professions Act*. These additional proposed amendments were considered at the February 2008 Council meeting and approved for circulation to stakeholders for consultation and feedback.

During the course of the year, six certification programs for the performance of advanced prescribed procedures below the dermis were approved by the

Committee. The Committee continues its discussions regarding proposed amendments to the Prescribed Procedures Regulation. As part of the review process, Council approved the development of Clinical Best Practice Guidelines for advanced prescribed procedures. The main goal of the guidelines is to outline consistent certification requirements and streamline the approval process. The Advanced Prescribed Procedures Working Group met several times during 2007. As a result the following four Clinical Best Practice Guidelines have been drafted: Radial & Femoral Artery Cannulation, Peripheral & Femoral Vein Cannulation, Umbilical Artery & Vein Cannulation, and Chest Tube & Needle Insertion.

One of the goals of the Registration Committee was to conduct a review of the *Responsibilities of Members as Educators* Professional Practice Guideline (PPG). A working group of the Registration Committee conducted a comprehensive review of the PPG following a number of practice advice questions from Members regarding their responsibilities when providing education to regulated and non-regulated health care professionals. The revised document was approved by Council in September 2007.

The Committee reviewed the policy on the registration of Graduate Members, specifically with regard to re-issuing of graduate certificates (after the 18 month revocation). Following a review of the Registration Regulation, it was recommended that the policy be amended to clarify that a Graduate Certificate of Registration which has been revoked under section 55(5) of the Registration Regulation shall not be re-issued unless extenuating circumstances can be demonstrated. In addition, a provision was added to the policy to allow successful PLA applicants to be eligible for a Graduate Certificate of Registration. The Committee continues to monitor the Prior Learning Assessment to ensure that the process is a true assessment of applicants'

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Committee Reports

Registration Committee Report continued ...

competence and is fair and transparent.

The Committee conducted a thorough review of the College's current practices with regard to approval of Respiratory Therapy education programs as well as granting equivalency status to Respiratory Therapy programs offered outside Canada. As a result, a policy regarding equivalency status has been drafted and we hope will be approved by Council in the upcoming months.

The Registration Committee has been overseeing the activities related to the CRTO Study into Baccalaureate Degree Level entry to practice for Respiratory Therapy in Ontario. Harry Cummings and Associates (HCA) has been engaged to assist the College in phase three of the project. During this phase HCA conducted two key informant interviews with representatives from another health regulatory

College regarding their experience concerning changing their entry to practice requirements. The College also met with representatives of all the RT programs in Ontario and with the Ministry of Training, Colleges and Universities (MTCU). A report on phase three of the project was presented to Council in February 2008, after which Council agreed to send a letter of intent to the Deputy Ministers of Health and Long-Term Care, and Training, Colleges and Universities.

It was a busy and productive year for the Registration Committee. On behalf of the Committee I would like to extend a big thank you to all the Members who took the time to review the many documents sent for consultation and provided their valuable feedback.

Dorothy Angel, Chair

COMPLAINTS COMMITTEE

The Complaints Committee deals with complaints regarding the conduct or actions of members in accordance with the *Regulated Health Professions Act, 1991*, the *Respiratory Therapy Act 1991*, the bylaws and the policies of the College.

The following matters were considered by the Complaints Committee in the 2007/2008 registration year.

Concern	Resolution
<i>Unprofessional conduct</i>	Take no action
<i>Failure to obtain/forward a valid medical order</i>	Take no action
<i>Verbal abuse of a patient/client</i>	Take no action
<i>Inappropriate use of confidential patient information and targeting/soliciting business in breach of the Advertising Regulation</i>	Take no action <i>The decision in this matter is currently being appealed to Health Professions Review and Advisory Board (HPARB) by the complainant.</i>
<i>Inappropriate use of confidential patient information and targeting/soliciting business in breach of the Advertising Regulation</i>	Take no action

Brent Dionne, RRT, Chair

Committee Reports

QUALITY ASSURANCE COMMITTEE

The Quality Assurance Committee's focus is the development and maintenance of a program that will promote continuing competence among Members and ensure the quality of practice of the profession.

In pursuit of this objective, the QA Committee met six times during the 2007/2008 fiscal year. Throughout the year the Committee considered new issues impacting the Quality Assurance Program and reviewed existing practices and policies.

New issues included amendments to the *Regulated Health Professions Act* under the *Health System Improvements Act*, most of which will come into effect on June 4, 2009. In order to comply with the legislative changes the Committee will be revising the Quality Assurance regulation through consultation with other Colleges, the Ministry, and legal counsel. The QA Committee has begun drafting these amendments and it is anticipated that the proposed changes will be circulated to all CRTO Members this summer for feedback.

The ongoing review of Members' Professional Portfolio and Professional Standards Assessment (PSA) results has generated two key initiatives:

- 1) a benchmark for the PSA, and
- 2) the development of the Quality Assurance Program Evaluation plan.

The benchmark for the satisfactory completion of the online, open-book PSA, is set at 70% or above the 6th percentile.

The purpose of setting a benchmark was:

- to ensure that Members are treated fairly and consistently from year to year;
- to ensure openness and transparency to the membership, the public, the Ministries and other government agencies;
- to provide consistent guidance to Panels of the Quality Assurance Committee and staff; and
- to ensure the CRTO complies with regulatory provisions.

A Communiqué regarding the benchmark will be sent to Members for feedback in April 2008.

The Evaluation of the QA Program is intended to determine whether the existing tools – the Professional Portfolio and Professional Standards Assessment – are meeting the needs of Members and, by extension, the College's regulatory mandate. The Quality Assurance Committee will be randomly selecting a portion of the Membership to complete a brief, anonymous, online survey as the basis for the Evaluation data.

The Committee also acknowledges the achievements of the Members who completed their Quality Assurance requirements this year. Of the 175 Members who submitted their Professional Portfolios and completed the Professional Standards Assessment, over 90% met or exceeded the Committee's expectations. In addition, deferrals were granted to 26 Members for reasons including parental leave and illness.

Kathleen Keating, Chair

Committee Reports

DISCIPLINE COMMITTEE

The Discipline Committee holds hearings of allegations regarding members' professional misconduct or incompetence referred to the Committee by the Complaints Committee or the Executive Committee. During the hearing the Discipline Committee hears evidence regarding the matter and should the Committee make a finding of professional misconduct or incompetence, it may:

- Direct the Registrar to revoke the member's certificate of registration.
- Direct the Registrar to suspend the member's certificate of registration for a specified period of time.
- Direct the Registrar to impose specified terms, conditions and limitations on the member's certificate of registration for a specified or indefinite period of time.
- Require the member to appear before the panel to be reprimanded.
- Require the member to pay a fine of not more than \$35,000 to the Minister of Finance

One matter was referred to the Discipline Committee for a hearing which was held on May 28, 2007.

Discipline Hearing Summary ***CRTO vs. Deodat Lillie RRT***

At the hearing held on May 28, 2007, Mr. Deodat Lillie RRT admitted to allegations outlined in an Agreed Statement of Facts relating to:

- making false statements on his application for registration;
- breaching his agreement with the College by failing to report the change in his employer to the College; and

- holding himself out to be a registered member of the College of Respiratory Therapists of Ontario at a time when he was not registered with the College.

The Panel accepted the facts and the admission contained in the Agreed Statement of Facts and found Mr. Deodat Lillie had committed acts of professional misconduct as defined in paragraphs 18 (false document), 24 (contravening the *Regulated Health Professions Act*) and 29 (unprofessional conduct) of section 1 of Ontario Regulation 753/93 as amended.

The College and Mr. Lillie presented a Joint Submission on Penalty and Costs and after due consideration, the Panel accepted the disposition proposed in the Joint Submission and made the following order:

- That the Registrar suspend the certificate of registration of Mr. Lillie for a period of three months. The suspension shall commence on a date to be fixed by the Registrar.
- That the Registrar impose the following specified terms, conditions and limitations on Mr. Lillie's certificate of registration (which terms, conditions and limitations shall expire on the fifth anniversary of the date of hearing):

- a) Mr. Lillie shall deliver to the Registrar, within 30 days of the date of the Order and within 30 days of commencing any new employment, a written undertaking from a representative of his employer(s). Mr. Lillie shall immediately notify the College if he learns that the representative of his employer(s) has revoked or suspended the undertaking and Mr. Lillie shall not practise respiratory therapy until he delivers a new written undertaking from another representative of his employer.

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Committee Reports

Discipline Committee Report continued ...

- b) Mr. Lillie shall deliver to the Registrar on the anniversary date of this Order commencing in 2008 and concluding in 2012, a written report from his employer(s) setting out the following:
- i. A performance appraisal related to Mr. Lillie's work performance during the previous year (or since the last performance appraisal if it has been more than one year);
 - ii. Details of any disciplinary warnings or action taken against Mr. Lillie during the previous year (or since the last performance appraisal if it has been more than one year);
 - iii. Details of any concerns expressed about Mr. Lillie's conduct, competence or capacity by any clients, colleagues or other person during the previous year (or since the last performance appraisal if it has been more than one year); and
 - iv. Any other information that the employer(s) believes is appropriate to disclose to the College.
- That Mr. Lillie pay to the College \$9,000 towards the costs and expenses of investigating and prosecuting this matter.

Dave Jones, RRT, Chair

FITNESS TO PRACTICE COMMITTEE

The Fitness to Practice Committee holds hearings related to members' mental or physical capacity referred to the Committee by the Executive Committee.

There were no referrals to the Fitness to Practice Committee in 2007/2008.

Dave Jones, RRT, Chair

Statistics

	2007/2008	2006/2007		2007/2008	2006/2007
REGISTRATION STATUS			DELEGATION		
General	2467	2338	Members delegating RT Authorized Acts		
Active	2288	2259	Performing a prescribed procedure below the dermis:	31	N/A*
Inactive	179	79	Intubation beyond the point in the nasal passages where they normally narrow or beyond the larynx:	18	N/A*
Graduate	32	20	Suctioning beyond the point in the nasal passages where they normally narrow or beyond the larynx:	44	N/A*
Limited	17	18	Administering a substance by injection or inhalation:	78	N/A*
Active	16	16	Members who accepted delegation of:		
Inactive	1	2	Allergy challenge testing	20	18
TOTAL	2516	2376	Application of a form of energy		
Suspended	16	21	- Cardiac pacemaker therapy	9	10
Due to non-payment of fees	14	21	- Defibrillation	174	123
Due to disciplinary decisions	2	0	- Cardioversion	67	64
Resigned	24	27	- Electromyography	0	0
Revoked	14	10	- Nerve conduction studies	3	1
Due to non-payment of fees	8	8	- Transcutaneous cardiac pacing	51	54
Due to disciplinary decisions	0	0	- Sound waves for diagnostic ultrasound	8	10
Due to expiration of Graduate Certificates	6	2	Communicationg a diagnosis identifying a disease or diagnosis:	31	44
GENDER			Dispensing drugs	60	48
Male	742	701	Performing a procedure below the surface a of a mucous membrane:	36	50
Female	1774	1675	Putting an instrument, hand, or finger:		
AREAS OF PRACTICE			- beyond the external ear canal	3	1
Acute/Critical Care	1672	1730	- the labia majora	0	0
Administration/Management	349	383	- the anal verge	6	5
Anaesthesia	537	373	- into an artificial opening into the body	14	12
Chronic/Long-term Care	1010	1237	Reinsert Trach Tube < 24hrs	65	60
Diagnostics	1025	N/A*			
Education (Faculty)	449	N/A*			
Home Care	356	385			
Infection Control	279	433			
Polysomnography	124	141			
Primary Care	484	726			
Rehabilitation	194	214			
Research	293	337			
Sales	201	239			
				2007/2008	2006/2007
			ACTIVITIES PERFORMED BY MEMBERS		

Statistics

Arterial puncture	1842	1804	Cannula/Line		
Aspiration from a cannula	1302	1224	- Arterial	970	850
Bronchoscopy (performing)	187	N/A*	- Umbilical	22	17
Cardiovascular perfusion/ECMO	38	32	- Venous	193	169
Cardioversion	95	56	Chest tube insertions	16	4
Conscious sedation (performing)	200	N/A*	Chest needle insertions	53	32
Defibrillation	154	80	EDUCATION		
Diagnostics			Graduate degree	87	56
- bronchoprovocation	296	294	Undergraduate degree	1079	860
- cardiac stress testing	201	232	RT Diploma	2440	2306
- echocardiography	79	22	Other diploma	200	187
- holter monitoring	97	101	Other	27	54
- neurodiagnostics (EMG, EEG)	40	45	EMPLOYMENT STATUS		
- polysomnography	117	137	Full-time	1630	1494
- pulmonary function	1008	1203	Part-time	430	428
Inhalation			Casual	167	181
- anaesthetic agent	345	287	Unknown	41	N/A*
- high frequency oscillation ventilation			Working in Ontario	2268	N/A*
- adult	574	N/A*	Not working in Ontario	248	N/A*
- paediatric/neonatal	310	N/A*			
- hyperbarics	45	49			
- mechanical ventilation	1753	1705			
- nitric oxide	805	774			
Injection					
- direct	357	295			
- via line or bag	382	368			
Interosseous access	20	N/A*			
Intubation					
- adult	1360	N/A*			
- neonatal	527	N/A*			
- paediatric	290	N/A*			
Needle cricothyrotomy (performing)	9	N/A*			
Patient transport					
- air	231	N/*			
- land	1205	N/*			
Suturing indwelling cannula	224	178			
Teaching (Outpatient)	851	N/A*			
Tracheostomy tube change	1201	1106			
Venipuncture	220	166			
	2007/2008	2006/2007			
ADVANCED PRESCRIBED PROCEDURES					

NOTE: numbers are based on self-reporting by Members

* statistics not available for this time period

Statistics

County/Age	Less than 30	30 - 39	40 - 49	50 and over	Total
Kenora	0	0	0	2	2
Rainy River	0	1	0	0	1
Thunder Bay	6	8	11	9	34
District #1 Total	6	9	11	11	37
Algoma	7	2	9	4	22
Cochrane	5	13	3	1	22
Manitoulin	0	0	0	0	0
Muskoka	0	5	5	0	10
Nipissing	7	10	8	3	28
Parry Sound	0	1	0	0	1
Sudbury	10	17	18	7	52
Timiskaming	1	2	2	0	5
District #2 Total	30	50	45	15	140
Dundas and Stormont	3	3	3	2	11
Frontenac	21	17	15	8	61
Glengarry	0	0	0	0	0
Grenville	0	0	2	0	2
Hastings	1	7	3	4	15
Lanark	1	0	0	3	4
Leeds	2	3	1	0	6
Lennox and Addington	0	0	0	0	0
Ottawa-Carlton	89	104	88	27	308
Prescott	1	0	1	0	2
Prince Edward	0	0	0	0	0
Renfrew	5	4	4	3	16
Russell	1	0	0	0	1
District #3 Total	124	138	117	47	426
Durham	12	25	26	9	72
Haliburton	0	0	0	0	0
Metro Toronto	125	260	180	69	634
Northumberland	0	3	0	0	3
Peel	25	56	47	17	145
Peterborough	4	9	6	6	25
Simcoe	9	23	24	7	63
Victoria	5	2	2	2	11
York	20	25	35	18	98
District #4 Total	200	403	320	128	1051
Brant	1	1	3	3	8
Dufferin	0	0	3	1	4
Haldimand-Norfolk	0	3	2	2	8
Halton	4	22	26	4	56
Hamilton-Wentworth	42	69	46	19	176
Niagara	5	16	12	6	39
Waterloo	15	28	20	16	79
Wellington	6	8	9	1	24
District #5 Total	73	147	122	54	396
Bruce	0	2	0	1	3
Elgin	1	6	4	1	12
Essex	10	34	30	7	81
Grey	3	5	8	4	20
Huron	0	1	2	0	3
Kent	2	6	5	4	17
Lambton	6	5	16	3	30
Middlesex	44	62	87	46	239
Oxford	2	3	0	4	9
Perth	1	1	7	3	12
District #6 Total	69	125	159	73	426
TOTAL	502	872	774	328	2476

Summarized Audited Financial Statements 2007/2008

AUDITORS' REPORT

The accompanying summarized statement of financial position and statement of operations are derived from the complete financial statements of the College of Respiratory Therapists of Ontario as at February 29, 2008 and for the year then ended on which we expressed an opinion without reservation in our report dated April 11, 2008. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying summarized financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

The summarized financial statements do not contain all disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may be not appropriate for their purposes. For more information on the College's financial position and results of operations, reference should be made to the related complete financial statements.

Toronto, Ontario
April 11, 2008

CLARKE HENNING LLP
CHARTERED ACCOUNTANTS
Licensed Public Accountants

SUMMARIZED STATEMENTS OF FINANCIAL POSITION AS AT FEBRUARY 29, 2008

	2008	2007
ASSETS		
Current assets		
Cash and marketable securities	\$ 1,758,606	\$ 1,329,445
Prepaid expenses and sundry receivables	3,773	4,759
	<u>1,762,379</u>	<u>1,334,204</u>
Furniture and equipment	115,230	14,354
	<u>1,877,609</u>	<u>1,348,558</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	48,858	76,512
Deferred revenue	738,130	454,750
	<u>786,988</u>	<u>531,262</u>
NET ASSETS		
Abuse therapy fund	20,000	20,000
General contingency reserve fund	500,000	500,000
General investigations and hearings fund	100,000	100,000
Special projects reserve	112,549	30,000
Fees stabilization reserve	102,550	20,000
Invested in capital assets	115,230	14,354
Operating - unrestricted	140,292	132,942
	<u>1,090,621</u>	<u>817,296</u>
	<u>1,877,609</u>	<u>1,348,558</u>

SUMMARIZED STATEMENT OF OPERATIONS YEAR ENDED FEBRUARY 29, 2008

Revenues		
Registration, renewal and application fees	1,195,502	1,155,900
Interest and other income	20,103	22,255
	<u>1,215,605</u>	<u>1,178,155</u>
Expenses		
Salaries and benefits	534,200	521,912
Occupancy costs	67,801	69,231
Professional fees	91,244	95,439
Printing, postage, stationery and delivery	70,329	102,203
Council and committee	91,054	87,154
Special projects	59,608	67,794
All other operating expenses	136,270	116,182
	<u>1,050,506</u>	<u>1,059,915</u>
Excess of revenues over expenses for the year	\$ 165,099	\$ 118,240

Copies of 2007/2008 complete audited financial statements are available on our Web site at www.crto.on.ca or on request from the Registrar at 416-591-7800.

Council Members, Non-Council Committee Members, and Staff

COUNCIL MEMBERS

March 1, 2007 to February 29, 2008

Susan Martin, RRT *President*
Gloria Hinton *Vice-President (to November 28, 2007)*
John Schenk *Vice-President (from November 29, 2007)*
Marisa Ammerata, RRT
Dorothy Angel
Sudershen Beri *(to June 27, 2007)*
Judy Dennis, RRT
Jim Ferrie
Gordon Garshowitz *(from April 1, 2007)*
Carole Hamp, RRT *(to July 10, 2007)*
Kathleen Keating
Vito Maiolino, RRT
Jim McCormick, RRT
Carrie-Lynn Meyer, RRT *(from October 23, 2007)*
Lorella Piirik, RRT
Ian Summers, RRT
Kevin Taylor, RRT
Gary Weeks *(to March 31, 2007)*

NON-COUNCIL COMMITTEE MEMBERS

March 1, 2007 to February 29, 2008

Gary Ackerman, RRT
Brent Dionne, RRT
Jeff Earnshaw, RRT
Daniel Fryer, RRT
David Jones, RRT
Amy Kropf, RRT
Carole LeBlanc, RRT
Judy McRae, RRT
Mika Nonoyama, RRT
James Quigley, RRT
Caroline Tessier, RRT
John Unrau, RRT *(from January 10, 2008)*

STAFF

March 1, 2007 to February 29, 2008

Christine Robinson, Acting Registrar and CEO *(to April 22, 2007)*
Registrar and CEO *(from April 23, 2007)*
Mary Bayliss, RRT, Manager, Policy and Investigations
Janice Carson-Golden, Communications Co-ordinator *(from April 16, 2007)*
Carole Hamp, RRT, Professional Practice Advisor *(from August 16, 2007)*
Dianne Johnson, RRT, LHIN Project Co-ordinator *(to July 14, 2007)*
Melanie Jones-Drost, Co-ordinator of Quality Assurance
Amelia Ma, Finance and Office Manager
Ginny Martins, RRT, Professional Practice Advisor *(to August 10, 2007)*
Ania Walsh, Co-ordinator of Registration
Shahsultan Amarshi, Administrative Officer

CERTO

Committees

COMPLAINTS

March 1/07 to December 16/07

Brent Dionne RRT *Chair*
Sudershen Beri *Vice-Chair (to June 27/07)*
Kevin Taylor RRT *Vice-Chair (from July 19/07)*
Gary Ackerman RRT
Marisa Ammerata RRT
Jim Ferrie
Gordon Garshowitz *(from August 15/07)*
James Quigley RRT

December 17/07 to February 29/08

Brent Dionne RRT *Chair*
Kevin Taylor RRT *Vice-Chair*
Gary Ackerman RRT
Marisa Ammerata RRT
Dorothy Angel
Gordon Garshowitz
Carrie-Lynn Meyer RRT
James Quigley RRT

DISCIPLINE

March 1/07 to December 16/07

Carole Hamp RRT *Chair (to July 10/07)*
David Jones RRT *Vice-Chair (to July 18/07)*
Lorella Piirik RRT *Vice-Chair (from July 19/07)*
Dorothy Angel
Jeff Earnshaw RRT
Dan Fryer RRT
Gordon Garshowitz *(April 1 - August 14/07)*
Kathleen Keating
Amy Kropf RRT
Carole LeBlanc RRT
Vito Maiolino RRT
Judy McRae RRT
Lorella Piirik RRT
Ian Summers RRT
Caroline Tessier RRT
John Unrau RRT
Gary Weeks *(to March 31/07)*

December 17/07 to February 29/08

David Jones RRT *Chair*
Lorella Piirik RRT *Vice-Chair*
Jeff Earnshaw RRT
Jim Ferrie
Dan Fryer RRT
Kathleen Keating
Amy Kropf RRT
Carole LeBlanc RRT
Vito Maiolino RRT
Judy McRae RRT
Mika Nonoyama RRT
Ian Summers RRT
Caroline Tessier RRT
Public Member (vacant)

EXECUTIVE

March 1/07 to November 28/07

Susan Martin RRT *Chair*
Gloria Hinton *Vice-Chair*
Judy Dennis RRT
Jim McCormick RRT
John Schenk

November 29/07 to February 29/08

Susan Martin RRT *Chair*
John Schenk *Vice-Chair*
Judy Dennis RRT
Dorothy Angel
Jim McCormick RRT *Past President, ex-officio*
Kevin Taylor RRT

FITNESS TO PRACTICE

March 1/07 to December 16/07

Carole Hamp RRT *Chair (to July 10/07)*
Judy Dennis RRT *Vice-Chair (to July 18/07)*
Chair (from July 19/07)
Lorella Piirik RRT *Vice-Chair (from July 19/07)*
Dorothy Angel
Jeff Earnshaw RRT
Dan Fryer RRT
Gordon Garshowitz *(April 1 - August 14/07)*
Kathleen Keating
Amy Kropf RRT
Carole LeBlanc RRT
Vito Maiolino RRT
Judy McRae RRT
Ian Summers RRT
Caroline Tessier RRT
Gary Weeks *(to March 31/07)*

December 17/07 to February 29/08

David Jones RRT *Chair*
Lorella Piirik RRT *Vice-Chair*
Jeff Earnshaw RRT
Dan Fryer RRT
Kathleen Keating
Amy Kropf RRT
Carole LeBlanc RRT
Vito Maiolino RRT
Judy McRae RRT
Mika Nonoyama RRT
Ian Summers RRT
Caroline Tessier RRT
Public Member (vacant)

PATIENT RELATIONS

March 1/07 to December 16/07

Carole Hamp RRT *Chair (to July 10/07)*
Jim McCormick RRT *Chair (from July 19/07)*
Jim Quigley RRT *Vice-Chair*

Dorothy Angel
Jim Ferrie
Kathleen Keating
Amy Kropf RRT
Judy McRae RRT

December 17/07 to February 29/08

Jim McCormick RRT *Chair*
Amy Kropf RRT *Vice-Chair*
Jim Ferrie
Gloria Hinton
Kathleen Keating
Jim Quigley RRT
Carrie-Lynn Meyer RRT

QUALITY ASSURANCE

March 1/07 to December 16/07

Kathleen Keating *Chair*
Jim McCormick RRT *Vice-Chair*
Gary Ackerman RRT
Sudershen Beri *(to June 27/07)*
Carole LeBlanc RRT
Vito Maiolino RRT
John Schenk *(from July 19/07)*
Caroline Tessier RRT
John Unrau RRT

December 17/07 to February 29/08

Kathleen Keating *Chair*
Jim McCormick RRT *Vice-Chair*
Gary Ackerman RRT
John Schenk
Carole LeBlanc RRT
Vito Maiolino RRT
Caroline Tessier RRT

REGISTRATION

March 1/07 to December 16/07

Dorothy Angel *Chair*
Kevin Taylor RRT *Vice-Chair*
Dan Fryer RRT
Gloria Hinton
David Jones RRT
Mika Nonoyama RRT *(from March 19/07)*
Lorella Piirik RRT
Ian Summers RRT

December 17/07 to February 29/08

Dorothy Angel *Chair*
Lorella Piirik RRT *Vice-Chair*
Jim Ferrie
Gloria Hinton
David Jones RRT
Judy McRae RRT
Ian Summers RRT
Kevin Taylor RRT

The *CRTO Council Team* is the Board of Directors of the College made up of Profession (Respiratory Therapy) Members and Public Council Members.

Profession CRTO Council Members - All profession Council Members are Registered Respiratory Therapists elected by Members of the College

Public Council Members - The Lieutenant Governor in Council of Ontario appoints the Public Council Members.



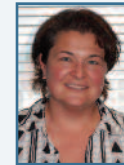
Council Members missing from photo:



Gordon Garshowitz
Public Member



Kathleen Keating
Public Member



Carrie-Lynn Meyer, RRT
Profession Member

Back Row: Gary Weeks, Ian Summers RRT, Sudershen Beri, James McCormick RRT, Susan Martin RRT, Vito Maiolino RRT, John Schenk, Kevin Taylor RRT, Jim Ferrie
(left to right)

Front Row: Dorothy Angel, Carole Hamp RRT, Judy Dennis RRT, Lorella Piirik RRT, Gloria Hinton, Marisa Ammerata RRT
(left to right)

Welcome to our new Council Members:

Carrie-Lynn Meyer RRT
Profession Member, District 5
Joined us on October 23, 2007

Gordon Garshowitz
Public Member
Joined us on April 1, 2007

Thanks to the following Council and Non-Council Committee Members who have completed their terms:

Sudershen Beri
Public Member
20/10/2004 - 27/06/2007

Gary Weeks
Public Member
31/03/2003 - 31/03/2007

Carole Hamp RRT
Profession Member
23/11/2006 - 10/07/2007
Resigned as District 5 Council Member to become the Professional Practise Advisor for the College

John Unrau RRT
Non-Council Committee Member
23/11/2006 - 10/01/2008
Resigned as District 5 Non-Council Committee Member

CRTO STAFF

Back Row: Christine Robinson, *Registrar and CEO*
(left to right) Janice Carson-Golden, *Communications Co-ordinator*
Melanie Jones-Drost, *Co-ordinator of Quality Assurance*
Mary Bayliss, RRT, *Manager, Policy and Investigations*

Front Row: Amelia Ma, *Office and Finance Manager*
(left to right) Carole Hamp, RRT, *Professional Practise Advisor*
Ania Walsh, *Co-ordinator of Registration*
Shahsultan Amarshi, *Administrative Officer*





**College of Respiratory Therapists
of Ontario**

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