



College of Respiratory
Therapists of Ontario

Ordre des thérapeutes
respiratoires de l'Ontario

ANNUAL REPORT

2025 - 2026

**ACCOUNTABILITY YOU CAN SEE:
TRANSPARENT PROCESSES,
MEASURABLE PERFORMANCE**



College of Respiratory
Therapists of Ontario
Ordre des thérapeutes
respiratoires de l'Ontario

LAND ACKNOWLEDGMENT

The CRTO would like to acknowledge the land where the work of the College of Respiratory Therapists of Ontario (CRTO) takes place. Our office is in Toronto, on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. The College also acknowledges that Toronto is covered by Treaty 13 signed with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands.

Wherever we are joining from today, we recognize that we are each on lands that have been cared for by Indigenous Peoples since time immemorial.

As Regulators, Respiratory Therapists, Council and Committee Members, and Staff, we are united by a commitment to care for patients, families, and communities across Ontario. Acknowledging the land reminds us that providing care also means listening deeply, respecting different experiences and perspectives, and striving to create environments where everyone feels safe, respected, and supported.

We recognize the ongoing impacts of colonialism and residential schools on the health and wellbeing of Indigenous Peoples, and we reflect on the role our healthcare system and each of us within it has, in advancing reconciliation and supporting culturally safe and equitable care.

Taking this moment is an opportunity to reflect on how compassion, respect, and humility can guide not only how we work with each other, but how we care for every patient and community we serve. We invite you to pause and reflect on the land you are on today, and how we can carry forward our work with intention, respect, and a shared commitment to care.

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College of Respiratory
Therapists of Ontario

Ordre des thérapeutes
respiratoires de l'Ontario

CAROLE HAMP, RRT

Registrar and CEO



At the College of Respiratory Therapists of Ontario (CRTO), accountability is not simply a regulatory obligation, it is the foundation of public trust. As the regulator of Respiratory Therapists (RTs) in Ontario, our primary responsibility is to protect the public by ensuring that RTs provide safe, competent, and ethical care to the patients they serve. Achieving this requires more than strong standards and effective oversight; it requires transparency in how we make decisions, measure our performance, and demonstrate our commitment to continuous improvement.

We remain committed to fair, timely, and evidence-informed processes across all areas of our work, from registration and quality assurance to complaints and discipline. We continually assess our internal systems, strengthen reporting practices, and monitor key performance indicators to ensure that our work is both effective and efficient. We have also advanced initiatives that strengthen accessibility and public understanding, including clearer communications, enhanced digital tools, and a stronger focus on equity, diversity, inclusion, accessibility, and reconciliation in our regulatory approach.

Our Council and Committees play a critical role in this accountability framework by providing governance oversight and ensuring that decisions remain aligned with the public interest. Their leadership supports a culture of integrity, responsible stewardship, and thoughtful regulation.

Carole Hamp, RRT

CRTO Registrar & CEO



College of Respiratory
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LINDSAY MARTINEK, RRT

Council President



This year, Council has focused on a clear and deliberate commitment: to make our work visible, understandable, and grounded in evidence for the public we serve.

Accountability in health care regulation must go beyond intention. It must be demonstrated through open processes, strong governance, and performance that can be tracked, assessed, and improved. This report highlights how decisions are made, how standards are upheld, and how outcomes are measured against clear expectations. Our role as a regulator is rooted in protecting the public interest. We fulfill this responsibility by ensuring that our policies, decisions, and oversight mechanisms are not only rigorous, but also transparent and accessible.

This year, Council has continued to strengthen governance practices that support consistency, fairness, and independence. We have prioritized performance indicators that reflect both effectiveness and accountability, and we have enhanced our reporting to better demonstrate progress over time. These efforts are part of an ongoing commitment to continuous improvement and public trust. Transparency is not a single initiative; it is a discipline. Measurable performance is not a static goal; it is an evolving standard. Together, they form the foundation of a regulatory approach that is responsive, evidence-informed, and firmly focused on the public good.

On behalf of Council, I thank our staff and system partners for their continued dedication to these principles. We remain committed to ensuring that accountability is not only upheld, but clearly seen.

Lindsay Martinek, RRT
CRTC Council President



ABOUT THE CRTO

PUBLIC INTEREST

The CRTO is one of 26 health regulatory bodies established by the *Regulated Health Professions Act, 1991*. With a duty to serve and protect the public interest, the CRTO:

- Develops, establishes and maintains (i) the entry-to-practice requirements for becoming a Respiratory Therapist, (ii) the practice standards required of all RTs when providing care, and (iii) the professional ethics standards for our Members;
- Receives and investigates complaints about our Members to ensure that those practice standards are maintained and that patients receive the quality of care that they expect and deserve;
- Facilitates continuing education and professional development in our Members to ensure ongoing quality of practice as they respond to evolving patient and system needs, changes in the practice environment, and advances in technology;
- Provides information about our Members to the public, allowing them to make informed choices about who provides their healthcare; and
- Operates in an open and transparent fashion, allowing members of the public to see how decisions are made and to better understand the impact on their care.

COUNCIL & COMMITTEES

Council and Committee
Members as of February 28, 2026

Council

The CRTC Council consists of elected Respiratory Therapists and government-appointed public members collaborating to oversee the governance of the College of Respiratory Therapists of Ontario and to set overall policy direction for the CRTC.

Elected Members

Lindsay Martinek RRT (President)
Jeffrey Dionne RRT (Vice-President)
Allison Chadwick RRT
Sandy Fodey RRT
Jennifer Gadioma RRT
Sam Gennidakis RRT

Sheena Lykke RRT
Kelly Munoz RRT
Laura Van Bommel RRT

Public Members

James R. Butler
Carrie Dyson
Carmine Francella
Kim Morris
Jeffrey Schiller
Pappur Shankar

Committees

Committees are essential to fulfilling the CRTC's mandate to regulate Respiratory Therapy in the public interest. They support Council and carry out core regulatory functions. The CRTC has seven statutory Committees under the RHPA and may create additional non-statutory committees, such as the Finance and Audit Committee. Each committee includes Council Members along with appointed Professional and Public Members.

Professional Committee Appointees & Members

Tracy Bradley RRT
Laura Dahmann RRT
Winston Fung, RRT
Aaron Giba RRT
Ginette Greffe-Laliberte RRT
Antonio Guglietti RRT

Patricia Harris RRT
Katherine Lalonde, RRT
Ginny Martins RRT
Angela Lynn Miller RRT
Travis Murphy RRT

Public Committee Appointee(s)

Michelle Causton



COMMITTEE LIST

Committee Members as of February 28, 2026

Executive Committee

Lindsay Martinek RRT (Chair)
Jeffrey Dionne RRT (Vice-Chair)

Kim Morris
Kelly Munoz RRT

Jeffrey Schiller

Registration Committee

Kelly Munoz RRT (Chair)
Tracy Bradley RRT (Vice-Chair)
Michelle Causton
Allison Chadwick RRT
Jeffrey Dionne RRT

Carrie Dyson
Sandy Fodey RRT
Carmine Francella
Jennifer Gadioma RRT
Sam Gennidakis RRT

Aaron Giba RRT
Ginny Martins RRT
Kim Morris
Laura Van Bommel RRT

Inquiries, Complaints and Reports Committee

Kim Morris (Chair)
Kelly Munoz RRT (Vice-Chair)
Michelle Causton
Allison Chadwick RRT
Laura Dahmann RRT

Carmine Francella
Jennifer Gadioma RRT
Katherine Lalonde RRT
Sheena Lykke RRT
Lindsay Martinek RRT

Ginny Martins RRT
Travis Murphy RRT
Jeffrey Schiller
Laura Van Bommel RRT

Discipline Committee

Tracy Bradley RRT (Chair)
Sandy Fodey RRT (Vice-Chair)
James Butler
Carrie Dyson
Carmine Francella

Winston Fung RRT
Sam Gennidakis RRT
Aaron Giba RRT
Ginette Greffe-Laliberté RRT
Antonio Guglietti RRT

Angela Lynn Miller RRT
Kim Morris



COMMITTEE LIST

Committee Members as of February 28, 2026

Fitness to Practise Committee

Tracy Bradley RRT (Chair)

Sandy Fodey RRT (Vice-Chair)

James Butler

Carrie Dyson

Carmine Francella

Winston Fung RRT

Sam Gennidakis RRT

Aaron Giba RRT

Ginette Greffe-Laliberté RRT

Antonio Guglietti RRT

Angela Lynn Miller RRT

Kim Morris

Quality Assurance Committee

Laura Dahmann RRT (Chair)

Jeffrey Dionne RRT (Vice-Chair)

Carrie Dyson

Sandy Fodey RRT

Antonio Guglietti RRT

Katherine Lalonde RRT

Sheena Lykke RRT

Angela Lynn Miller RRT

Travis Murphy RRT

Jeffrey Schiller

Patient Relations Committee

Katherine Lalonde RRT (Chair)

Ginette Greffe-Laliberté RRT
(Vice-Chair)

Allison Chadwick RRT

Winston Fung RRT

Jennifer Gadioma RRT

Sam Gennidakis RRT

Patricia Harris RRT

Pappur Shankar

Finance and Audit Committee

Michelle Causton (Chair)

Lindsay Martinek RRT (Vice-
Chair)

Carmine Francella

Pappur Shankar

Laura Van Bommel RRT

STRATEGIC DIRECTION

KEY PRIORITIES

MEMBER ENGAGEMENT



- Alignment of policies and processes with Right-Touch Regulation principles
- Transparent, objective, impartial and fair business practices
- Accessible and timely communication

GOVERNANCE & ACCOUNTABILITY



- A highly competent and effective Council
- Independent, evidence-informed & transparent decision-making processes
- An ongoing commitment to performance improvement

ENHANCING PROFESSIONALISM



- Policies, Standards of Practice and Practice Guidelines based on the best available evidence
- The application of risk-based regulation

HEALTHCARE COMMUNITY



- Actively seeking collaborative opportunities with other health regulatory Colleges and System Partners
- Engaging with System Partners to enhance quality patient care

CORE BUSINESS PRACTICE

- Clear financial alignment with strategic priorities
- Embedding the principles of diversity, equity & inclusion in CRTO processes
- A comprehensive Risk Management Framework

CERTO BY THE NUMBERS

March 1, 2025 -
February 28, 2026

4,206

TOTAL MEMBERS

EMPLOYMENT STATUS (Based on primary employer of General, Graduate & Limited Members)

72.6%

Full Time

18.9%

Part Time

6.0%

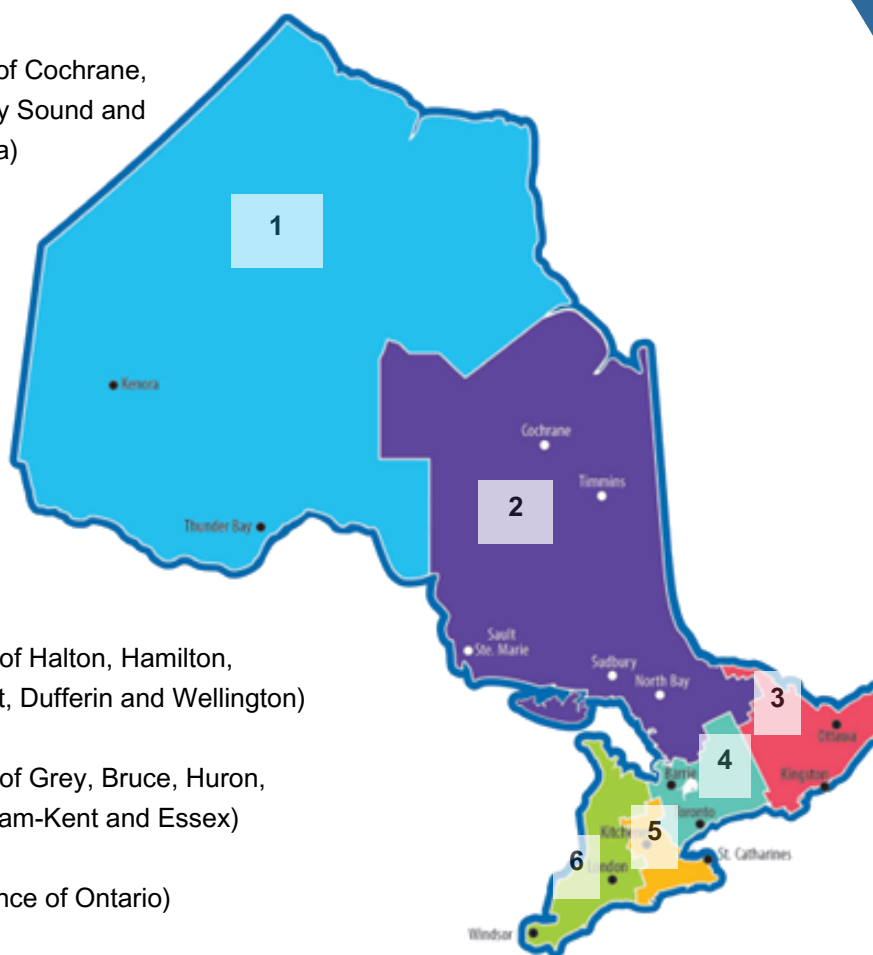
Casual





ELECTORAL DISTRICTS & ELECTION DATES

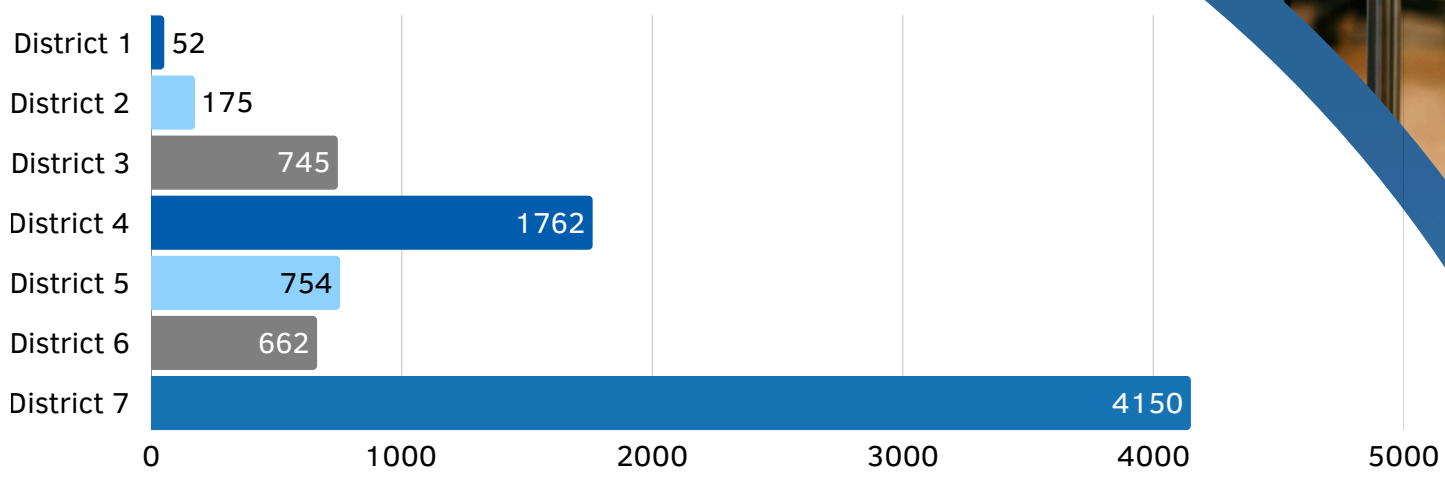
- 1: October 2027 election (Territorial Districts of Kenora, Rainy River and Thunder Bay)
- 2: October 2027 election (The territorial districts of Cochrane, Timiskaming, Sudbury, Algoma, Manitoulin, Parry Sound and Nipissing and the District Municipality of Muskoka)
- 3: October 2026 election (The geographic areas of Frontenac, Hastings, Lanark, Prince Edward and Renfrew, Leeds and Grenville, Lennox and Addington, Prescott and Russell, Stormont, Dundas and Glengarry, and Ottawa)
- 4: October 2026 election (The geographic areas of Haliburton, Kawartha Lakes, Peterborough, Northumberland, Simcoe, Durham, York, Peel and Toronto)
- 5: October 2027 election (The geographic areas of Halton, Hamilton, Niagara, Waterloo and Haldimand, Norfolk, Brant, Dufferin and Wellington)
- 6: October 2026 election (The geographic areas of Grey, Bruce, Huron, Perth, Middlesex, Oxford, Elgin, Lambton, Chatham-Kent and Essex)
- 7: October 2027 election (The whole of the province of Ontario)





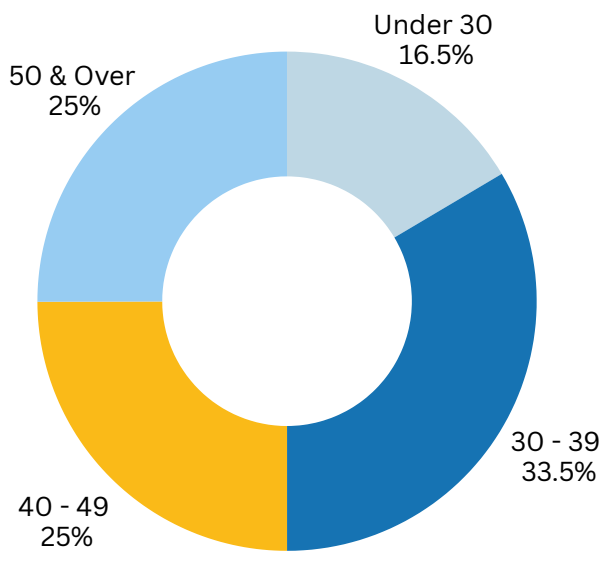
MEMBERSHIP

Number of RTs by Electoral District



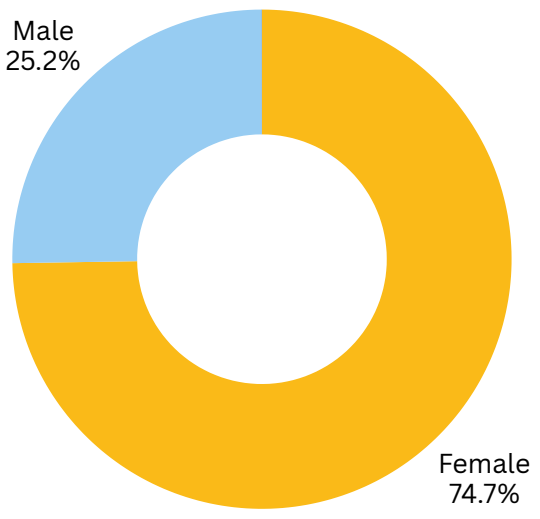
Note: 56 CRTO Members reside outside Ontario and are not included in voting districts.

RTs by Age



RTs by Gender

Note: Preferred not to disclose 1





EXECUTIVE COMMITTEE REPORT

Lindsay Martinek RRT (Chair)

Mandate

The Executive is accountable to Council and acts on its behalf between Council meetings. Each year, it is responsible for selecting and appointing the members, Chair, and Vice-Chair of all remaining Committees. It also oversees the financial management of the CRTO and reviews the CRTO's annual operating budget for approval at the last Council meeting of the fiscal year.

Key Activities of the Executive Committee in 2025-2026

The Executive Committee played a key role in safeguarding the CRTO's financial stability, ensuring responsible stewardship and accountability at every step. Through regular review of financial reports and projections, the Committee kept the organization on track to meet its strategic priorities. Following a thorough review, the Committee approved the 2025-26 budget and assessed membership fees, balancing long-term sustainability with fairness for registrants. The Committee also refreshed the Financial Reserves Policy, strengthening the CRTO's ability to navigate uncertainty and support future opportunities with confidence.

As part of its oversight role, the Committee reviewed the annual external audit and received an unmodified opinion for the 2024-25 fiscal year, reinforcing the integrity and reliability of the CRTO's financial reporting. The Committee subsequently approved the appointment of the external audit firm for the 2025-26 fiscal year. In addition, the Committee monitored ongoing evaluations of Council meeting summaries to support continuous governance improvement. They advanced important governance initiatives by recommending updates to the CRTO By-Laws related to fees for individualized assessments, evaluations, and remediation activities, ensuring these processes remain fair, transparent, and responsive to evolving needs. The Committee also strengthened organizational leadership by appointing members, Chairs, and Vice-Chairs across CRTO committees, supporting effective governance and enabling diverse expertise to guide the organization's work.



PATIENT RELATIONS COMMITTEE

Katherine Lalonde, RRT (Chair)

Mandate

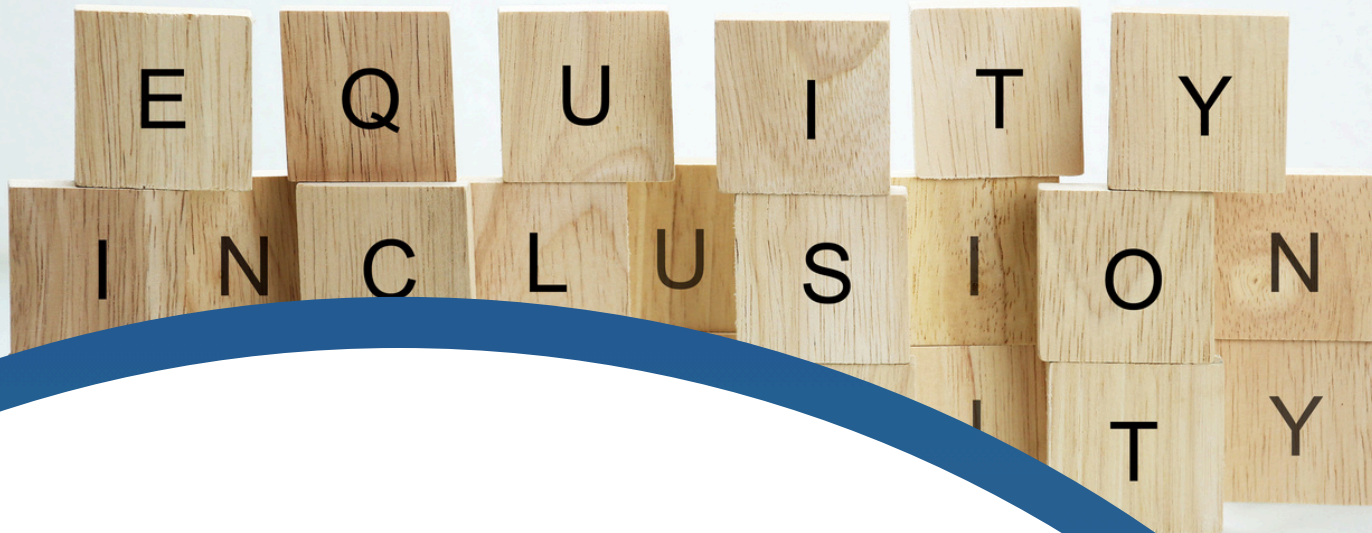
The Patient Relations Committee (PRC) oversees the CRTO's Patient Relations Program, which is focused on protecting patients and maintaining public confidence in the profession. The Committee is responsible for implementing measures to prevent and address the sexual abuse of patients by CRTO Members and administering funding for therapy and counselling for individuals who have experienced sexual abuse by a Member.

In addition to these responsibilities, the PRC works to enhance public and Member understanding of the CRTO's regulatory processes, including complaints and investigations. Through stakeholder feedback and ongoing evaluation, the Committee identifies opportunities to improve the accessibility, effectiveness, and transparency of these processes.

Key Activities of the Patient Relations Committee in 2025–2026

Complaint Feedback Survey

The PRC continued to oversee the implementation of the CRTO's Complaint Feedback Survey, which is distributed to complainants, patients, and Members who have participated in the CRTO's complaints process. Insights gathered through the survey help the Committee better understand participants' experiences and identify opportunities to enhance the Complaints and Reports investigation process.



PATIENT RELATIONS COMMITTEE (Cont'd)

Advancing Diversity, Equity and Inclusion

The Committee continued to oversee the implementation of the CROTO's Diversity, Equity and Inclusion (DEI) Plan.

Therapy and Counselling Funding Program

The PRC continued to oversee the administration and approval process for funding requests related to therapy and counselling for patients who have been sexually abused by a Member.

During the 2025–2026 fiscal year, no applications for therapy and counselling funding were submitted to the Committee.

“

Grounded in listening, equity, and access to care, our work reflects an accountable system that responds to the evolving needs of the public.

”



REGISTRATION COMMITTEE

Kelly Munoz RRT (Chair)

Mandate

The Registration Committee (RC) is responsible for ensuring that all applicants for registration meet the registration requirements set out in the Registration Regulation (Ontario Regulation 596/94, Part VIII) and CROTO policies, and that they demonstrate the competency required to practise the profession safely and effectively.

To support this, the RC applies transparent policies and decision-making frameworks that promote fairness, consistency, and strong regulatory governance. The RC also prioritizes measurable performance, tracking key indicators of registration activity to demonstrate accountability, efficiency, and process improvements.

Through transparent information, strong governance, and measurable insight, the RC continues to strengthen public trust in the registration process and upholds its responsibility to regulate in the public interest.

Key activities of the Registration Committee in 2025-2026:

Committee Training

- Legal counsel delivered the RC's annual training session, focusing on updates to the Registration Regulation, decision-making principles, and human rights considerations.

Respiratory Therapy Programs

- Approved a registration pathway for April 2025 graduates of the Fleming College RT Program under s.55(2)(b) of the Registration Regulation.
- Approved the Respiratory Therapy Programs for 2025 based on the program's accreditation status with Accreditation Canada under s.55(2)(a) of the Registration Regulation.

A photograph showing a healthcare professional, likely a respiratory therapist, assisting an elderly patient. The patient is seated and using a nebulizer mask. The professional is leaning in, holding the nebulizer, and looking at the patient. The background shows a comfortable indoor setting with a couch and a window.

REGISTRATION COMMITTEE (Cont'd)

As of Right Attestation Form

- Reviewed a new As of Right Attestation Form under the expanded As of Right provisions.

Policy and Procedure Updates

- The RC reviewed and revised several policies and supporting documents to align with changes to the Registration Regulation and the CROTO Policy Framework, including:
 1. Vulnerable Sector Checks Policy
 2. General Certificate of Registration – Currency Condition Policy
 3. Canadian Education Programs Policy
 4. Entry-to-Practice Exam Policy
 5. Emergency Registration Policy
 6. Registration and Use of Title PPG
 7. Applications for Registration or Reinstatement – Currency Requirement Procedure
 8. Labour Mobility Policy – rescinded, and a new Labour Mobility Fact Sheet was developed

General Certificate of Registration

- Currency Condition Policy - In alignment with the CROTO's Policy Framework and its commitment to transparent, accountable consultation, the policy was posted for public consultation. The Registration Committee reviewed the consultation feedback to help inform next steps.

Key Performance Indicators (KPIs)

- As part of the 2021-2025 Strategic Direction, registration staff provides quarterly KPIs reports to the Council; these reports include reporting on the number of days (on average) to process an application, to make a registration and to issue a Registration Committee decision. These performance measures reflect our sustained commitment to continuous improvement and accountability.

Certification Programs

- Reviewed and approved three certification programs for advanced prescribed procedures below the dermis.



REGISTRATION COMMITTEE (Cont'd)

Appeals to the Health Professions Appeal and Review Board (HPARB)

The HPARB is an independent body established under the *Regulated Health Professions Act, 1991*. It provides oversight and conducts reviews and hearings related to decisions made by the Registration Committee and the Inquiries, Complaints and Reports Committee of Ontario's 28 self-regulated health professions.

- No new appeals were submitted in 2025-2026.
- One appeal filed in 2024 was decided in 2025, and HPARB upheld the RC's decision to deny the applicant's registration.

Referrals from the Registrar **53**

1 Program Review Referral for an applicant from a non-approved program.

1 Ontario labour mobility application from an out-of-province registrant with existing TCLs.

5

ENTRY-TO-PRACTICE REFERRALS

INVOLVING INTERNATIONALLY EDUCATED APPLICANTS WHO HAD COMPLETED THE CRTO'S ENTRY-TO-PRACTICE ASSESSMENT PROCESS AND REQUIRED REGISTRATION COMMITTEE REVIEW

28

RATIFY THE REGISTRAR'S OFFER

REFERRALS FOR RATIFICATION OF THE REGISTRAR'S OFFER TO ISSUE CERTIFICATES OF REGISTRATION WITH TERMS, CONDITIONS, AND LIMITATIONS (TCLs)

11

CURRENCY REFERRALS

RELATED TO APPLICANTS WHO HAD NOT PRACTISED RESPIRATORY THERAPY FOR AT LEAST 1,125 HOURS WITHIN THE 3 YEARS IMMEDIATELY PRECEDING THEIR APPLICATION FOR REGISTRATION

7

TERMS, CONDITIONS & LIMITATIONS (TCLs) CHANGE APPLICATIONS

FROM MEMBERS SEEKING TO VARY THE CONDITIONS IMPOSED ON THEIR CERTIFICATES OF REGISTRATION



QUALITY ASSURANCE COMMITTEE

Laura Dahmann RRT (Chair)

Mandate

The Quality Assurance Committee develops, establishes, and maintains the Professional Development Program, promoting Members' continuing competence and quality improvement.

Key Risk-Based Activities of the Quality Assurance Committee in 2025-2026:

QAC reviewed and approved a change to the PDP policy to utilize practice assessments for all Members who fail to complete their PDP requirements. This will also include a \$500 fee.

Practice Guidelines and Policies Revised/Approved during the fiscal year

- Community Practice PPG
- Registration and Use of Title PPG
- PDP Peer Assessor and Mentor Fact Sheet
- Creation of a "Welcome to the Profession" video

QA Requirements

- Launch RT Jurisprudence Assessment is completed by new or recently reinstated Members.
- Relevant eLearning Module is completed annually by all Members.
- Portfolio Online for Respiratory Therapists (PORTfolio^{OM}) must be maintained by all Members on an ongoing basis, with submission for peer review up to once every five years.
- Specified Continuing Education or Remediation Program (SCERP) / Practice Assessment in specific instances.



QUALITY ASSURANCE COMMITTEE (Cont'd)

Current Projects

- Full review of the Professional Development Program is complete and presented to Council.
- Scope of Practice Review (in partnership with the RTSO)
- Targeted social media posts to address topics/questions in the RelevantT 2026 survey
- Review of the Launch Jurisprudence exam, including data related to unsuccessful attempts and the school the Member attended. Second year presentations have begun, with the addition of a second 2nd year presentation focusing on documentation.

Professional Practice Guideline Revisions planned for 2026

- RT as Educators
- Documentation
- Interpretation of Authorized Acts
- Commitment to Ethical Practice (this is being done at a National level)

“
**Transparency in action.
Performance you can
measure. Accountability
you can see.**

”



QUALITY ASSURANCE COMMITTEE (Cont'd)

Launch 2025-2026

Launch Completed

239

Under 70% score

56

SCERPs

Below benchmark x2

2

PORTfolio 2025

Members selected

688

Deferred submission

24

Peer Coaching Required

18

Members who did not submit

4

Relevant 2025

Completed Members

3,642

Incomplete by Deadline

285

QUALITY ASSURANCE COMMITTEE (Cont'd)

RISK BASED PRACTICE

Relevant topics derived from 2025 practice inquiries by theme.
Total number of inquiries (2025):

252

Practice

64

IEHP
Internationally
Educated Healthcare
Professionals

262

QA
Program

39

Other





INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Kim Morris (Chair)

Mandate

The Inquiries, Complaints and Reports Committee (ICRC) reviews complaints and reports related to the conduct of Respiratory Therapists that have been brought to the CROTO by members of the public, employers, or other healthcare providers.

Key Risk-Based Initiatives of the ICRC Committee in 2025-2026:

- The Professional Conduct Team implemented a system partner feedback survey to allow the CROTO to gain a better understanding of participants' experiences with the CROTO process.
- The Professional Conduct Team finalized a process and templates to allow for some complaints to be disposed of through an alternative dispute resolution process.
- The Professional Conduct Team participated in the ongoing development of a new case management database.
- The Professional Conduct Team completed some ICRC decisions internally to allow for more efficient and timely outcomes.
- The Professional Conduct Team began a wide scale internal process review. The Team is reviewing existing policies and procedures aiming to enhance clarity, efficiency and effectiveness supporting public protection.

“
Protecting the public
through fair, careful
review of concerns.

”

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

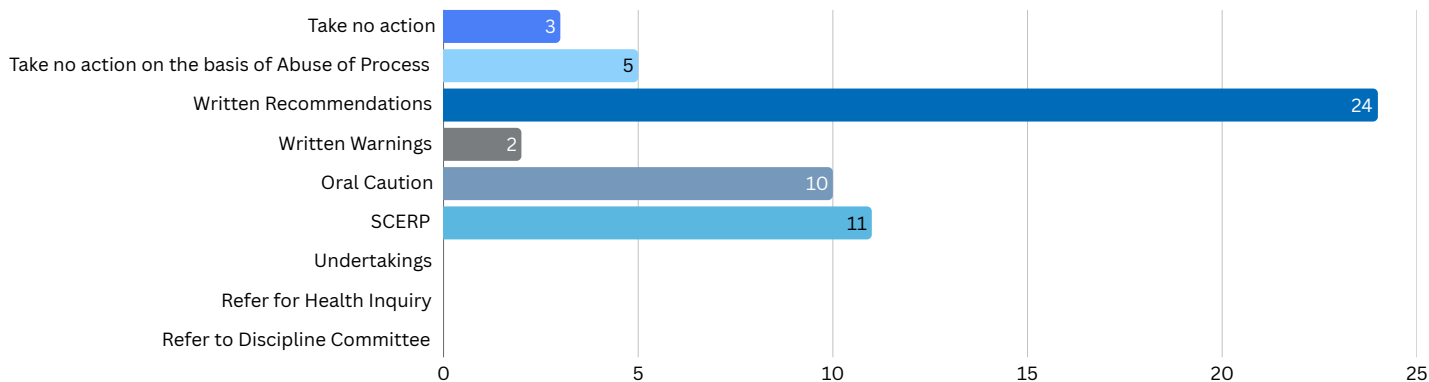
(Cont'd)

Total Committee Meetings **25**

Twenty-five meetings were conducted in total. Of the twenty-five meetings, one meeting was related to ICRC ongoing orientation and training, and the remaining twenty-four meetings were to discuss investigations and render a decision. The outcomes of these decisions are detailed below.

Decision Outcomes

(*some decisions had more than 1 action and some meetings involved more than one Member)





INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

(Cont'd)

Summary of New Matters

In 2025-2026, the CRTO received 80 new matters. Of those 80, 46 were addressed at the inquiry level via Registrar action, while 34 were referred to the ICRC. Currently, the CRTO has one ongoing inquiry, three open health inquiries and 30 ongoing investigations.

Overview of New Matters

Of the 80 new matters, 17 matters related to the competency of the Member, 55 related to the conduct of the Member, one matter related to an illegal practitioner, four matters related to the Member's health, and three matters did not involve a regulatory issue.

In regards to the conduct matters, the areas of concern included fraud/breach of trust, privacy breaches, unprofessional posts on social media, inappropriate communication with colleagues, lack of interprofessional collaboration, sexual harassment of colleagues, unprofessional conduct in a Member's personal life, failure to complete the requirements of the CRTO's Quality Assurance Program (QAP), and failing to abide by terms, conditions or limitations on their registration.

Of the matters relating to competency, the concerns included lacking the core competencies of the profession, inappropriate documentation and inadequate assessment and intervention.

Concerns about RT's were reported to the CRTO through:

Complaints

7

Reports

54

QAC Referrals

19

FITNESS TO PRACTICE COMMITTEE

Tracy Bradley RRT (Chair)

Mandate

On referral from a Panel of the Inquiries, Complaints and Reports Committee, the Fitness to Practise Committee conducts hearings to determine whether a Member is incapacitated. In the interest of the public, sometimes a Member suffering from a physical or mental condition/disorder can no longer practise safely or must practise with restrictions. A Fitness to Practise hearing is generally closed to the public unless the Member requests otherwise. This year there were no referrals to the Fitness to Practise Committee.





DISCIPLINE COMMITTEE

Tracy Bradley RRT (Chair)

Mandate

Panels of the Discipline Committee are responsible for hearing and determining allegations of professional misconduct or incompetence referred by the Inquiries, Complaints and Reports Committee. Discipline hearings are open to the public and proceedings against a Member before the Discipline Committee panel are civil in nature. Based on submitted evidence, the panel must arrive at a decision and determine a penalty if there's a finding of guilt.

In 2025-2026, the Discipline Committee received no referrals. One hearing took place. Further details and the findings are available in [Case 003262 Discipline 09-2025](#).





FINANCE AND AUDIT COMMITTEE

The Finance and Audit Committee (FAC) is an ad hoc, non-statutory committee and, as such, is not subject to the specific requirements that apply to statutory committees under the *Regulated Health Professions Act, 1991* (RHPA). Nevertheless, consistent with the CRTO's commitment to strong governance practices, the FAC conducts its work in accordance with the principles and expectations established for statutory committees.

The FAC reports directly to Council and follows the same structural and composition standards that apply to statutory committees under the RHPA and the CRTO's By-Laws. This approach supports transparency, accountability, and alignment with best practices in regulatory governance.

Changes to Committee Structure

The FAC was established in 2022 in response to indications from the Ontario government that Executive Committees of health regulatory colleges might be eliminated. The Committee was intended to assume responsibility for oversight of the CRTO's financial operations if the Executive Committee was disbanded.

As no action has been taken over the past four years to eliminate Executive Committees, the FAC's original purpose is no longer required. Under the RHPA and the CRTO's By-Laws, responsibility for financial oversight continues to rest with the Executive Committee and Council.

Accordingly, effective for the 2026–2027 fiscal year, the FAC has transitioned to an ad hoc committee. Members will be appointed on an as-needed basis to support Council with special financial projects or initiatives. Any activities undertaken by the FAC during the fiscal year will be reported in the subsequent Annual Report.



FINANCE AND AUDIT COMMITTEE

(Cont'd)

Responsibilities and Accountability

When requested by Council, the FAC supports Council in maintaining the CRO's financial integrity and accountability. The Committee assists with oversight in areas such as financial planning and reporting, external auditing, internal controls, investment management, and related policies. Its responsibilities fall within two primary areas:

1. Finance Responsibilities

- Review the draft annual budget before it is presented to Council for approval.
- Advise Council on strategies to maintain the CRO's not-for-profit status.
- Provide guidance and recommendations on financial matters, including special initiatives and projects.

2. Audit Responsibilities

- Review and approve the external audit plan, including its scope, timeline, and fees.
- Ensure the external auditor remains independent of CRO management.
- Monitor and evaluate the performance of the external auditor.
- Recommend the appointment of an external audit firm to Council.
- Provide additional audit-related advice and recommendations as requested by Council.

Key Risk-Based Initiatives of the Finance and Audit Committee in 2025-2026:

During the transition to an ad hoc committee, the FAC continued to support the Executive Committee by participating in Executive Committee meetings and providing input on financial and audit-related matters. The Executive Committee considered the FAC's advice and, where appropriate, brought recommendations forward to Council for consideration.

Topics on which the FAC provided input during 2025–2026 included:

- Review of quarterly financial statements.
- Review of quarterly investment portfolio reports.
- Mid-year financial projections.
- Annual membership fee review.
- Appointment of the external auditor for 2025–2026.
- Review of the Reserves Policy.

FINANCIAL SUMMARY 2025-2026



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Report of the Independent Auditor on the Summary Financial Statements

To the Council of College of Respiratory Therapists of Ontario

Opinion

The summary financial statements, which comprise the summary balance sheet as at February 28, 2026, and the summary statement of revenue and expenses for the year then ended are derived from the audited financial statements of College of Respiratory Therapists of Ontario (the "College") for the year ended February 28, 2026.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with Canadian accounting standards for not-for-profit organizations, except that information in respect of changes in net assets and cash flows has not been presented and notes to the summary financial statements have not been prepared as further described in the Summary Financial Statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 26, 2026.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with Canadian accounting standards for not-for-profit organizations, except that information in respect of changes in net assets and cash flows has not been presented and notes to the summary financial statements have not been prepared.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, Engagements to Report on Summary Financial Statements

A handwritten signature in blue ink that reads 'Grewal Guyatt LLP'.

Grewal Guyatt LLP, Chartered Professional Accountants, Licensed Public Accountants
Richmond Hill, Ontario June 26, 2026

SUMMARY BALANCE SHEET

Summary Balance Sheet

As of February 28, 2026

	2026	2025
Assets		
Current assets		
Cash	\$ 2,200,732	\$ 2,330,398
Prepaid expenses	58,729	52,086
	2,259,461	2,382,484
Long-term investments (Note 3)	1,940,832	1,725,592
Capital assets (Note 4)	124,605	129,005
	\$ 4,324,898	\$ 4,237,081
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 101,859	\$ 109,857
Deferred revenue	2,238,325	2,391,275
Current portion of obligations under capital leases	-	5,951
	2,340,184	2,507,083
Net assets (Note 5)		
Abuse therapy fund	20,000	20,000
General contingency reserve fund	500,000	500,000
General investigations and hearings fund	250,000	150,000
Special projects reserve	200,000	300,000
Fees stabilization reserve	150,000	150,000
Unrestricted - operating fund	864,714	609,998
	1,984,714	1,729,998
	\$ 4,324,898	\$ 4,237,081

Copies of the 2025/2026 complete audited financial statements are available on our website at www.crto.on.ca or on request from the Registrar at 416-591-7800.

SUMMARY STATEMENT

Summary Statement of Revenues and Expenses

Year Ended February 28, 2026

	2026	2025
Revenue		
Registration and renewal fees	\$ 2,755,288	\$ 2,677,989
Application fees	20,700	17,550
	2,775,988	2,695,539
Other income		
Investment income	260,092	282,735
Competency assessment	67,500	51,500
	327,592	334,235
	3,103,580	3,029,774
Operating expenses		
Salaries and benefits	1,790,862	1,620,076
Professional fees	302,241	257,644
Bank and credit card charges	139,315	111,025
Cloud computing services	121,900	87,435
Competency assessment	70,121	47,521
Quality assurance portfolio and standards	57,325	58,809
Minor equipment and software purchases	57,287	53,799
Memberships, subscriptions and dues	48,796	50,101
Occupancy	37,463	225,252
Information technology	34,579	100,190
Telephone	24,845	19,658
Staff travel	24,559	24,129
Office and general	10,739	27,344
Advertising and promotion	10,457	350
Amortization of capital assets	9,283	22,736
Insurance	7,154	9,075
	2,746,926	2,715,144
Council and committee		
Per diem	51,675	47,298
Education and training	32,617	18,692
Travel, accommodation and meals	11,451	7,434
Other meeting expenses	6,195	10,653
	101,938	84,077
Excess of revenues over expenses	\$ 254,716	\$ 230,553

Copies of the 2025/2026 complete audited financial statements are available on our website at www.crto.on.ca or on request from the Registrar at 416-591-7800.



College of Respiratory
Therapists of Ontario

Ordre des thérapeutes
respiratoires de l'Ontario



THANK YOU

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