

THE EXCHANGE

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The Newsletter of the College of Respiratory Therapists of Ontario

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VICE-PRESIDENT:

SUSAN MARTIN RRT, RRCP

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Monifa Morgan *Acting Registration Officer*
Christine Robinson *Manager of Policy & Investigations*

Effective November 30, 2002

BILL BUTLER'S ADDRESS TO COUNCIL, NOVEMBER 29, 2002

Today's meeting brings some fresh new faces to Council. I would like to welcome Richard Levert, public member from Sudbury, Judy MacGregor, profession member from Ottawa, and Vito Maiolino, profession member from London.

We have a new contingent of non-Council Committee members who begin their terms today as well. A hearty welcome to you all.

Recently we have bid farewell to public members Michael Duben, Bette Faichney and Bob Slattery and profession member Ellen Holmes. As of today, I become the most recent retiree.

The Staff of the CRTO, as well as all of the standing Committees, have been extremely busy in the past quarter. Registration and Quality Assurance Committees in particular have been heavily involved in ongoing mediation issues that include, but are not limited to accreditation, use of title and our Professional Portfolio. Other areas that the College continues to work on are by-law reform, the AIT, Mutual Recognition Agreement and National Profile discussions with the other regulated, and soon to be regulated, provinces across Canada. Most of these items are so closely intertwined that it is sometimes difficult to separate them. Outstanding progress has been achieved to date through hard work and collaboration with all of the stakeholders.

This coming year's Council, non-Council Committee Members and Staff have their work cut out for them on all Committees. I expect that everyone will be up to the challenge.

I will close with a belief that I offered in a previous report:

As a College, we have undergone many obvious changes in the recent and not so recent past. We can be assured that current and other initiatives will come to successful fruition in the near future. The end result will be a College that not only fulfils its legislated mandate to the Public of Ontario, but a College that has a truly synergistic relationship with its members.

We can all be proud of being the CRTO.

Bill Butler, RRT

Member of CRTO Council - November 26, 1999 to November 29, 2002

President, CRTO - November 24, 2000 - November 29, 2002

A MESSAGE FROM THE REGISTRAR

A New “Exchange” of Views and Information and a “Fresh Start”

This Newsletter brings to you, as the Members of the CRTO, many important changes in the College and its approach to its Members, and a number of professional issues.

First of all, I am pleased to announce that the Patient Relations Committee recommended to Council that the name of the Newsletter be “The Exchange”. This was approved by Council and heralds a small but forward-looking step in improving our communications with everyone.

Secondly, the Quality Assurance Committee’s “Fresh Start” approach, which was announced recently to all Members, has been further enhanced by Council’s informed decision, and recommended by the QA Committee, to discontinue the use of the CCE for QA purposes and replace it with other tools and forms of assessment which are available for use under the QA Regulation.

Last, but not least, the Registration Committee recommended two actions to Council: the approval of an agreement to use the CoARTE accreditation services of the CSRT for Ontario educational programs, and the ratification of a new Mutual Recognition Agreement for labour mobility across Canada of licensed/registered Respiratory Therapists.

The Committees, Council and Staff of the College are committed to seeking and actively using the feedback and opinions of all CRTO Respiratory Therapist Members and other stakeholders in formulating policies that both regulate the profession in the interest of public safety and health care excellence, and are fair and reasonable to the Members as they strive to do their best every day.

We hope you will give us your comments and suggestions on all issues. Take the time to become involved. You are the CRTO, and you must have a say in how the profession protects the public.

Gord Hyland
Registrar

NEW PRESIDENT, VICE-PRESIDENT AND EXECUTIVE COMMITTEE ELECTED

On November 29, 2002, the Council elected Council Member **Keith Olimb** RRT, RRCP as *President* and Council Member **Sue Martin** RRT, RRCP as *Vice-President of the Council*. The other members of the Executive Committee elected by Council are **Gloria Hinton** (*public member*), **Jagan Dhawan** (*public member*) and **Jim McCormick** RRT, RRCP. The term of each position is one year.

COLLEGE AND COUNCIL HIGHLIGHTS:

For your Information

by Gord Hyland, Registrar

CRTO Council and Non-Council Committee Members

Bill Butler’s term as both President and RT elected Council Member expired at the end of the Executive Committee meeting on November 29, 2002, prior to the Council Meeting. We sincerely thank Bill for his dedicated leadership of the College, and his valuable contributions to the profession and the public during his term as a Council Member, and especially as President during the difficult transitional times of the past year.

Robert Slattery, Public Council Member, resigned effective the end of the Council Meeting on November 29. We are grateful to Bob for his insight and enthusiastic participation in the College’s activities and the governance of the profession, during his term.

Lydia Jones also resigned her position as a Public Council Member, effective December 31, 2002, and we thank Lydia for her contributions to the public interest during her years on Council.

We welcome and look forward to working with the following new, re-elected and re-appointed Council Members and Non-Council RT Committee Members, who have 3-year terms:

Council Members

Moti Costa, Public Member,
re-appointed by the Ministry on December 7, 2002.
Richard Levert, Public Member,
appointed by the Ministry on October 9, 2002.
Judy MacGregor, elected RT Member,
starting on November 29, 2002 (District 3)
Vito Maiolino, elected RT Member,
starting on November 29, 2002 (District 6)
Sue Martin re-elected RT Member,
starting on November 29, 2002 (District 4)
Peter Szkorla re-elected RT Member,
starting November 29, 2002 (District 4)

Elected Non-Council RT Committee Members: (all starting November 29, 2002)

Gary Ackerman (*District 4*)
Mario Aquilina (*District 6*)
Cheryl Homuth (*District 3*)
Daniel Larose (*District 3*)
Ginny Martins (*District 4*)
Melissa McLean (*District 3*)
Lorella Piiirik (*District 4*)

**Appointed Non-Council RT Committee Members:
(both starting November 29, 2002):**

Chris Harris (*District 6*)

Martin Rennick (*District 6*)

Jim Quigley was also previously appointed as a Non-Council Member in District 2, to complete a one-year term.

The new Executive Committee will meet early in December to appoint the other Committees and their Chairs and Vice-Chairs.

Meeting the Respiratory Therapist Members of the College

The President, Bill Butler, as well as The Registrar, Gord Hyland, Christine Robinson (Manager of Policy and Investigations) and Mary Bayliss (Professional Practice Advisor), have visited many Members of the College at various venues including an RTSO London chapter meeting and various hospitals in the Toronto area. Gord and Mary will be meeting with Ottawa-area students and staff in early December and plan to visit students in other programs in the new year. In addition, more meetings will be scheduled at hospitals outside the Toronto area, and a general meeting with heads of the educational programs is also planned. We hope to visit major centres, and have RTs come to the meetings from surrounding areas in order to meet the Members, while keeping travel costs down.

Discussions with RTSO and CSRT, including Labour Mobility

These discussions continue on a very cordial and co-operative basis and we will keep you up to date as they develop. CRTO Committees continue to deal with the issues presented by the RTSO during mediation and in their January 2002 submission, and a summary is included in this newsletter. There have been a number of teleconference meetings with the RTSO since May 1, especially to deal with the College's proposed revised CQI Portfolio Form. A detailed update was sent to the President of the RTSO, Gail Lang, in November 2002, and the RTSO was invited to meet with the outgoing Executive Committee on November 29.

The Chair of the Quality Assurance Committee, Jagan Dhawan, the Registrar, Gord Hyland and Mary Bayliss, presented at the recent RTSO panel discussion on the College's Quality Assurance Program, which was held in conjunction with the recent OHA conference. This was a very positive meeting and was well received by the attendees and the RTSO.

College representatives Bill Butler, President and Gord Hyland recently met for two days of intensive meetings with other provincial regulatory bodies and the CSRT, regarding labour mobility and the national occupational profile. A new tentative Mutual Recognition Agreement (MRA) to ensure

compliance with the labour mobility provisions of the governments' Agreement on Internal Trade, was signed by the representatives of all groups present, and this will be subject to ratification by the boards/councils of each group. The CRTO Council ratified this MRA on November 29, 2002. The national profile is being developed by a consulting firm hired by the consortium. Funds are being provided on a shared basis by the Federal government to assist us in complying with the AIT required. Further details of the new MRA will be forthcoming once it becomes ratified by all the representative bodies.

CRTO Communications, including the Newsletter and Web Site

The web site is being continually updated in its content. Surveys of Members are being conducted online through the site and we are able to make changes in-house, thus saving costs. We always welcome comments and suggestions for improvement. Our future long-term goals include revamping the site to make it more user-friendly and integrating online services such as renewals and QA tools.

Legislation

Privacy of Personal Information Act (POPIA)

The CRTO has been participating in Federation-led meetings with the Ministry of Health and Long Term Care (MOHLTC) and the Ministry of Consumer and Business Services, on the development of this legislation. While it is certain that all Colleges will need to develop a code for dealing with the acquisition, retention, safety, disclosure and disposal of personal information that satisfies Ministry requirements, it is hoped that the regulatory Colleges will be able to do this under the RHPA and our By-laws. To date, there is no word as to when the legislation will be put into effect.

Professional Incorporation

A number of the Colleges have developed a Form and Guide for use of those Members who wish to incorporate and must apply of a certificate of authorization from the College as part of the process. In addition, new provisions have been added to the existing By-law which Council approved on November 29. The target date for implementation of the incorporation provisions is January 2003.

Regulations

Guidelines: Advertising, Conflict of Interest and Delegation Guidelines from the MOHLTC

The Federation has met again with the MOHLTC on these guidelines, and we are awaiting their comments on our feedback.

Amendments: Registration Regulation Amendments

You will recall from previous updates that the amendment to the College's Registration Regulation, proposed by Council to ensure compliance with the labour mobility rules (Chapter 7 of the Agreement on Internal Trade) for all professions, was

returned by the MOHLTC for the inclusion of more details from the Mutual Recognition Agreement. The new wording of the regulation amendment will need to be brought back to Council for discussion and decision as a new proposal and then sent to CRTO Members for feedback. This effort will also be affected by the ongoing discussions with the CSRT and the other provincial regulators.

By-law #10 - 2002

As reported at the Council meeting, the Executive Committee, with the assistance of Staff, undertook a comprehensive review of the By-law. In addition, there are a number of legislative issues that require by-law amendments including incorporation legislation. The proposed amendments were approved in principle by Council in September and circulated to the membership and the RTSO for feedback. Feedback was received from the RTSO and a number of individual Members of the College. The Council approved the final version on November 29, 2002.

Education Day, September 14, 2002

We are pleased to report that this year's Education Day for Council Members, Non-Council Committee Members and Staff went extremely well and all presenters received a good evaluation. The day included topics on governance, rules of meeting procedure and presentations by the Michener Institute, RTSO and CSRT.

Elections 2002

October 1, 2002 was election day for Council and Non-Council candidates in Districts 3, 4, and 6. The results were reported to all Members of the College, and the newly-elected Council and Committee Members took office on November 29 (see above).

Accreditation, Entry to Practice examinations, Competency Profiles and Labour Mobility

These issues are intimately intertwined and are being "reviewed on an ongoing basis. As noted above, these issues are also being discussed with the RTSO, CSRT and the National Alliance of Regulators in Respiratory Therapy. The Registration Committee, under the leadership of the Chair, Paul Stewart, did an intensive review of the accreditation process and the options available to the College. The Committee recommended that the College sign an agreement with the CoARTE accreditation arm of the CSRT for services to the Ontario educational programs, in order for the Council to ensure that the programs continue to be approved for Ontario registration purposes. The Council approved the CRTO Agreement with CSRT on November 29, 2002. The next priority for the Registration Committee will be to review the concept of CRTO's entry to

practice (registration) examinations and, after consulting with Members of CRTO, make recommendations to Council.

Federation of Health Regulatory Colleges of Ontario

The Federation has been dealing with Ministry initiatives such as privacy legislation and guidelines for conflict of interest and advertising, as well as meetings of regular working groups. Gord Hyland and Christine Robinson attended the recent Federation general meeting.

Registration Examinations

The most recent Registration examination (CCE) was held on December 5 and 6, 2002 in Toronto. The next exam session is June 2003. The Registration Committee will be reviewing the issue of Registration exams in the coming meetings and will report to Council.

Quality Assurance Program

The Quality Assurance Committee, under the leadership of the Chair, Jagan Dhawan, undertook an intensive review and revision of the CQI Self-Portfolio form which was sent to all stakeholders for feedback (the web site can be used for feedback). In addition, the QA Committee recommended to Council that the use of the Core Competencies Examination (CCE) for QA purposes be discontinued. The Council approved this change on November 29, 2002.

In closing this issue of the Highlights, I would like to express my sincere thanks to all the CRTO Staff for their continuing dedication and hard work, and to the President and the Executive Committee for their ongoing support.

INTRODUCING THE CRTO COUNCIL.....

Moti Costa - *public member*

A retiree of the Ontario Power Generation, Moti Costa was an employee of Ontario Hydro for 25 years. Beginning as a junior engineer in the nuclear field, Moti assumed continuously higher responsibilities that culminated in the position of Director of Investment Planning, a position that required an understanding in strategic and financial planning. Moti's educational background includes two degrees from the University of Toronto; an Honours BSc in Physics, Chemistry and Mathematics (1970) and a Ph.D. in Physical Chemistry (1975).

Anthony Cunningham - *profession member*

Tony Cunningham is the manager of the Respiratory Therapy Department at the Sudbury Regional Hospital. Tony graduated from Fanshawe College in London and has been a respiratory therapist since 1994. He has been a member of Council since November 2000 and the Vice-Chair of the Patient Relations Committee during that time.

Jagan Dhawan - *public member*

Jagan Dhawan's varied experience includes being assistant director of full-length feature films, a teacher of mathematics, site director of international language programs in senior public and secondary schools in Peel region, and the officer-in-charge of India's Ministry of Civil Aviation calibration laboratory. Jay has also researched for the Insurance Bureau of Canada and is the President of two incorporated companies in Canada. His role as Director of Children Aid Society for the Peel region and Chairperson of Carassauga Board has made him well-known in the multicultural community. Jay holds a B.A. in Mathematics and Physics, an M.A. in Mathematics from Delhi University, and a M.Sc. in Mathematics from University of Toronto.

Gloria Hinton - *public member*

Gloria is retired from a career with Bell Canada where she served primarily in Operations Management in the Customer Service Division. Her responsibilities included development of working practices and operational reviews for frontline staff. Gloria has also served as a consultant overseas with Bell Canada International. Since retirement Gloria has volunteered with many community groups in London and continues to volunteer at London Health Sciences University Campus.

Lydia Jones - *public member*

Lydia Jones was appointed as a public member of Council in 1998 and has served on the Patient Relations, Fitness to Practice and Discipline Committees. Lydia was Executive Director of the Burlington Chamber of Commerce and Director of Policy of the Hamilton and District Chamber of Commerce. She is a founding member of the Burlington Community Development Corporation and honorary life member of the Burlington Chamber of Commerce and the Ontario Chamber of Commerce Executives. Lydia is also a member of the Board of Directors of Halton Group of the Canadian Executive Service Organization.

Don Kirkpatrick - *public member*

Don Kirkpatrick is a retired municipal engineer from Barrie with a Masters degree in business administration. He is a general insurance agent and a landlord. Don enjoys being with his two married daughters and two grandsons, and spending time at his cottage. Don has served on the CRTO Council as a public appointee for 5 years, and during this time he has served on all Committees.

Richard Levert - *public member*

Richard Levert has been a lifelong resident of Northern Ontario. He is the president of the Levert Group of Companies, employing professional personnel in the industrial, commercial construction, and office administration sectors, to many industries in Ontario. Richard is very proud of being a Rotarian for the past 25 years serving as a Past President as well as a Board member of the Rotary Club of Sudbury and Timmins.

Judy MacGregor - *profession member*

A graduate of Algonquin College, Judy MacGregor has been working at the Children's Hospital of Eastern Ontario in Ottawa since 1984 and was the youngest graduate in the program's history. Judy has had the opportunity to work within teams for general pediatrics, Pediatric ICU, Neonatal ICU and neonatal and pediatric (Baffin Island) transport. Her current role at CHEO is clinical coordinator and professional practice leader for respiratory therapy. When not at work Judy enjoys being a mother to two teenage boys, friends, traveling, gardening, crafts, music, wine and life.

Vito Maiolino - *profession member*

Vito Maiolino graduated from the respiratory therapy program at Fanshawe College in 1985. Prior to this Vito earned a Bachelors of Arts from the University of Western Ontario, with a major in economics. Vito works clinically as a therapist at the London Health Science Centre where he specializes in adult critical care. In the past he has been involved with critical care transports and presently he is engaged in a challenging role as one of the members of the advanced cardiac arrest team. Vito says that he is looking forward to serving as a Council member for the College of Respiratory Therapy.

Susan Martin - *profession member*

Susan Martin is a respiratory therapist working in hospital-based practise. She has worked in small, teaching and community hospitals as a staff therapist, supervisor, instructor and manger. Susan currently manages the Cardio-Respiratory department at the Royal Victoria Hospital in beautiful Barrie, which she says is "home to some of the very best respiratory therapists in the province!" Susan has a teenaged son and a couple of dogs.

James B. McCormick - *profession member*

James McCormick has worked in the field of respiratory therapy for over 30 years. In his role as Manager of Cardio-Respiratory Services at Guelph General Hospital, Jim works closely with the University of Guelph, Coop Programs and Jobs Ontario students to recruit future RTs into the field, who Jim says "will ultimately reflect this sense of pride in our profession. We all benefit when we attract good people into our fold." Jim believes that we are defined in large part by what we do and feels he has grown as a person because of his association with the College and its inherent challenges. He says he has developed an admiration for those who have approached these challenges from a solutions perspective and believes that working in respiratory therapy has improved with the opportunity to be self-regulated. His message to the members: don't take for granted the privilege of self-regulation; we collectively gain when we individually commit.

Keith Olimb - profession member

Keith Olimb is a graduate of the respiratory therapy program at Southern Alberta Institute of Technology. Keith was the President of the Calgary Chapter of the Alberta Society of Respiratory Technologists while in second year of training and the first 3rd year practicum supervisor in the history of the profession in British Columbia. Keith has worked as a staff therapist, charge therapist and manager in Manitoba, Saskatchewan, British Columbia, and currently in Thunder Bay. Keith has served as President of the Northern Ontario Chapter of the RTSO and on numerous public service agency boards. He was previously employed as a flight paramedic and now teaches clinical elements of the flight medic program.

Paul Stewart - profession member

Paul Stewart was born and raised in Hamilton. After graduating from McMaster University he moved to Vancouver, spending twelve years there as a Correctional Officer and Deputy Sheriff. Returning to Ontario, Paul graduated from the respiratory therapy program at Fanshawe College, and since 1988 has worked at the Hamilton General Hospital in adult critical care and hyperbaric oxygen therapy.

Peter Szkorla - profession member

Peter Szkorla graduated from the respiratory therapy program at the Michener Institute in 1993. After completing the CBRC exam he joined the talented Respiratory Therapy department of the Toronto East General Hospital. Peter was elected a Council member in 1999 and again in 2002 and has supported many positive changes. He has also been a member of the Executive and Complaints Committees.



Council Members & Registrar (left to right)

Back row: Richard Levert; Tony Cunningham; Gloria Hinton;

Paul Stewart; Peter Szkorla; Jim McCormick

Middle row: Vito Maiolino; Moti Costa; Judy MacGregor;

Susan Martin; Gord Hyland (Registrar)

Front row: Don Kirkpatrick; Jagan Dhawan; Keith Olimb;

Lydia Jones

Greetings from the Professional Practice Advisor

I would like to take this opportunity to introduce myself to all of the respiratory therapist members of the CRTO. As stated in the announcement of my hire, I have been a Registered Respiratory Therapist for 18 years, graduating from Fanshawe College in London. I look at my new role as an opportunity to give something back to a profession that has been very good to me. As our new Registrar has stated recently, it is the goal of the CRTO that all respiratory therapists be proud to be Members of the CRTO - I share this goal as well. The last year has seen many changes and a more open and respectful relationship now exists between the College and its Members. It is my sincere hope that this new cordial and respectful relationship will continue to grow.

I would like to thank the College Staff (Gord, Chris, Melanie, Monifa, Amelia and Mihaela) who have been so welcoming, helpful and more importantly, so patient, as I begin my journey up the very steep learning curve of this position. Thanks to all of the College Members who called or e- mailed their words of congratulations upon my start at the College. Particular thanks to Wrae Hill at the Hospital for Sick Children and Gabriel Cardenas from the Trillium Health Centre who invited Gord Hyland and myself to participate in RT week activities in September. This was a wonderful opportunity for Gord and myself to become acquainted with many Members and to listen to some excellent presentations on the developing roles of RT in such areas as anesthesia assistant.

My role at the College includes participating in Committee meetings as an advisor and assistant in the Committee's work. I like to use the motto, "ask, advise, assist" which I borrow from smoking cessation terminology as an analogy of what most of my responsibilities entail. I act as a liaison between College Committees and CRTO Members by identifying issues of interest and concern that may need to be researched. I am a resource on professional practice issues for College Members, College Staff, the Public and external agencies such as the Federation of Colleges. In addition to these primary roles I assist the College Staff and Council and Non- Council Committee Members in communicating with Members, employers and educational institutions on College issues. I participate and provide assistance to the Quality Assurance Committee, Patient Relations Committee and the Registration Committee.

I want to encourage all respiratory therapist Members to notify the College of expanding roles and responsibilities. It is important that the College is one step ahead of where the profession is going. We need to be able to anticipate the future practice and expanding role of the RT and make any necessary changes to regulations to ensure there is no delay in providing care to our patients. Indeed, any necessary changes to regulations or legislation will not happen overnight and therefore we need to

work together as a team to ensure that these changes, when and if necessary, happen expeditiously.

On a final note, please feel free to contact me with any practice-related questions that you have. Stay in touch with us, communicate, become involved and provide input & feedback on issues that come to your attention. Remember that we, the respiratory therapists of Ontario are the College! You do have a voice and you will be heard!

Mary Bayliss
RRT, RRCP, CAE

Patient Relations Committee (PRC) Update

The Patient Relations Committee has been very active in the past few months. They have reviewed their goals and have begun the development phase of a Policy Statement on Blood-borne Pathogens. If you have an interest or expertise in this area and would like to assist in the development of this policy statement please contact the College. All CRTO Members will be consulted with a draft version of this policy statement. In addition, the Committee has undertaken a review of four Professional Practice Guidelines and made recommendations to Council for some minor revisions. At the November 29, 2002 Council Meeting the following changes were approved for the following two Professional Practice Guidelines (PPGs):

- ◆ the PPG entitled *Interpretation of Authorized Acts* will be revised/corrected to include the ***popliteal*** artery with reference to the insertion of a cannula;
- ◆ the PPG entitled ***Certification Programs for Advanced Prescribed Procedures Below the Dermis*** will be amended to include ***femoral*** artery with reference to the insertion of a cannula.

The Committee has also reviewed the PPG entitled ***Responsibilities Under Consent*** following an inquiry from a Member who wanted advice on the issue of CPR/DNR and Consent. The Patient Relations Committee has decided to develop an amendment to this PPG to include a section that will specifically address this issue. In the upcoming months Staff and Committee members will research the issue and draft an amendment that will be distributed for feedback and consultation with the Members...stay tuned!

Lastly, the Patient Relations Committee is currently researching the issue of Delegation of non-invasive CPAP/BiPAP following a Member inquiry into this issue. As you may know, our PPG entitled ***Delegation of Controlled Acts*** lists "mechanical ventilation including CPAP" under

procedures that Members may not delegate. The PPG does not specifically list non-invasive CPAP/BiPAP as a procedure Members may or may not delegate. As a result, we would like to know your thoughts and opinions on this matter. Do you think that respiratory therapists should be permitted to delegate this procedure? Please call, e-mail or fax your comments to Mary Bayliss, Professional Practice Advisor (bayliss@crto.on.ca).

Quality Assurance Update

A number of significant changes have occurred to the College's Quality Assurance Program over the last few months.

The Quality Assurance Committee is continuing its review of the College's entire Quality Assurance Program within the parameters of the QA Regulation. As part of the review a draft revised Professional Portfolio Form has been circulated and Members are being asked to submit their comments and suggestions to the College by December 13, 2002. The College is also asking for Members' participation in focus groups. We anticipate that focus groups will meet in late January 2003. The College would like to thank Members and the RTSO, for their input so far.

Two other components of the Quality Assurance Program, active assessment and peer assessment, are still under consideration. In the interim, Council accepted the Quality Assurance Committee's recommendation to discontinue the use of ***Core Competencies Evaluation*** as one of the tools for the assessment component of the Quality Assurance Program. The Committee is considering other forms of assessment available to the College under the QA Regulation, and is investigating formats that will accommodate a variety of learning styles. Members can expect a consultation phase for this component also. In the mean time, the College will continue to assess Members' Professional Portfolios developed under the CQI Module.

Panels of the QA Committee continue to review Practical Competencies Verification Forms and Portfolios under the ***Fresh Start Initiative***. Nearly all Members reviewed to date have been given the 3-year withdrawal from the pool of further random selections.

Melanie Jones
Acting Coordinator of Evaluations

Its Renewal Time

It's coming up to that time of year again. On March 1, 2003, your Annual Update of Registration (renewal) will be due. There have been some noticeable changes made to your Renewal form. Our hope is that you will find the change in format and wording a little easier to understand.

Although you are now poised to skip through the revised renewal form, please pay special attention when filling out the form. You may notice that although some sections have been omitted, others have been added to ensure that the College has accurate and current information regarding your membership. One of the significant additions is the section ***“Terms, Conditions and Limitations on your Certificate of Registration”***. It is our hope that by having a list of any conditions or restrictions imposed on your certificate of registration, you will be current with regards to your status of registration with the College.

Council Decisions

On November 29, 2002, Council approved certain fees revisions made to the CRTO By-Law (see Article 33 - Fees). Please note that the fee for changing from Inactive to Active status has also been revised, so that depending on the time of year you choose to re-enter the profession, you will pay a (pro-rated) portion of the fee, rather than the entire balance of the registration fee.

The process for approval of Certification Programs for Advanced Prescribed Procedures Below the Dermis has also been modified. Council has approved removal of the requirement that facilities first obtain MAC approval of the Program prior to submission to the College.

If your employment facility's Certification Program has previously been approved by the Registration Committee, please consider sharing your package with another facility. These will usually be automatically approved and can be used once they have been submitted to the College. If you are willing to have your Certification Program used by others, please contact our Professional Practice Advisor, Mary Bayliss RRCPC at bayliss@crto.on.ca. Mary will be keeping a list of all those facilities who are willing to share their Certification Programs packages.

If you have any comments regarding the revisions made to your Annual Update of Registration please send them by mail or e-mail at morgan@crto.on.ca.

Wishing you a happy new year.

Monifa Morgan
Acting Registration Officer

Member Spotlight

We intend to make “Member Spotlight” a regular part of The Exchange. If you know of a Member who has contributed to the profession in some special or interesting way, please contact Christine Robinson at ext 21 or e-mail her at robinson@crto.on.ca

Spotlight on
Rosario Holmes, BS, MA, CAE, RRT, RRCPC
Asthma Educator, Asthma Education Centre,
Lung Association - Ontario



The hot weather that hit the big cities this summer brought with it humid, polluted air and disturbing smog advisories. Anyone listening to CBC radio one afternoon would have heard CRTO Member, Rosario Holmes, speaking on how the weather and pollution were affecting those with respiratory problems, and giving advice on the steps they can take to avoid or minimize the unwanted effects. In a telephone interview Rosario told the College she was approached by CBC radio to do a feature for the “All in a Day” show, to help respiratory sufferers and their families cope with the hot soupy conditions. Some of Rosario's clients were also interviewed for the program.

For Rosario and her colleagues at the Lung Association's Asthma Education Centre in Ottawa, this is not the first public awareness activity to have involved the media and recently the Centre was featured in a piece on respiratory disease by a local cable channel. Rosario's commitment to her profession and the public is clear as she extends her role into the community touring local schools, and educating students and staff about asthma in the Ottawa Carleton region.

Many respiratory therapists in the province perform a comparable role to Rosario. What gives Rosario's place in the community its unique character is Rosario's background and the special blend of skills and experience she has acquired over the years.

Born in Colombia, Rosario's first call was to become a surgeon. When circumstances intervened, she modified her plans, obtained a baccalaureate degree in psychology from the Universidad Del Valle in Colombia and pursued a career in education. After arriving in Canada she gained a Master's degree in Special Education from the University of Moncton, but her ongoing preoccupation with medicine prompted her to pursue combining her interest in education with health care. After a talk with the Dean of Medicine in Halifax, Rosario enrolled in the respiratory therapy program at Algonquin College. Before being hired by the Lung Association, Rosario practiced in the area of home care.

When the Lung Association opened its Asthma Education Centre in Ottawa five years ago, Rosario was part of the team that developed the Centre's programs from scratch. The Asthma Education Centre, which is available for people with asthma and their families, friends and caregivers, offers free group and one-to-one education sessions, a resource room and telephone support. And, as a result of Rosario's background, clients are able to receive services in English, French and Spanish. Rosario, thank you, merci, and gracias.

CRTO Newsletter gets a new name

"The Exchange"

EXCHANGE:

To give and receive reciprocally; interchange; exchange ideas
Movement of gas (oxygen and carbon dioxide) between the atmosphere and the cells of the body

The College would like to thank those Members who submitted possible newsletter names to the Patient Relations Committee. The Committee decided to choose the name suggested by the Professional Practice Advisor, Mary Bayliss, "The Exchange". It was felt that the title combines a number of concepts; the exchange of information, the exchange of ideas and the exchange of gases as related to the respiratory system.

Thank you Mary - and sorry, as a Staff member you are not eligible for the book prize!

References: Egan's Fundamentals of Respiratory Care, Mosby 1999; yourdictionary.com

Practice Issues - Frequently Asked Questions (FAQs)

Here are just a few of the frequently asked questions we have received over the past few months:



What is required for certification programs for advanced prescribed procedures below the dermis?



The following procedures are identified under Ontario Regulation 596/94, Part VII as ***advanced*** prescribed procedures below the dermis that respiratory therapists are authorized to perform:

- ◆ insertion of a cannula (*limited to the radial, brachial, popliteal, post tibial, dorsalis, femoral and umbilical arteries and peripheral and umbilical veins*);
- ◆ chest needle insertion, aspiration, reposition and removal;
- ◆ chest tube insertion, aspiration, reposition and removal.

You will notice that ***femoral*** artery is now on the list. At the November 29, 2002 meeting, Council approved the addition of the femoral artery to the list of approved sites/vessels that may be cannulated. At the same meeting, the Council agreed and approved a recommendation from the Registration Committee to drop the requirement for a hospital's Medical Advisory Committee's (or equivalent) approval prior to submitting the certification program to the College. Therefore, as it now stands, a hospital/facility must submit a certification program to the College to be approved by the Registration Committee of the College prior to respiratory therapists performing the procedures.

The Professional Practice Guideline (PPG) entitled ***Certification Programs for Advanced Prescribed Procedures Below the Dermis (Feb 1999)*** outlines the requirements for the certification program along with a checklist that will assist Members in meeting all necessary requirements. In the upcoming months you will be receiving an updated PPG that reflects the changes that Council has recently approved.



Are Respiratory Therapists permitted to perform defibrillation/cardioversion?



Defibrillation or cardioversion is a controlled act under the Regulated Health Professions Act (applying the application of a form of energy) and is not one of the four controlled acts authorized to respiratory therapists under the Respiratory Therapy Act. As such, this procedure will need to be delegated to you by a regulated health care professional who is authorized to perform, and has the competence to perform, the procedure - in this particular case usually a physician. The Professional Practice Guideline entitled ***Delegation of Controlled Acts (May 1999)*** identifies defibrillation and cardioversion as procedures that RRTs may accept delegation of, providing the procedure falls within the individual's scope of practice and that you have the knowledge, skills and abilities to perform the procedure.

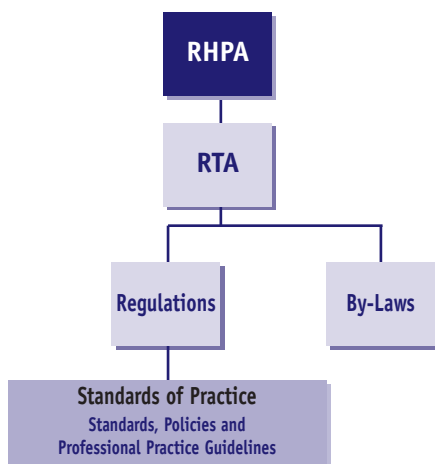
It is important to note that the onus of responsibility for the procedure is shared between the delegator and delegatee. If you are accepting delegation from another regulated health care professional, you should make yourself aware of the requirements from that health care professional's regulatory body. For example, the College of Physicians and Surgeons has a policy on what is required for a physician to delegate any of the controlled acts to another individual. Their policy is available on their web site at www.cpso.on.ca/policies/delegation



Some of the College's terminology is confusing. What do the terms standards, guidelines, policies, regulation and legislation mean and how are they related?



We agree that the terminology can be a little confusing. What is important to understand is that all of the above terms refer to a set of practice parameters that each Member of the College will ultimately be accountable to. For instance, the Professional Practice Guidelines (PPGs) are really standards of practice of the profession that Members must follow. They are all enforceable, meaning failure to meet the guidelines may result in professional misconduct proceedings. See the diagram below for the relationship between all of these terms.



If you have any professional practice questions please contact Mary Bayliss, Professional Practice Advisor, at extension 24 or bayliss@crto.on.ca

How to contact CRTO staff:	
Gord Hyland, Registrar and CEO	hyland@crto.on.ca ext 23
Mary Bayliss, Professional Practice Advisor	bayliss@crto.on.ca ext 24
Melanie Jones, Acting Coordinator of Evaluations	jones@crto.on.ca ext 30
Amelia Ma, Coordinator of Administrative Services	maa@crto.on.ca ext 26
Mihaela Mihu, Administrative & Technical Support Officer	mihu@crto.on.ca ext 22
Monifa Morgan, Acting Registration Officer	morgan@crto.on.ca ext 25
Christine Robinson, Manager of Policy and Investigations	robinson@crto.on.ca ext 21
Phone: (416) 591-7800 • Toll free: 1-800-261-0528 Fax: (416) 591-7890 • General e-mail: crto@crto.on.ca	

Investigations and Hearings Report

Since the last newsletter, Committees of the College have dealt with the following referrals related to complaints, employer reports and discipline:

Executive Committee referrals

The Executive Committee considered one referral from Quality Assurance Committee which it referred to the Discipline Committee. The Committee considered two employer reports. One was resolved via a signed Undertaking between the Member and the Executive Committee and one matter is still under consideration. The Committee also considered a matter concerning use of protected title/designation by a non-Member and this matter was resolved via an Agreement and Undertaking between the non-Member and Executive Committee.

Complaints Committee referrals

Three complaints have been considered by a panel of the Complaints Committee since the last newsletter. In one matter no action was taken, in two matters the panel issued a caution. In the former matter the decision has been appealed by the complainant to the Health Professions Appeal and Review Board. The College is still awaiting the decision of the Board in 8 earlier appeals.

Discipline Committee referral

One matter was referred to the Discipline Committee. The Committee made a finding of profession misconduct subsequent to An Agreed Statement of Fact and Joint Submission on Order made on behalf of the College and the Member.

Professional incorporation

As reported in earlier newsletters and the *College and Council Highlights*, as a result of amendments to the *Regulated Health Professions Act* (including regulations), the *Health Professions Procedural Code*, the *Business Corporations Act* (BCA), and now the CRTO Bylaw, regulated health professionals are now permitted to incorporate for the purpose of practising a health profession, providing they obtain Certificates of Authorization from their respective health profession Colleges. Application forms for a Certificate of Authorization and a Guide to the process are now available. Please contact the College should you require an application package.

New CRTO By-law

The new **CRTO By-law No. 10 - 2002, November 29, 2002**, is included in your December mailing. Please keep it on file for reference.

Test your knowledge

Test your knowledge. Take our Professional Practice Advisor's Quiz.

1. Which of the following procedures is a *controlled act* that is *authorized* to respiratory therapists?
 - a) Putting an instrument, hand or finger into an artificial opening into the body
 - b) Defibrillation/cardioversion
 - c) Allergy testing
 - d) Suturing of an indwelling cannula
2. Which of the following is considered an *advanced prescribed procedure below the dermis* and will require a certification program that is approved by the Registration Committee of the College prior to performing the procedure?
 - a) Chest tube removal
 - b) Venipuncture
 - c) Tracheostomy tube change for an established stoma
 - d) Aspiration from an indwelling cannula

3. Which of the following controlled acts may respiratory therapists accept delegation of?
 - a) Suctioning beyond the point in the nasal passages where they normally narrow or beyond the larynx.
 - b) Defibrillation / cardioversion
 - c) Administering IV sedation
 - d) Chest needle insertion

References: PPGs: Interpretation of Authorized Acts (1999), Certification Programs for Advanced Prescribed Procedures below the Dermis (1999) and Delegation of Controlled Acts (1999).

Answers: 1d, 2a, 3b

Mediation Update

Representatives of the CRTO and RTSO continue to meet and discuss issues of interest to both organizations. Due to the commitment from both organizations, many of the concerns that were submitted to the College in January 2002 have now been resolved and others are being actively considered by Committees. A summary of some of those issues, and how they have been resolved, are listed on next page. Copies of the entire submission are available from the College upon request.



INVITATIONS FOR APPLICATIONS CRTO Program Reviewers For CoARTE





As a result of the CRTO's Agreement with the CSRT for Accreditation of Respiratory Therapy Programs, the CRTO will be seeking an Ontario respiratory therapy representative, who is not a CRTO Council, committee or staff member, for the CoARTE review team. This is a unique opportunity to become involved in this new and evolving partnership.

As a full member on each program review team in Ontario, the selected representative is responsible, along with other members of the accreditation review team, for ensuring that national accreditation requirements are met, and specifically, that the provincial specific requirements are met. The selected representative must successfully complete a CoARTE reviewer training session and meet the following eligibility requirements:

- a member of the CRTO
- a member of the CSRT
- involvement at didactic, clinical or administrative level with entry-level students
- in depth knowledge of CSRT Occupational Profile
- in depth knowledge of the provincial specific requirements
- commitment to the CoARTE accreditation process
- effective communication and problem-solving skills
- ability to exercise objectivity, professionalism and good judgement

Please submit applications to the Registrar, Gord Hyland, along with a current curriculum vitae, by January 31, 2003

For further details, please contact Gord Hyland at ext 23 or hyland@crto.on.ca



RTSO Submission	CRTO Response
Reverse the decision to change the professional designation (title) to "Registered Respiratory Care Practitioner" from "Registered Respiratory Therapist".	<i>A survey was launched via the College newsletter and web site, the results of which indicated Members prefer the designation 'RRT'. Dialogue between the CSRT and CRTO regarding the protected title issue is ongoing.</i>
Accept the CBRC examination as the entry to practice standard in Ontario.	<i>Issues and options are being actively considered by the CRTO Registration Committee.</i>
Immediately work towards restoring total reciprocity amongst all provinces in Canada regardless of whether or not they are regulated under provincial legislation.	<i>Talks with the Consortium have resumed, a National profile is under development and a new Mutual Recognition Agreement is currently being ratified by the regulated provinces and the CSRT on behalf of the unregulated provinces.</i>
Immediately review the accreditation process and the impact this will have on upcoming graduates of the Respiratory Therapy programs in Ontario.	<i>Council has approved an Agreement for Accreditation Services between the CSRT and the CRTO, with CoARTE being the provider of the service.</i>
Immediately remove the term "registrant" from all correspondence with the Members and replace it with "Member".	<i>Council has approved a Registration Committee recommendation that, effective immediately, the College revert to using the term "Member" to describe a holder of a certificate of registration.</i>
Immediately suspend the review of any portfolios submitted by any Member who boycotted the CCE or who was deferred. A new random selection of all Members should be conducted.	<i>On May 31, 2002, Council approved the "Fresh Start" approach recommended by the QA Committee effective immediately. The "Fresh Start" initiative addresses the new random selection issue.</i>
Abolish the CCE component of the QA program. Immediately survey the membership on the issue of Quality Assurance. A survey should be prepared as part of the mediation process and agreed to by both the College and the RTSO.	<i>On November 29, 2002 Council accepted the QA committee's recommendation to Council that the practice of utilizing the CCE, as one of the mechanisms for the assessment component of the Quality Assurance Program, be discontinued. The Committee will investigate and recommend other forms of assessment options available to the College, under the QA regulation.</i>
College should develop a "Code of Conduct" for all members of Council.	<i>The QA Committee has been reviewing the entire QA Program and Members of the College and other stakeholders have been, and continue to be, asked for input prior to any changes being made. The Code of conduct for Council and non-Council Committee members was approved by Council at the September 13, 2002 meeting.</i>

REGISTRATION CHANGES - as of December 15, 2002 (since June 2002 Newsletter)**New Members**

Natalie B. Arens
Theresa J. Avery
William Scott Bistak
Carol Collins
Tracy Anne Coventry
Stephanie Anne Dorner
Silvia Laura Eisner
Tracy Lee Fielding
Derek T. Gagne
Jennylyn M. Graham
Christine Michelle Heins
Deanna M. Hickson

Robin G. Hoath
Marlessa Jane Jermey
Kristin L. Kress
Colleen Catherine
O'Shaughnessy
Yvonne Pérusse
Tony Andrew Joseph Redix
Etta Belle Schinbein
Leith Alexandra Symon
Scott Richard Taylor
Michelle Way
Russell W. Webb

Resigned

Celine Saroj Moniz
Koree E. Nelson-Mills

Re-Instated

Edith Eki Abusomwan
Gerard (Gary) Cuming
Sharlene R. Grant
Paul D. Kruschinske
Deodat Lillie
Rod MacDonald
Gerald Rivet

Revoked

Nicole Berthin
Andrew Benson Crossman
Gina Aline Hild
Anthony Todd Hunt
Nathalie Perron
Anabela Tucker