



College of Respiratory
Therapists of Ontario

Ordre des thérapeutes
respiratoires de l'Ontario

NOTIFYING EMPLOYER ABOUT SUPERVISION REQUIREMENTS

Practice FAQs

February 2018

I have just graduated and the letter I received from the CRTO mentioned that I must work under “general supervision”. I am going for job interviews now. Do I need to let potential employers know about this supervision requirement or can it wait until I get hired?

ANSWER

Yes. As outlined in the [Registration Regulation](#), a Graduate Respiratory Therapist (GRT) must *advise every employer of any terms, conditions and limitations that apply to their certificate of registration if their employment is in the field of respiratory therapy*. One such term is the requirement that every GRT only perform a controlled act that is authorized to the profession if it is performed *under **general supervision***. Notifying employers of all terms, conditions and limitations provides employers with the opportunity to put appropriate measures in place to ensure that the GRT receives the necessary supervision. It only makes sense that potential employers also need to be made aware of the supervision requirements prior to hiring a GRT, so that they determine whether they can accommodate the practice restrictions.

Another important point to communicate to a potential employer is that this general supervision can be provided by *a member of a College within the meaning of the Regulated Health Professions Act (RHPA)*. Therefore, **it does not need to be an RRT who provides the supervision** – it can be a physician, or nurse or any regulated healthcare professional who *is **authorized to perform the controlled act, is competent to do so and who is available to be personally present at the site where the authorized act is performed on ten minutes notice***.

For more information, you can view the [CRTO Terms Conditions and Limitations Policy](#) and the [CRTO Registration and Use of Title Professional Practice Guideline](#) (p. 6). You may also contact Carole Hamp, RRT – CRTO Manager of Quality Practice at hamp@crto.on.ca.