



SASKATCHEWAN COLLEGE OF RESPIRATORY THERAPISTS

ANNUAL REPORT

2022-2023



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ABOUT THE SASKATCHEWAN COLLEGE OF RESPIRATORY THERAPISTS (SCRT)

The Saskatchewan College of Respiratory Therapists (SCRT) was formed in 2009 with the enactment of The Respiratory Therapists Act which granted self-regulation to the profession of respiratory therapy in the province.

The purpose of self-regulation is to ensure the public is protected from harm caused by unethical and/or incompetent practitioners of a profession.

Through SCRT's mandate to protect the public, the college is responsible to ensure that; only competent and ethical respiratory therapists are allowed to practice, that those respiratory therapists maintain their competence, and their practice minimizes risk to the public. The college is responsible to investigate and discipline members when complaints are received, and accomplishes its mandate through establishing entry to practice qualifications, licensing and disciplinary functions.

All respiratory therapists working in Saskatchewan must be registered as a member of the college. All these activities are undertaken in the public interest.

MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

As we look back on 2022, we are proud of the college's growth in staying current as a regulatory body while managing national and provincial regulatory changes and responding to the ever-changing advances in healthcare.

Our members continue to work in environments where the challenges of staff shortages within the profession continue, while ensuring the safety of patients and delivering high quality care aren't compromised. Their dedication to professional growth in keeping up with the standards of practice is apparent through the yearly continuing education audit and the positive feedback received from the public.

This year the college experienced significant changes to labour mobility in several jurisdictions along with the implementation of the Saskatchewan Labour Mobility and Fair Registration Practices Legislation (Bill 81).

This Act recognizes the independence of professional regulatory bodies in setting the standards of practice for their occupations to ensure public protection. However, this Act requires that regulatory bodies have registration practices that are transparent, objective, timely, impartial, and procedurally fair. It will ensure that Canadian-licensed and qualified internationally trained applicants can become licensed to work in Saskatchewan without unnecessary requirements.

As Canadian respiratory therapy programs remain the "gold standard" for training RTs, the college continues to work with our partners in government and nationally to develop solutions that ensure RTs possess the necessary knowledge, skills, and training to be licensed in the province to practice safely.

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MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR CONTINUED...

This year the college is collaborating with our national respiratory therapy regulator partners to revise the 2016 National Competency Framework (NCF). The project launched in July 2022 and is due for completion in the fall of 2023. The project will update the profession's core competencies for entry-to-practice and has included respiratory therapists from across Canada participating as subject matter experts through working groups and surveys.

While staying in step with changing technologies, the college launched a new website design in November, 2022 and looks forward to developing a new member portal in 2023-2024 to make continuing education an electronic versus paper process.

As you read through this Annual Report, you will observe the remarkable work completed. It can only be done with the commitment and dedication of the college committees, Council, and staff.

While hard work and dedication are integral to great achievements, the wellness of our members is tantamount. Our member RTs have experienced fatigue over the past several years and the college supports and recognizes the need to care for one's physical and mental health. Together we can support one another in sustaining one's wellness in order to provide the best care possible for patients.

On behalf of our Council, committees, and staff, we are pleased to present the 2022-2023 Annual Report and we are proud of our respiratory therapists in the remarkable work they do in caring for Saskatchewan's patients and their families.

Respectfully submitted,
Lynzie Rindero, RRT
President

Gail Sarkany, M.Ed., B.Ed., B.A (Psych)
Executive Director/Registrar

SCRT COUNCIL

SCRT is governed by a Council and committees made up of members and public representatives. Public representatives are appointed by the Government of Saskatchewan to serve along with college members. Council met four times during the fiscal year and held its Annual General Meeting virtually on September 14, 2022 with 31 SCRT fully licensed registered members in attendance.

01 COUNCIL

- President - Lynzie Rindero
- President-elect - Adam Buettner
- Treasurer - Olina D'Souza
- Councillor at Large - North - Amy Yochim
- Councillor at Large - South - Michelle Turtle
- Councillor at Large - Rural/Community - Dale Phillips

GOVERNMENT PUBLIC REPRESENTATIVES

- Philip Benson - Re-appointed 2023
- Robert Friedrich - Re-appointed 2022
- Betty Hoffart - Appointed 2019

FINANCE COMMITTEE - Council sub-committee

- Olina D'Souza - Treasurer
- Betty Hoffart - Public member
- Gail Sarkany - Executive Director/Registrar

STAFF

- Gail Sarkany - Executive Director/Registrar
- Meegan Russell - April - September
- Paula Welke - January - March

COMMITTEES

The business of the College is supported by Committees which have members originating from across the province. The Respiratory Therapists Act and the Regulatory and Administrative Bylaws outline the composition and key responsibilities of the various committees. College Council appoints members to the Committees and selects a chairperson and establishes their terms of reference.

Thank you to our volunteers, as we rely on your support to ensure the College meets its regulatory mandate.

02

REGISTRATION

Jordan Konya, RRT, Chair
Sydney Husdal, RRT
Melissa Wood, RRT
Megan Morrisette, RRT

03

CONTINUING EDUCATION

Laurie Kubik, RRT – Chair
Teresa Wasend, RRT
Shane Hill, RRT
Merle Natyshak, RRT
Karla Zimmer, RRT
Brea de Jose, RRT
Miranda Dunn, RRT

04

POLICY AND BYLAW

Trevor Tessier, RRT, co-chair
Justin Machado, RRT, co-chair
Nicole Hanson, RRT

05

PROFESSIONAL PRACTICE

Lynzie Rindero, RRT, Chair
Megan Morrisette, RRT,
Sara Lanoie, RRT

06

CONFERENCE 2023

Krystal Puetz, RRT
Michelle Holodniak, RRT,
Kristina Vargo, RRT
Deb Gray, RRT
Kristi Gingras, RRT
Casey Bitz, RRT

LEGISLATED COMMITTEES

The Professional Conduct Committee (PCC) is a statutory committee mandated to ensure the protection of the public interest by, reviewing and investigating any and all complaints it receives either directly, or from Council, alleging that a member is guilty of professional misconduct or professional incompetence. PCC received two complaints which were dismissed.

07 PROFESSIONAL CONDUCT COMMITTEE

Dominique Losier, RRT - Chair
Chris Grant, RRT
Brad Nistor, RRT
Teresa Grain, RRT
Samantha Bagamery, RRT
Scott Downey, RRT
Deb Gray, RRT
Pamela J. Anderson, public member

08 DISCIPLINE COMMITTEE

Scott McCrae, RRT - Chair
Candi Thompson, RRT
Kiana Atrchian, RRT
Andrea Dutchak, RRT
Bob Friedrich, government appointed public member

The Discipline Committee (DC) is a statutory committee mandated to ensure protection of the public by establishing and maintaining a framework for dealing with matters referred to it for discipline by the Professional Conduct Committee (PCC).

The PCC referred one matter to the DC for a hearing which was conducted in December.



MESSAGE FROM PUBLIC REPRESENTATIVES

The Respiratory Therapists Act, section 9(1), states, the Lieutenant Governor in Council may appoint three persons who reside in Saskatchewan as members of Council. Furthermore, section 5(a) states, members of the Council appointed pursuant to this section may exercise rights and serve as a member of committees to the extent as other members of the Council.

SCRT has three public members appointed by the Province of Saskatchewan. As members of Council, we openly engage and discuss at Council meetings, ensuring the decisions made provide safe, competent and ethical care to the public through a regulated and continually advancing Respiratory Therapist (RT) profession.

With that being said, throughout the height of the Covid pandemic, Respiratory Therapists were some of the most important individuals directly involved with the care of patients in our health and care home facilities. They worked tirelessly, utilizing their professional and personal skills to ensure that patients' needs were taken care of, while at the same time working to create public confidence in the health system.

As we've moved into an endemic, the public, as well as RT's, have had the opportunity to recharge and reflect on what "Covid" has truly meant to their families as well as their own physical and mental well-being. The shortage of RT's in our province has become very apparent and recruitment and retention of RT's is now of major public concern.

The provincial government announced during its 2023-2024 Budget that reserved seats for Saskatchewan students at SAIT in Alberta will increase, however, those seats aren't within our own province.

MESSAGE FROM PUBLIC REPS CONTINUED

In fact, Saskatchewan is the only province in Canada without an RT training program and there definitely is concern that many of the graduates will have established residency and remain in the province where their training has taken place: this does not fare well for recruitment to our province.

As public representatives on the Saskatchewan College of Respiratory Therapists Council, we feel it of utmost importance that the provincial government work together with the College of Respiratory Therapists Council/Administration and educational institutions to explore any possibilities of providing an RT training program in Saskatchewan, thus ensuring the province has a sufficient supply of RT's and guaranteeing the public continues to receive safe, competent and ethical care into the future.

Thanks to all for their fine work this past year.

Respectfully submitted:

Philip Benson

Betty Hoffart

Bob Friedrich.

STRATEGIC PLAN 2022-2025

Mission

The Saskatchewan College of Respiratory Therapists ensures the public interest is protected, and confidence is upheld in the practice of the respiratory therapy profession.

Vision

Saskatchewan residents have access to excellence and continuity in the standard of care for safe, evolving, and expanding respiratory therapy.

Values

RESPECT, INTEGRITY, FAIRNESS, ACCOUNTABILITY,
COLLABORATION, PROFESSIONALISM

PRIORITIES AND GOALS



01. PUBLIC PROTECTION AND ACCOUNTABILITY

Improve and maintain the public interest through sound regulatory practices.



02. MEMBER COMPETENCY AND PROFESSIONALISM

Ensure initial professional qualifications and continuing competency of RT members.



03. ENHANCING PUBLIC AWARENESS AND MEMBER ENGAGEMENT

Increase knowledge about the respiratory therapy profession and the mission of the College.



04. SUSTAINABILITY OF THE RESPIRATORY THERAPY PROFESSION IN SASKATCHEWAN

Advocate for a respiratory therapy program delivered in the province.



05. OPERATIONAL EXCELLENCE

Build and sustain an operational infrastructure that operates effectively and efficiently to meet the mission of the College.

2022 KEY ACCOMPLISHMENTS

The following accomplishments represent a small portion of the work achieved.



01. FINANCIAL HEALTH

Balanced budget achieved.
Renewal 2022-2023 completed with 252 members.
Enhanced banking security platform.
Investment portfolio expanded.



02. MEMBER COMPETENCY

National Competency Framework Steering Committee.
Continuing Education Audit - 12 members audited.
Evaluation of Continuing Education Program to develop electronic submissions.



03. STAKEHOLDER RELATIONSHIPS

U of S Study-Wellbeing of Healthcare Providers - 64 RTs participated.
Network of Interprovincial Regulatory Organizations (NIRO) - Chair.
Meetings with Ministries of Health, Career Training and Immigration.
Regulatory Reform Bill - Health Professions Regulatory Reform Act.
Student Job Fair, October 26, 2022 - Prince Albert - Donna Turner.



04. OPERATIONAL EXCELLENCE

Website re-design launched November 2022.
Provincial public representatives renewed for a second term.
Office space expansion for administrative assistant.
Updated phone system.

WHAT'S HAPPENING IN THE FIELD?

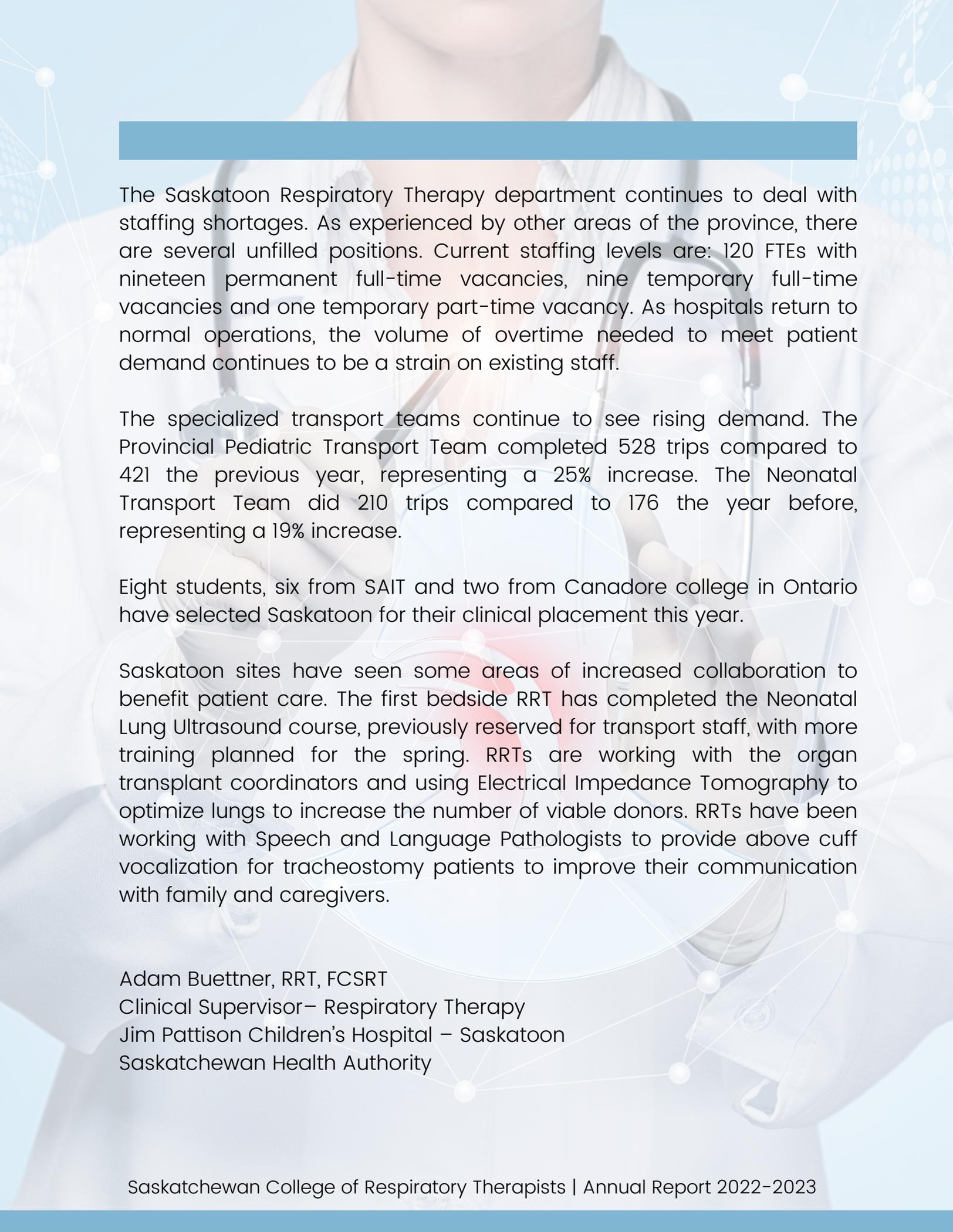
The Regina Respiratory Therapy department hired three new RTs for spring 2023. Recruitment at the provincial level is ongoing with a \$10,000 signing bonus for two years return of service. Our vacancy rate is currently at 17 FTEs. The acute care teams are back to pre-pandemic work levels, with continued ebb and flow. Work is still pending on the Pasqua Hospital ICU expansion. Preliminary work on the project saw the closure of our Pasqua Pulmonary Function Lab, and move operations to the RGH department. The Sleep Lab struggles with extremely low staffing levels with a current reduction of 60% in staffing. We are currently investigating the use of contract RTs to help with the immediate needs of the lab. The Wascana Rehab Team are also struggling with staffing. With the help of members of our acute care team and staff returning from retirement, level of services have been maintained.

Sheldon Fizzard, RRT CRE
Manager – Respiratory Services
Regina General Hospital – Regina
Saskatchewan Health Authority



In the Regina Primary Health Care Department, consistency prevails. The team oversees smoking cessation support, COPD/Asthma education, COPD rehab program support, spirometry, immunizations, home health monitoring, adult trach changes, home ventilator management, and home oxygen testing for homebound clients. A review of spirometry this year shows that the team performs roughly 2000 tests per year which previously were done in the acute care PFT lab. Home oxygen testing was newly added this year as a function that historically was performed by Home Care Physiotherapists. There are eight permanent FTE positions within Primary Health Care, with one consistent vacant FTE. We are excited to share that during April 2021-Feb 2023 our Home Health Monitoring work has prevented 1166 acute care visits!

Amy Reid
Clinical Integration - Regina
Saskatchewan Health Authority



The Saskatoon Respiratory Therapy department continues to deal with staffing shortages. As experienced by other areas of the province, there are several unfilled positions. Current staffing levels are: 120 FTEs with nineteen permanent full-time vacancies, nine temporary full-time vacancies and one temporary part-time vacancy. As hospitals return to normal operations, the volume of overtime needed to meet patient demand continues to be a strain on existing staff.

The specialized transport teams continue to see rising demand. The Provincial Pediatric Transport Team completed 528 trips compared to 421 the previous year, representing a 25% increase. The Neonatal Transport Team did 210 trips compared to 176 the year before, representing a 19% increase.

Eight students, six from SAIT and two from Canadore college in Ontario have selected Saskatoon for their clinical placement this year.

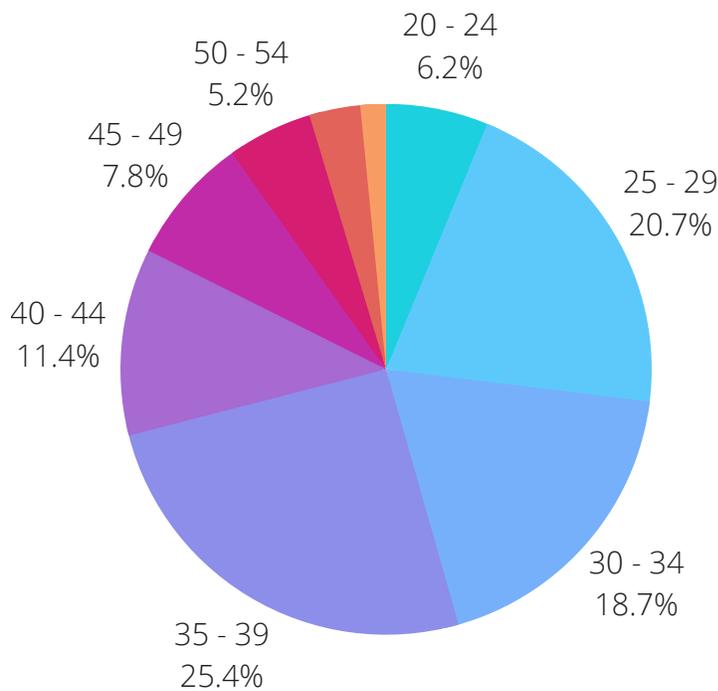
Saskatoon sites have seen some areas of increased collaboration to benefit patient care. The first bedside RRT has completed the Neonatal Lung Ultrasound course, previously reserved for transport staff, with more training planned for the spring. RRTs are working with the organ transplant coordinators and using Electrical Impedance Tomography to optimize lungs to increase the number of viable donors. RRTs have been working with Speech and Language Pathologists to provide above cuff vocalization for tracheostomy patients to improve their communication with family and caregivers.

Adam Buettner, RRT, FCSRT
Clinical Supervisor– Respiratory Therapy
Jim Pattison Children’s Hospital – Saskatoon
Saskatchewan Health Authority

MEMBERSHIP DATA

The college continues to operate with a stable, yet small membership. The number of newly hired graduates does not replace the number of members who retire or leave the province. The profession has ongoing vacancies throughout the year.

AGE RANGE



271
REGISTRANTS
at March 31,
2023

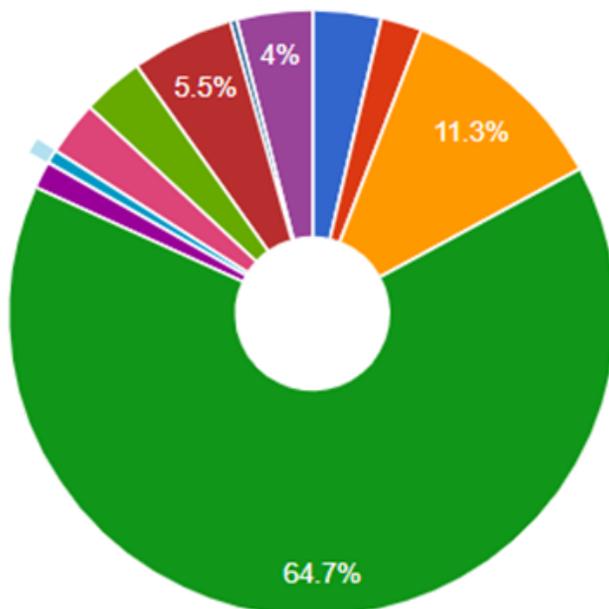


FEMALE



MALE

PRIMARY PRACTICE AREA



- Anaesthesia Assistant
- Cardiac Cath Lab
- Community or Rehab
- Critical Care
- Operating Room
- Perfusion
- Pulmonary Function
- Sleep Lab
- Administrative/Manager
- Sales
- Other

2022 - 2023

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Contact Us:

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Check out our new
web design at:
www.scrt.ca