



2011/2012 Annual Report

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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A Message from the Registrar & President

Welcome to our Annual Report for 2011-2012

This last year was a turning point for the CRTO in many ways and if there was one word to describe the year it would have to be renewal. Whether it was in the staff composition, the membership of our Council and committees, the strategic directions of the College, or even the types of activities we were engaged in, we saw this theme reflected in nearly every key aspect of our organization. These changes are giving us a new perspective on the role that we play and a sense of renewed purpose and focus, all the while helping us to keep an eye on the horizon to ensure that we can continue to meet the needs of our stakeholders and to protect and serve the public interest.

In fact, this annual report is a prime example of this renewal. We’ve attempted to design a report that’s cleaner in layout, making it more accessible and easier to read. We hope you find it both interesting and enjoyable to read.

Highlights of the Year

- Strategic Planning – Following a year-long consultative process that included a Scope of Practice Summit and a Strategic Planning session in June 2011, a new Strategic Plan for 2011-2016 was adopted by Council in December 2011. Consisting of seven strategic directions, the focus over the next two years will be on a review of our scope of practice, member engagement, and the development of a communication plan. You can view the strategic plan here: www.crto.on.ca/pdf/Strategic_Planning_Summary.pdf

- Following the retirement of Christine Robinson in December 2011, a successful search was conducted to recruit a new Registrar. Kevin Taylor began as Registrar and CEO on December 1, 2011.
- A renovation of our office space was completed to increase the meeting space and to update our facilities for webcasts, etc.
- We were engaged in a number of initiatives with partners from across Ontario and Canada:
 - o CRTO & College of Nurses of Ontario - Held a joint webcast on legislative change affecting NPs
 - o CRTO & College of Dental Hygienists of Ontario - Oral Care and VAP Project
 - o Multiple Ontario health regulatory Colleges – The development of an e-Learning module entitled Use of Social Media by Health Care Practitioners
 - o Ontario Association of Community Care Access Centres (OACCAC) – Assisted in the development of a service agreement template to enable the provision of RT services by CCACs in Ontario
 - o National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB) – As a member of the NARTRB, we participated in the investigation of a national process for the assessment and bridging of IEHPs seeking registration as RTs in Canada, in the negotiation of a mobility agreement between regulated and non-regulated jurisdictions, and in a comparison of accreditation, examination, and competency profiles used across Canada and the United States for Respiratory Therapy.
- Our annual Education Day was held for Council and Committee members in December, the topic being Social Media in Health Care. This being a relevant topic for any practitioner in health care today, we invited the attendance of up to 10 members of the CRTO as well.
- Amendments to the Registration Regulation under the Respiratory Therapy Act were passed in January 2012. Key changes were the inclusion of a good character provision and the replacement of our Inactive Status by an Inactive Class of Registration.
- We responded to 3 consultations by the Health Professions Regulatory Advisory Council (HPRAC): the Issue of Mandatory Revocation Provisions and the Treatment of Spouses by Regulated Health Professionals, the Regulation of Physician Assistants under the Regulated Health Professions Act (RHPA), and the Regulation of Dental Assistants under the RHPA. More information on these consultations can be found on the HPRAC website: www.hprac.org/en/index.asp

A Message from the Registrar & President



Carrie-Lynn Meyer, RRT
President



Kevin Taylor, RRT
Registrar

CRTO

Committee List

March 1, 2011 to
November 30, 2011

Discipline

John Schenk *Chair*
David Jones, RRT *Vice-Chair*
Gary Ackerman, RRT
Allan Cobb
Brent Dionne, RRT
Daniel Fryer, RRT
Jesse Haidar
Michael Iwanow, RRT
Kathleen Keating (*to Oct. 4/11*)
Carole LeBlanc, RRT
Amy Massie, RRT
Carrie-Lynn Meyer, RRT
Lorella Piiirik, RRT
James Quigley, RRT
Angela Shaw, RRT
Daphne Shiner, RRT
Carol-Ann Whalen, RRT

Executive

Kevin Taylor, RRT *President*
Dorothy Angel *Vice-President*
James Ferrie
Carrie-Lynn Meyer, RRT
Lorella Piiirik, RRT

Fitness to Practise

John Schenk *Chair*
David Jones, RRT *Vice-Chair*
Gary Ackerman, RRT
Allan Cobb
Brent Dionne, RRT
Daniel Fryer, RRT

Jesse Haidar
Michael Iwanow, RRT
Kathleen Keating (*to Oct. 4/11*)
Carole LeBlanc, RRT
Amy Massie, RRT
Carrie-Lynn Meyer, RRT
Lorella Piiirik, RRT
James Quigley, RRT
Angela Shaw, RRT
Daphne Shiner, RRT
Carol-Ann Whalen, RRT

Inquiries, Complaints and Reports (ICRC)

Gord Garshowitz *Chair*
Jeff Earnshaw, RRT *Vice-Chair*
Marisa Ammerata, RRT
Dorothy Angel
Rob Blanchette, RRT
Tracy Bradley, RRT
Allison Chadwick, RRT
James Ferrie
Kevin Taylor, RRT
Paul Williams, RRT

Patient Relations

Kathleen Keating *Chair*
Amy Massie, RRT *Vice-Chair*
Rob Blanchette, RRT
Allan Cobb
Gord Garshowitz
James Quigley, RRT
Carol-Ann Whalen, RRT

Professional Practice

Paul Williams, RRT *Chair*
Carole LeBlanc, RRT *Vice-Chair*
Tracy Bradley, RRT
Allison Chadwick, RRT
James Ferrie
Sherri Horner, RRT
David Jones, RRT
Kevin Middleton, RRT

Quality Assurance

Michael Iwanow, RRT *Chair*
Lorella Piiirik, RRT *Vice-Chair*
Gary Ackerman, RRT
Tracy Bradley, RRT
Allan Cobb
Carole LeBlanc, RRT
John Schenk
Angela Shaw, RRT
Daphne Shiner, RRT

Registration

Dorothy Angel *Chair*
Carrie-Lynn Meyer, RRT *Vice-Chair*
Brent Dionne, RRT
James Ferrie
Daniel Fryer, RRT
David Jones, RRT
Kevin Taylor, RRT
Paul Williams, RRT

Staff

March 1, 2011 to
February 29, 2012

Christine Robinson
Kevin Taylor, RRT
Mary Bayliss, RRT
Melanie Jones-Drost
Carole Hamp, RRT
Jennifer Harrison, RRT
Amelia Ma
Janice Carson-Golden
Ania Walsh
Shahsultan Amarshi
Marley Hillen

Registrar and CEO (to December 16/11)
Registrar and CEO (from December 1/11)
Deputy Registrar (to March 18/11)
Deputy Registrar (from March 7/11)
Manager of Quality Assurance & Member Relations
Professional Practice Advisor
Finance and Office Manager
Communications Co-ordinator
Manager of Registration
Administrative Officer
Administration & Registration Assistant (from July 1/11)

CRTO

Discipline

John Schenk *Chair*
David Jones, RRT *Vice-Chair*
Marisa Ammerata, RRT
Brent Dionne, RRT
James Ferrie
Daniel Fryer, RRT
Jesse Haidar
Alean Jackman, RRT
Amy Massie, RRT
Kathleen Olden-Powell, RRT
Renée Pageau, RRT
Lorella Piirik, RRT
James Quigley, RRT
Sylvia Rondelez, RRT
Daphne Shiner, RRT
Carol-Ann Whalen, RRT
Paul Williams, RRT

Executive

Carrie-Lynn Meyer, RRT
President
Lorella Piirik, RRT
Vice-President
Allan Cobb
Gord Garshowitz
David Jones, RRT

Fitness to Practise

John Schenk *Chair*
David Jones, RRT *Vice-Chair*
Marisa Ammerata, RRT
Brent Dionne, RRT
James Ferrie
Daniel Fryer, RRT

Jesse Haidar
Alean Jackman, RRT
Amy Massie, RRT
Kathleen Olden-Powell, RRT
Renée Pageau, RRT
Lorella Piirik, RRT
James Quigley, RRT
Sylvia Rondelez, RRT
Daphne Shiner, RRT
Carol-Ann Whalen, RRT
Paul Williams, RRT

Inquiries, Complaints and Reports (ICRC)

Gord Garshowitz *Chair*
Jeff Earnshaw, RRT *Vice-Chair*
Dorothy Angel
Julie Boulianne, RRT
Allison Chadwick, RRT
Allan Cobb
Sandra Ellis, RRT
Carrie-Lynn Meyer, RRT
Angela Shaw, RRT
Christina Sperling, RRT

Patient Relations

Amy Massie, RRT *Chair*
James Quigley, RRT *Vice-Chair*
Sandra Ellis, RRT
Jessie Haidar
Alean Jackman, RRT
Carrie-Lynn Meyer, RRT
Renée Pageau, RRT
Christina Sperling, RRT

Professional Practice

Paul Williams, RRT *Chair*
Marisa Ammerata, RRT
Vice-Chair
Allison Chadwick, RRT
James Ferrie
Sherri Horner, RRT
Kevin Middleton, RRT
Renée Pageau, RRT
Carol-Ann Whalen, RRT

Quality Assurance

Lorella Piirik, RRT *Chair*
Daphne Shiner, RRT *Vice-Chair*
Allan Cobb
Sandra Ellis, RRT
Daniel Fryer, RRT
Kathleen Olden-Powell, RRT
Sylvia Rondelez, RRT
John Schenk
Carol-Ann Whalen, RRT

Registration

David Jones, RRT *Chair*
Brent Dionne, RRT *Vice-Chair*
Dorothy Angel
Julie Boulianne, RRT
James Ferrie
Gord Garshowitz
Alean Jackman, RRT
Angela Shaw, RRT
Paul Williams, RRT

Committee List

*December 1, 2011 to
February 28, 2012*



Front Row (left to right): Carole Hamp, RRT, Shahsultan Amarshi, Ania Walsh, Amelia Ma, Jennifer Harrison, RRT

Back Row (left to right): Kevin Taylor, RRT, Melanie Jones-Drost, Janice Carson-Golden, Marley Hillen

Staff

Committees

Executive Committee



Carrie-Lynn Meyer, RRT
President

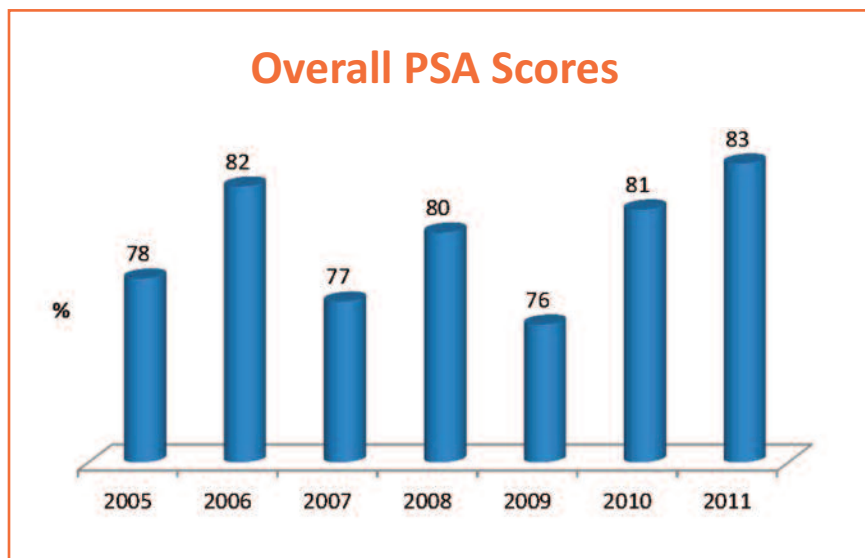
Highlights

- Following the retirement of Christine Robinson on December 1, 2011, the Committee conducted a successful search for a new Registrar.
- The Executive reviewed the status of the trademarks held by the CRTO, confirming that we hold several trademarks and official marks relating to the use of the respiratory therapist title.
- The Committee oversaw the launch of the pilot for the first phase of Pathway 1 for our internationally-educated applicants - a refresher/retraining program at Conestoga College designed to address the learning needs of applicants from the U.S. The Executive will similarly be monitoring the implementation of a second phase in 2012, which will expand the content of the program to make it more broadly applicable.
- The Committee routinely reviewed the financial status of the CRTO, including the annual audit report.
- The Committee led a number of policy and By-law changes this year:
 - o The By-laws pertaining to fees were revised, circulated for feedback and amended.
 - o A new policy adding Executive Committee sign-off on the Registrar's expenses was implemented.
 - o Amendments were made to the Committee Overlaps to be Avoided policy to include instances of conflict of interest for the Council member from District 7 (Academic member).
- Elections 2011
 - o The Committee monitored the results of the election in Districts 3, 4, and 6.
 - o Post-election, a new Executive Committee was elected by Council: Carrie-Lynn Meyer RRT (President), Lorella Piirik RRT (Vice-President), Gord Garshowitz, David Jones RRT, and Allan Cobb.

Committees

Accomplishments

- Revised the Quality Assurance Regulation. Due to changes to the *Regulated Health Professions Act* that resulted from the enactment of the *Health System Improvements Act* in June 2009, it was necessary to make amendments to the CRTO Quality Assurance Regulation.
- Enhancements to the Portfolio Online for Respiratory Therapists (PORTfolio) including the development of an Online Portfolio Reviewer Assessment tool and French version of the platform.
- Revised the PORTfolio Reviewer Appointment & Retention Procedures.
- 2011 Random Selection was sent out using the new Informz platform going to a paperless QA random selection notification format.
- Revised the Professional Standards Assessment (PSA) Blueprint document which provides the structure of the assessment so what is being assessed, along with the experience for CRTO Members, is always replicated as closely as possible.
- QA Program Policy & Procedure was developed by QAC to maintain ongoing consistency of the College's QA processes.



Quality Assurance Committee



Lorella Piirik, RRT
Chair

Committee Reports

Professional Practice Committee

Accomplishments

- Updated the Professional Practice Guidelines on Documentation and Responsibilities Under Consent Legislation.
- Updated the Professional Practice Guidelines on Orders for Medical Care to reflect changes to the Public Hospitals Act.
- Updated the Position Statement on Medical Directives and the Ordering of Controlled Acts to reflect changes to the Public Hospitals Act.
- Updated the Clinical Best Practice Guideline on Infection Prevention and Control.
- Began drafting a new Clinical Best Practice Guideline on Oxygen Therapy.
- Submitted the Prescribed Substances Regulation proposal to the Ministry of Health and Long-Term Care.
- Developed a proposed new Conflict of Interest Regulation to be submitted to the Ministry of Health and Long-Term Care in 2012.

Professional Practice Contacts...

How we are contacted

54% via email

46% via phone

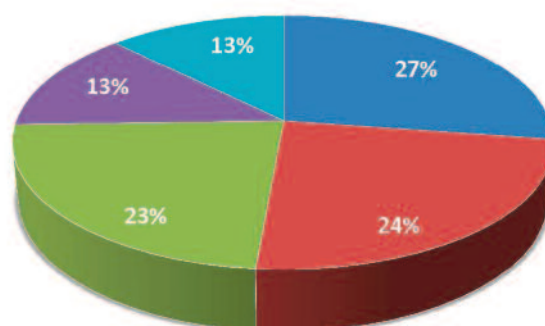
Who is contacting us

81% CRTO Members

19% non-members

What Our Members are Asking About...

Top 5 Professional Practice Inquiries



- Authorizing Mechanisms (i.e., Orders, Medical Directives and Delegation)
- Registration & Use of Title (i.e., GRTs, IERTs, Supervision, Renewal/Delegation, Study Plans)
- Controlled Acts/Authorized Acts
- Professional Issues (i.e., Clinical Questions, Workplace Issues, Use of Resources)
- Scope of Practice and Maintenance of Competency



Paul Williams, RRT
Chair

Registration Class of Members

Class of Registration	2011		2010		Difference 2010 - 2011
	# of Members	% of Members	# of Members	% of Members	
General	2,709	91.1%	2,603	90.8%	106
Inactive	232	7.8%	228	7.9%	4
Graduate	21	0.7%	22	0.8%	-1
Limited	12	0.4%	13	0.5%	-1
TOTAL	2,974		2,866		108

Gender of Members

Gender	2011		2010		2009	
Female	2,126	71.5%	2,043	71.3%	1,973	71.2%
Male	848	28.5%	823	28.7%	796	28.7%

RTs Employment Status

Employment Status	2011	2010
Working in Ontario	1,808	1,740
Not Working in Ontario	526	507

Level of Education

Level of Education	2011	2010
RT diplomas	2,874	2,765
Associate degree	71	71
Undergraduate degree	1,230	1,169
Graduate degree	98	89
Other	387	362
PLA	11	12

Employment Position Status of Members

Position Status of Members	2011	2010
Full-time	1,808	1,740
Part-time	526	507
Casual	243	226
Unknown	5	3

Members Accepting Delegation

Members Accepting Delegation	2011		2010		Difference 2010 - 2011
	# of Members	% of Members	# of Members	% of Members	
Allergy challenge testing	24	0.8%	21	0.7%	3
Application of a form of energy:					
- Cardiac pacemaker therapy	14	0.5%	14	0.5%	0
- Defibrillation	224	7.5%	210	7.3%	14
- Cardioversion	68	2.3%	64	2.2%	4
- Electromyography	4	0.1%	2	0.06%	2
- Nerve conduction studies	5	0.2%	6	0.2%	-1
- Transcutaneous cardiac pacing	60	2.0%	46	1.6%	14
- Sound waves for diagnostic ultrasound	18	0.6%	19	0.6%	-1
Communicating a diagnosis identifying a disease or disorder	35	1.2%	33	1.2%	2
Dispensing drugs	79	2.7%	80	2.8%	-1
Performing a procedure below the surface of a mucous membrane	39	1.3%	39	1.4%	0
Putting an instrument, hand, or finger:					
- beyond the external ear canal	2	0.06%	4	0.1%	-2
- beyond the labia majora	0	0%	1	0.03%	-1
- beyond the anal verge	9	0.3%	8	0.3%	-1
- into an artificial opening into the body	93	3.1%	79	2.7%	14
Reinsert trach tube < 24 hrs	38	1.2%	29	1.0%	9

Members Delegating RT Authorized Acts

Members Delegating RT Authorized Acts	2011		2010		Difference 2010 - 2011
	# of Members	% of Members	# of Members	% of Members	
Performing a prescribed procedure below the dermis	14	0.5%	14	0.5%	0
Intubation beyond the point in the nasal passages where they normally narrow or beyond the larynx	4	0.1%	8	0.3%	-4
Suctioning beyond the point in the nasal passages where they normally narrow or beyond the larynx	34	1.1%	28	1.0%	6
Administering a substance by injection or inhalation	69	2.3%	72	2.5%	-3

District 1 - Thunder Bay/Kenora/ Northern Ontario

Next Election Date: **Fall 2012**
 # of registered Members: **44**
 RT Schools in District: **None**
 Council/Committee Reps: **Lorella Piirik, RRT**
Brent Dionne, RRT
Jeff Earnshaw, RRT

Age Ranges	#	%
Under 30	11	25.0%
30 - 39	10	22.7%
40-49	14	31.8%
50 & over	9	20.5%

Gender	#	%
Female	24	45.5%
Male	20	54.5%

District 7 - Academic, whole Province

Next Election Date: **Fall 2012**
 # of registered Members: **2,974**
 Council/Committee Rep: **Paul Williams, RRT**

Age Ranges	#	%
Under 30	580	19.0%
30 - 39	958	32.4%
40-49	888	30.0%
50 & over	548	18.5%

Gender	#	%
Female	2,126	74.6%
Male	848	25.4%

District 6 - Middlesex/Essex

Next Election Date: **Fall 2014**
 # of registered Members: **471**
 RT Schools in District: **Fanshawe College, London**
St. Clair College, Windsor
 Council/Committee Reps: **David Jones, RRT**
Dan Fryer, RRT
Sylvia Rondelez, RRT

Age Ranges	#	%
Under 30	85	18.0%
30 - 39	115	24.4%
40-49	150	31.8%
50 & over	121	25.7%

Gender	#	%
Female	347	73.7%
Male	124	26.3%

District 2 - Sudbury/Nipissing/Muskoka/ North Bay Area

Next Election Date: **Fall 2012**
 # of registered Members: **149**
 RT Schools in District: **Canadore College, North Bay**
 Council/Committee Reps: **Marisa Ammerata, RRT**
James Quigley, RRT
Carol-Ann Whalen, RRT

Age Ranges	#	%
Under 30	26	17.4%
30 - 39	52	34.9%
40-49	49	32.9%
50 & over	22	14.8%

Gender	#	%
Female	106	71.1%
Male	43	28.9%

District 3 - Ottawa Carlton

Next Election Date: **Fall 2014**
 # of registered Members: **500**
 RT Schools in District: **Algonquin College, Ottawa**
La Cité collégiale, Ottawa
 Council/Committee Reps: **Julie Boulianne, RRT**
Renée Pageau, RRT
Daphne Shiner, RRT

Age Ranges	#	%
Under 30	115	23.0%
30 - 39	180	36.0%
40-49	129	25.8%
50 & over	76	15.2%

Gender	#	%
Female	369	73.8%
Male	131	26.2%

District 5 - Hamilton/Niagara/Kitchener/ Wellington

Next Election Date: **Fall 2012**
 # of registered Members: **460**
 RT Schools in District: **Conestoga College, Kitchener**
 Council/Committee Reps: **Amy Massie, RRT**
Carrie-Lynn Meyer, RRT
Allison Chadwick, RRT
Angela Shaw, RRT

Age Ranges	#	%
Under 30	93	20.2%
30 - 39	146	31.7%
40-49	139	30.2%
50 & over	82	17.8%

Gender	#	%
Female	343	71.1%
Male	117	28.9%

District 4 - Greater Toronto

Next Election Date: **Fall 2014**
 # of registered Members: **1,259**
 RT Schools in District: **The Michener Institute**
for Applied Health Sciences,
Toronto
 Council/Committee Reps: **Sandra Ellis, RRT**
Christina Sperling, RRT
Alean Jackman, RRT
Kathleen Olden-Powell, RRT

Age Ranges	#	%
Under 30	218	17.3%
30 - 39	433	34.4%
40-49	385	30.6%
50 & over	223	17.7%

Gender	#	%
Female	905	71.9%
Male	354	28.1%

Activities Performed by Members

Activities Performed by Members	2011		2010		Difference 2010 - 2011
	# of Members	% of Members	# of Members	% of Members	
Administration of oral medications (e.g., oral steroids)	346	11.6%	N/A*	N/A*	N/A*
Arterial blood gas puncture	2,185	73.5%	2,122	74.0%	64
Aspiration from a cannula/line	1,487	50.0%	1,311	45.7%	177
Bronchoscopy (performing)	167	5.6%	252	8.8%	-85
Cardiovascular perfusion/ECMO	27	0.9%	35	1.2%	-8
Cardioversion (performing)	52	1.7%	52	1.8%	0
Conscious sedation (assisting)	1,520	51.1%	1,445	50.4%	75
Conscious sedation (performing)	161	5.4%	185	6.5%	-24
Defibrillation (performing)	178	6.0%	164	5.7%	14
Dispensing medications (e.g., MDI, NRT)	995	33.5%	N/A*	N/A*	N/A*
Diagnostics					
- bronchoprovocation (histamine/methacholine)	329	11.1%	334	11.7%	-5
- cardiac stress testing	210	7.1%	224	7.8%	-14
- echocardiography	99	3.3%	92	3.2%	7
- holter monitoring	112	3.8%	108	3.8%	4
- neurodiagnostics (includes EMG, EEG)	44	1.5%	40	1.4%	4
- polysomnography	147	4.9%	145	5.1%	2
- pulmonary function	1,154	38.8%	1,127	39.3%	27
Inhalation					
- anaesthetic agents or gases	285	9.6%	307	10.7%	-22
- high frequency oscillation ventilation adult	983	33.1%	978	34.1%	5
- high frequency oscillation ventilation paediatric/neonatal	370	12.4%	350	12.2%	20
- hyperbarics	48	1.6%	49	1.7%	-1
- mechanical ventilation (invasive & non-invasive)	2,096	70.5%	1,997	69.7%	99
- nitric oxide	947	31.8%	895	31.2%	52
Injection					
- artificial opening	136	4.6%	N/A*	N/A*	N/A*
- direct	340	11.4%	398	13.9%	-58
- via epidural	61	2.1%	N/A*	N/A*	N/A*
- via line or bag	391	13.1%	412	14.4%	-21
Interosseous access	51	1.7%	32	1.1%	19
Intubation					
- adult	1,634	54.9%	1,588	55.4%	46
- neonatal	744	25.0%	701	24.5%	43
- paediatric	462	15.5%	413	14.4%	49
LMA insertion	689	23.2%	663	23.1%	26
Needle cricothyrotomy (performing)	3	0.1%	4	0.1%	-1
Patient/client education	2,021	68%	N/A*	N/A*	N/A*
Patient transport					
- air	184	6.2%	212	7.4%	-28
- land	1,361	45.8%	1,398	48.8%	-37
Persutaneous tracheostomy (assisting)	988	33.2%	910	31.8%	78
Smoking cessation/nicotine replacement therapy	260	8.7%	N/A*	N/A*	N/A*
Suturing indwelling cannula	312	10.5%	288	10.0%	24
Tracheostomy tube change	1,654	55.6%	1,565	54.6%	89
Venipuncture	332	11.2%	319	11.1%	13

Advanced Prescribed Procedures Performed by Members

Advanced Prescribed Procedures Performed by Members	2011		2010		Difference 2010 - 2011
	# of Members	% of Members	# of Members	% of Members	
Cannula/Line					
- Arterial	1,352	45.5%	1,288	44.9%	64
- Umbilical	21	0.7%	19	0.7%	2
- Venous	255	8.6%	255	8.9%	0
Chest needle insertions	21	0.7%	27	0.9%	-6
Chest tube insertions	16	0.6%	17	0.6%	-1

* statistics not available for this time period

Committees

Accomplishments

- The new e-mail platform was launched in April 2011 to assist in the delivery of the monthly e-Bulletin in a more efficient and effective communications.
- Completed Phase II of the HealthForceOntario Optimizing Use of Health Providers' Competencies Project by assisting the Ontario Association for Community Care Access Centres (OACCAC) in developing a Respiratory Therapy Service Schedule. This provides the framework for how RT services will be contracted, what the CCAC's requirements will be as well as what treatments RTs might provide in a community setting.
- Developed a Respiratory Health Information (RHI) page with links to a list of reputable lung health websites and a "business card" that contains information that links directly to the RHI page of the CRTO website.
- Member & Student Outreach through various activities aimed at Member & student engagement utilizing both electronic and in-person interactions, such as webinars and site visits.
- Member pins were sent to all RTs in Ontario to commemorate the number of years that they have been a Member of the CRTO.
- Involved in a number of Interprofessional Collaboration (IPC) initiatives with other regulatory bodies including:
 - Collaborative e-Learning Module project, which is led by the CRTO and involves six other health regulatory Colleges;
 - College of Dental Hygienists of Ontario (CDHO) and the CRTOs Best Practices for Oral Care of Mechanically Ventilated Patients;
 - College of Midwives of Ontario (CMO) consultations regarding the development of standards for neonatal intubation;
 - Accessibility for Ontarians with Disabilities Act (AODA) Working Group;
 - Inter-College Professional Practice Advisor Working Group;
 - FHRCO Working Groups (e.g., QA, Inquiries, Complaints and Reports Committee (ICRC), Registrars); and
 - FHRCO Interprofessional Care Project.

Patient Relations Committee



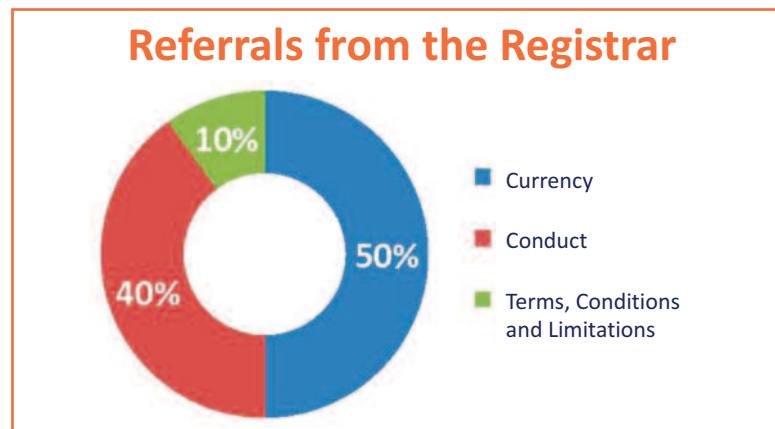
Amy Massie, RRT
Chair

Committees

Registration Committee

Accomplishments

- The Committee convened **10 Panels** to consider registration referrals from the Registrar and requests from Members to have terms, conditions and limitations on their certificates lifted or revised.
- There was **one appeal** of the Registration Committee decision submitted to Health Professions Appeal and Review Board (HPARB) in 2011. (Applicants who are not satisfied with the decision of the Registration Committee may appeal the decision with the HPARB.)



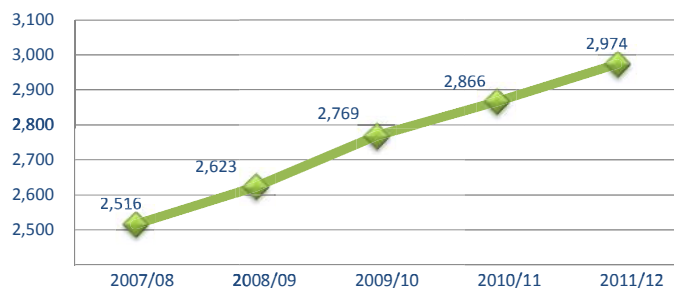
- Registration Regulation was passed into law on February 17, 2012.
- Developed new policies for *Good Character* and *Public Register – Notifications of Suspension/Revocation of a Certificate of Registration*.
- Three certification programs for performing advanced pre-scribed procedures below the dermis, were considered and approved by the Committee.
- Two Respiratory Therapy programs received a "New Program Approval" status from CoARTE and are now included on to the list of approved schools.

Committees

- The CRTO developed a new pre-registration process and is pursuing **3 new pathways** for Internationally Educated Respiratory Therapists and Health Professionals (IERT/IEHPs) to integrate into the respiratory therapy profession. These are refresher/retraining (Pathway 1), supported integration into a full-time Respiratory Therapy program (Pathway 2) and a recommendation that the applicant apply to a full-time Respiratory Therapy program (Pathway 3). The following courses have been developed as part of Pathway 1 (Phase 1):
 - Introduction to Respiratory Therapy in Ontario course (developed and offered by the CRTO)
 - Anaesthesia and Airway Management Course (developed by Conestoga College)
 - Review of Registration Standards for Registered Respiratory Therapists course (developed by Conestoga College).

The Committee reviewed **12** pre-registration files. **Four** applicants were referred to Pathway 1, **six** to Pathway 2 and **two** were recommended to enroll in a full-time Respiratory Therapy program in order to meet the CRTO registration requirements.

Increase in Membership Since 2007



The College continues to see consistent growth of over 4% each year.

Registration Committee



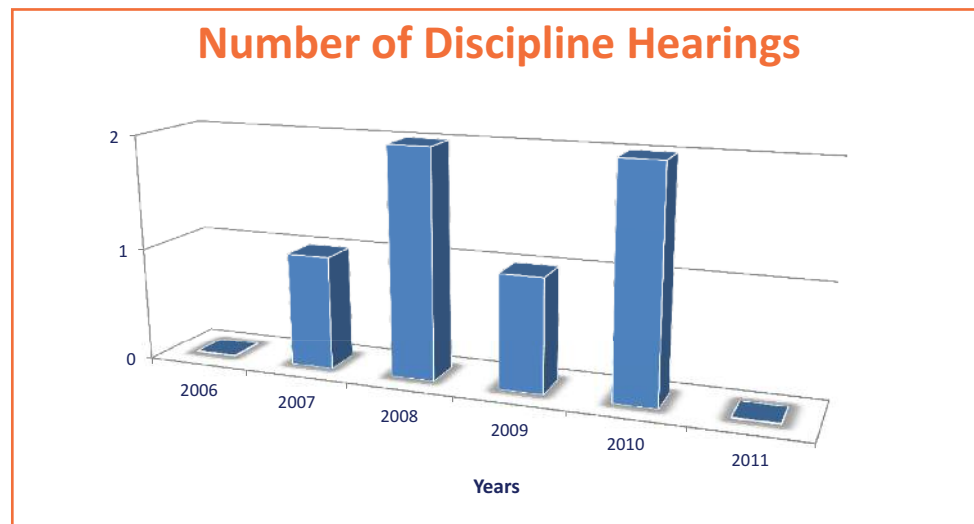
David Jones, RRT
Chair

Committees

Discipline Committee

Discipline

There were no Discipline Committee hearings during 2011-2012 fiscal year.



Fitness to Practise Committee

Fitness to Practise

There were no referrals to the Fitness to Practise Committee during the 2011-2012 fiscal year.



John Schenk
Chair

Committees

Complaints

The ICRC Committee dealt with four new complaints.

- In two matters it was the decision of the Committee to accept the withdrawal of the complaints by the complainants.
- Two matters remain under investigation.

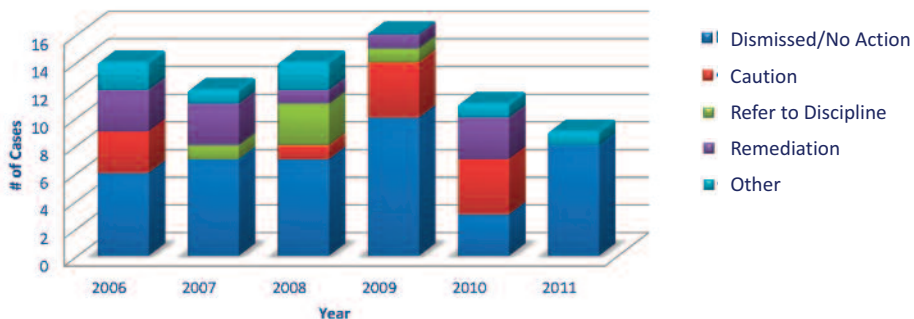
Reports

The Committee dealt with six reports: one self-report, four mandatory employer reports, and one referral by the Registrar to ICRC.

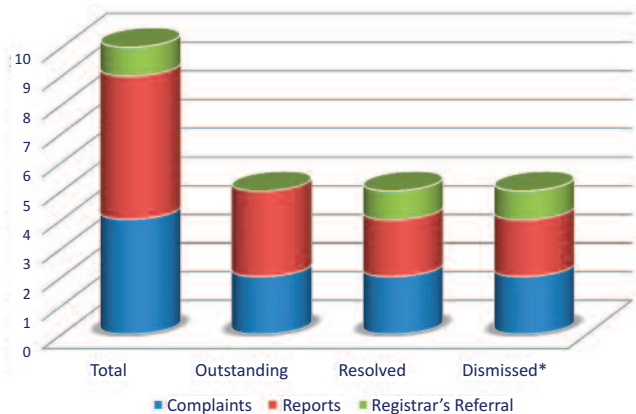
- *Self-Reports:* In one matter the decision of the ICRC was to take no action.
- *Mandatory Employer Reports:* Three matters remain under investigation and in one matter the Member passed away prior to the ICRC's resolution.
- *Registrar's Referrals:* In one matter the decision of the ICRC was to take no action.

Inquiries, Complaints & Reports Committee

Number of Cases by Outcomes



Number of Cases by Status



The College consistently reviews between 12 and 15 cases per year.



Gord Garshowitz
Chair

* Dismissed includes panel decisions to take no action and acceptance of withdrawals of complaints

Independent Auditor's Report

TO THE MEMBERS OF THE COUNCIL OF THE COLLEGE OF RESPIRATORY THERAPISTS OF ONTARIO

The accompanying summary financial statements of College of Respiratory Therapists of Ontario ("College"), which comprise the summary balance sheet as at February 29, 2012, and the summary statement of operations for the year then ended, are derived from the audited financial statements of the College for the year ended February 29, 2012. We expressed an unmodified audit opinion on those financial statements in our report dated May 4, 2012.

The summary financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Reading the summary financial statements therefore, is not a substitute for reading the audited financial statements of the College.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian generally accepted accounting principles.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, "Engagements to Report on Summary Financial Statements".

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of the College for the year ended February 29, 2012 are a fair summary of those financial statements, in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario
May 4, 2012

CLARKE HENNING LLP
CHARTERED ACCOUNTANTS
Licensed Public Accountants

Summarized Financial Statements

SUMMARY BALANCE SHEET AS AT FEBRUARY 29, 2012

	2012	2011
ASSETS		
Current assets		
Cash	\$ 1,336,633	\$ 1,134,186
Sundry receivables and prepaid expenses	21,526	24,802
	1,358,159	1,158,988
Marketable securities	1,287,037	1,499,850
Capital assets	159,196	113,684
	2,804,392	2,772,522
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	56,593	68,772
Deferred revenue	1,271,775	1,187,201
	1,328,368	1,255,973
NET ASSETS		
Abuse therapy fund	20,000	20,000
General contingency reserve fund	500,000	500,000
General investigations and hearings fund	150,000	150,000
Special projects reserve	400,000	400,000
Fees stabilization reserve	150,000	150,000
Invested in capital assets	159,196	113,684
Operating - unrestricted	96,828	182,865
	1,476,024	1,516,549
	2,804,392	2,772,522

SUMMARIZED STATEMENT OF OPERATIONS YEAR ENDED FEBRUARY 29, 2012

Revenues		
Registration, renewal, and application fees	1,398,851	1,362,851
Interest and sundry income	94,498	74,332
HealthForceOntario and Gap analysis projects funding	-	129,199
	1,493,349	1,566,382
Expenses		
Salaries and benefits	770,276	672,378
Occupancy costs	123,685	84,195
Professional fees	47,027	73,933
Printing, postage, stationery and delivery	49,759	51,662
Council and committee	101,939	87,428
Special projects	154,486	174,144
All other operating expenses	286,702	197,886
	1,533,874	1,341,626
Excess (deficiencies) of revenues over expenses for the year	\$ (40,525)	\$ 224,756

Copies of 2011/2012 complete audited financial statements are available on our website at www.crto.on.ca or on request from the Registrar at 416-591-7800.

www.crto.on.ca



College of Respiratory Therapists of Ontario

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