



# Annual Report

**2021**

**2022**



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# President's and Executive Director's/Registrar's Message

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## MOVING STRATEGICALLY FORWARD

Just over one year has passed since we both took on our new roles, and we are honored to serve the public as President and Executive Director/Registrar within SCRT. We're delighted to be a part of the college's aspirations of regulatory excellence through its strategic objectives and outcomes, while keeping up with the rapidly evolving world of professional regulation.

The past two years have challenged our members to adapt and expand professionally and personally through their extensive work experiences. As a college, we look forward to supporting its continued growth through the exchange of knowledge and expertise with Council, staff, and the membership to fulfill the college's mandate of public protection and, moving us into the future. When we bring great people with great minds together, we can accomplish great things. It is through collaboration of our Council, staff, and membership that we can continue to make SCRT a professional college that we can all be proud of.

There have been several achievements of Council and Committees during the 2021-2022 fiscal year:

- Monitored SCRT's budget, financial position and investments
- Established a finance committee and its roles and responsibilities
- Proposed by-law amendments for the appointment of Council members
- Oversaw SCRT's initiatives for enhancing transparency
- Participated in governance and investigative training
- Renewed the college's strategic plan.

To the members of the college, we encourage you to contact us by: telephone, email, letter, or in person, and visit our upcoming newly re-designed web site: [www.scrt.ca](http://www.scrt.ca). We're here for you; the professionals, in the interest of the Saskatchewan public, and to better serve you in order to deliver the best standard of care in respiratory therapy.

On behalf of our Council, Committees, and staff, we are pleased to present our 2021-2022 Annual Report for the Saskatchewan College of Respiratory Therapists (SCRT).

Respectfully submitted,  
Lynzie Rindero, RRT  
President

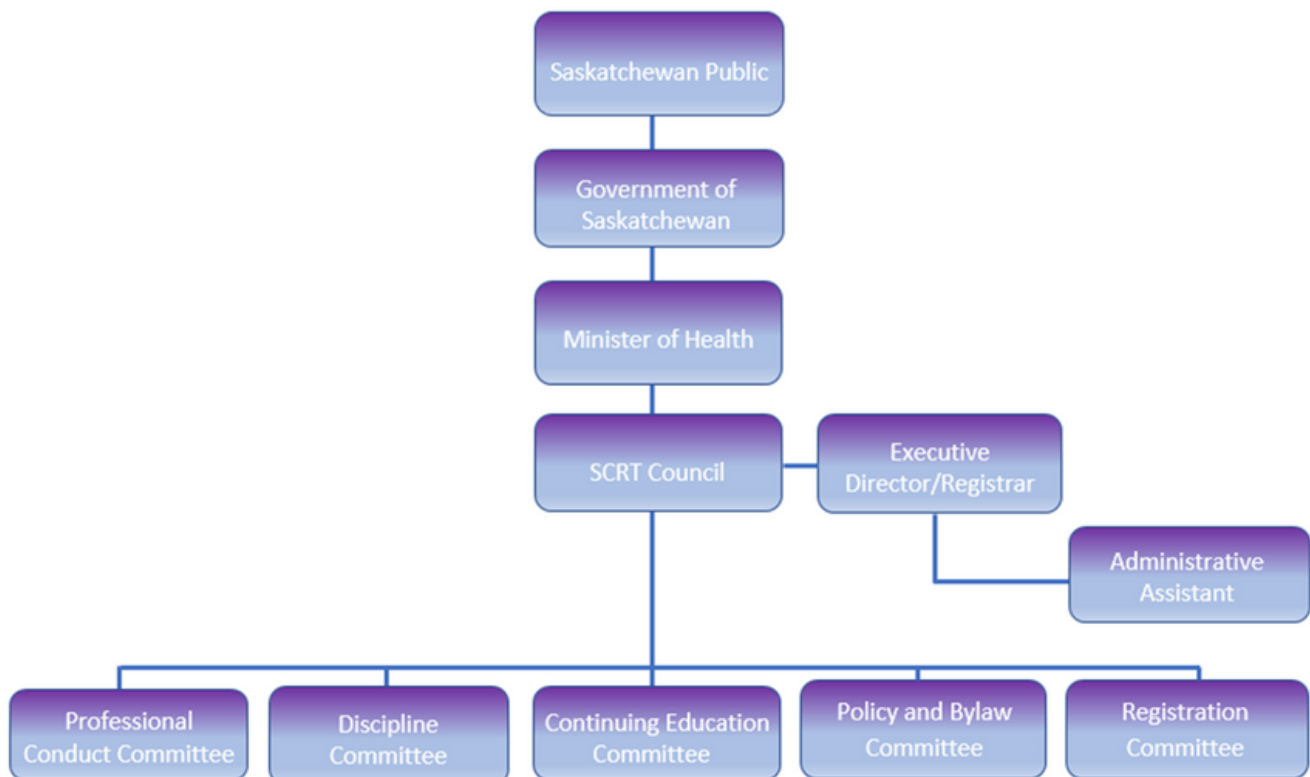
Gail Sarkany, M.Ed., B.Ed., B.A.  
Executive Director/Registrar



# In The Public Interest....

As a regulatory college and with authority under the Respiratory Therapists Act 2009, the Saskatchewan College of Respiratory Therapists' core role is to serve and protect the public interest through the following regulatory functions:

- Establish education, registration, and annual renewal requirements
- Set and enforce practice, conduct, and ethical standards for delivery of professional services
- Define continuing competence requirements
- Investigate concerns regarding questionable conduct of a member
- Maintain a Saskatchewan public database of members who are licensed to practice in the profession
- Provide regulatory focused information and education about the practice of the profession, and expected professional standards, and guidelines that support public safety.



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# 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

# 2021 - 2022 Council and Staff

## Council Members

President— Lynzie Rindero  
Past President – Michelle Holodniuk  
Treasurer – Adam Buettner  
Councillor at Large North – Krystal Puetz  
Councillor at Large South – Michelle Turtle  
Councillor at Large Rural/Community – Dale Phillips

## Staff

Gail Sarkany—Executive Director/Registrar  
Meegan Russell—Administrative Assistant

## Government Public Representatives

Robert Friedrich—Appointed 2017  
Philip Benson—Appointed 2018  
Betty Hoffart—Appointed 2019

## Registration Committee

Jordan Konya RRT, Chair  
Sheldon Fizzard RRT  
Sydney Husdal RRT

## Continuing Education Committee

Laurie Kubik RRT, Chair  
Kristin Underhill RRT  
Teresa Wasend RRT  
Shane Hill RRT  
Merle Natyshak RRT

## Policy and Bylaw Committee

Trevor Tessier RRT, Chair  
Nicole Hanson RRT  
Justin Machado RRT

## Discipline Committee

Scott McCrae RRT, Chair  
Bob Friedrich, Public Representative  
Candi Thompson RRT  
Kiana Atrchian RRT  
Andrea Dutchak RRT

## Professional Conduct Committee

Dominique Losier RRT, Chair  
Samantha Bagamery RRT  
Chris Grant RRT  
Brad Nistor RRT  
Teresa Grain RRT  
Deb Gray RRT  
Scott Downey RRT

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# Public Representatives

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

We appreciate and have been inspired by the commitment and active engagement of the Council and RT members as they continue to respond to their own professional responsibilities.

Keeping “public interest” at the forefront, the Saskatchewan College of Respiratory Therapists Council continues to evolve by refreshing their strategic plan, bylaws, administration procedures, and messaging through the development of a newly designed web site.

Gail Sarkany, Executive Director/Registrar and Meegan Russell, Administrative Assistant have done an excellent job in steering the SCRT ship in the right direction.

Many thanks to all for their fine work this past year.

Respectfully submitted:

Philip Benson, Betty Hoffart, Bob Friedrich.

# Discipline Committee

This committee is responsible for hearing and determining allegations of professional misconduct or incompetence referred by the Professional Competence Committee (PCC). A discipline hearing is a formal legal process. The committee listens to collected evidence about a member’s practice and/or conduct and makes a decision about whether to dismiss the allegations or find that the member has committed professional misconduct or is incompetent and impose a penalty.

The committee had no hearings in 2021–2022, however, met via video conference twice and studied cases from other colleges; reviewing procedures and decisions. Committee members are committed to participating in further educational opportunities related to administrative law practices. The committee has four college members including a public member.



# Professional Conduct Committee

This committee is responsible for investigating member-specific concerns brought to the Registrar's attention through complaints. The PCC considers concerns related to a member's conduct, and competence to determine if a referral to the Discipline Committee is needed, or if another method of addressing the issue is appropriate.

Professional misconduct as defined in the Respiratory Therapists Act is any matter, conduct or thing if it is:

- harmful to the best interests of the public or its members
- harmful to the standing of the profession
- a breach of the Respiratory Therapists Act or the bylaws; or
- a failure to comply with an order of the professional conduct committee, the discipline committee, or the council.

During this reporting period, no new complaints were received. Two complaints received in the previous fiscal year have neared completion, with a third complaint concluded with an alternative dispute resolution (ADR) agreement.

The PCC have researched recent rulings by other colleges which resulted in large financial costs following their Discipline Committees' decisions. The PCC concluded the importance of very thorough investigations, calling on an essential number of witnesses and ensuring the allegations brought forward are well founded prior to a Disciplinary hearing.

For the year 2022-2023, the PCC will continue to attend investigative training to ensure committee members are well-advised in carrying out their duties.

## Policy & Bylaw Committee

The Policy and Bylaw Committee works in collaboration with the Registrar to develop and recommend changes to policies and bylaws as required by legal, policy, or procedural issues.

Committee meetings have been limited due to the COVID-19 workload. Future work plans will continue to focus on supporting the creation of a new Professional Practice Committee, along with a Professional Practice Policy and manual, a review of Governance policies regarding the appointment of council and committee members, a review of the Continuing Education Policy to accommodate a move to an online system, and the creation of a social media use policy.



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# Registration Committee

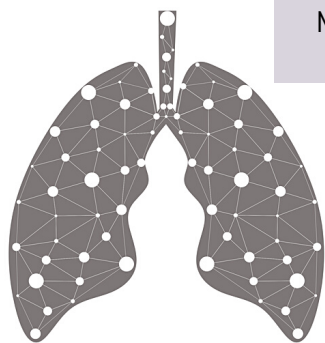
The Registration Committee carries out the duties related to the application and registration of respiratory therapists in accordance with the Respiratory Therapists Act 2009, the bylaws, and policies of the college. The committee reviews the eligibility of applications for licensure referred by the Registrar.

Committee meetings have been limited due to the COVID-19 workload; with one conference call and all other correspondence through email communication. In person meetings will commence in June 2022. Work completed by the committee included;

- Discussion of emergency licensure due to the need for pandemic staffing
- Development of a shared drive with documents to ensure committee members have access to all information including registration criteria
- Five member applications were received and reviewed with recommendations sent to Council for approval.

## 2021 Education Conference Committee

Due to the ongoing workload challenges of the members during the pandemic, the Annual Education Conference for 2021 was cancelled. A second virtual AGM was successfully held on October 14, 2021 with an education session titled, Mechanical Power Concept Ventilation by Jeff Dmytrowich.



## Continuing Education Committee

The Continuing Education Committee (CEC) with approval from Council cancelled the continuing education audit for 2021 in recognition of the tireless commitment by members to critical care during the pandemic. The annual audit will resume in spring 2022.



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# Provincial Update

As the pandemic endured a second year throughout the province, it brought to the forefront the courage and commitment of our RT members to learning and the delivery of quality patient care in the most stressful of situations. Despite being fatigued about routines altered by COVID-19, it was also an opportunity to prove how healthcare workers can come together in times of uncertainty and rapidly changing practice and work towards a common goal.

In Prince Albert, RT operations stayed consistent from the previous year, with onsite availability 24 hours a day. However, sustainability of "around the clock" operations remains a challenge with staffing limitations. Work to open a new Level 2B NICU is underway with construction done and recruitment continuing to fill five new FTE positions for two RTs to be on site for 24 hours a day.

As the new RT department launches in Swift Current, spirometry is running successfully. An original waitlist of 1-2 years has now been reduced to 2-3 weeks although being short-staffed and many thanks to the commitment of the Cypress RT staff. Planning and the rollout of the rural spirometry program for the districts of southwestern Saskatchewan is anticipated in the summer of 2022.

The Regina RT department experienced several highlights:

- Survived the fourth wave!
- Equipment that was dispersed across the province is slowly returning back.
- Regina hired three new staff commencing in spring 2022.
- Provincial ICU expansion in Regina means six ventilator capable beds in the city (four at Pasqua Hospital and two at Regina General). This will add four part-time positions and two full time positions at Pasqua Hospital.
- Training is underway for NAVA ventilation (neurally-adjusted ventilatory assist).
- Pulmonary function testing (PFT) is back to 70-75% of pre-pandemic levels. Increased cleaning procedures has increased time between patients.
- Currently short staffed by ten RTs (seven in critical care, two in Sleep Lab, and one at Wascana Rehab).
- A worldwide shortage of CPAP machines is causing delay in sleep therapy.

The Saskatoon Respiratory Therapy department received further permanent funded positions as a result of gaps identified in staffing levels during peak times of COVID-19 intervention. The positions were allocated for the permanent bed expansion of adult ICUs, as well as ongoing education demands from respiratory therapy. This allowed for the temporary Respiratory Therapy Educator to become a permanent position. As experienced by other areas of the province, there are still several unfilled positions. Current staffing levels are: 115 FTEs with twenty permanent full-time vacancies, one permanent part-time vacancy, seven temporary full-time vacancies and one temporary part-time vacancy. As COVID numbers decline and hospitals return to normal operations, the volume of overtime needed to meet patient demand continues to be a strain on existing staff.

Respiratory services at the Jim Pattison Children’s Hospital saw PICU workload shift back to the normal anticipated workload as the provincial COVID restrictions decreased and schools returned to in-person classes. The Provincial Pediatric Transport Team completed 429 trips which is a 34% increase from the previous year. The Neonatal Transport Team did 169 trips which is on par with previous year.

Submitted by Barb Hewitt, Andrew Burrows, Sheldon Fizzard and Lisa Martin



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# National Update

## The National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB)

The NARTRB consists of respiratory therapy regulatory organizations across Canada who have been given the legislative authority by provinces or territories to regulate the profession in that jurisdiction. The mission of the organization is to facilitate collaboration on regulatory issues while respecting the autonomy of each member organization to fulfill their regulatory mandate.

The NARTRB held a virtual Fall business meeting and AGM on November 26, 2021. Highlights included:

- Simulation Working Group – A survey was sent to educational programs to evaluate each program's use of simulation in teaching competencies with 50% participation rate.
- Revision of the National Competency Framework (NCF) will commence with the NCF steering committee working on an implementation plan.
- The working group for creating a new Standard of Practice and Code of Ethics to be adopted by all NARTRB members recommended the development of the following new standards: vaccine administration, Public Health orders, diversity and discrimination, virtual medicine, communication on social media, sexual abuse and misconduct, and supervision of students.
- Discussion on virtual practice – survey questions will be added by jurisdictions at membership renewal to inform development of a new standard of practice for this topic.
- Continuation of work on the harmonization of disclosure statements on the registration verification forms.
- Update on NARTRB membership – Due to the new Health Professions Act (HPA) in BC, the BCSRT does not yet have legislation to be considered a regulated profession. Therefore, BCSRT will have observer status within NARTRB until legislation is in place. PEI was welcomed as a regulatory RT organization and invited to join the NARTRB. PEI has 26 respiratory therapists.

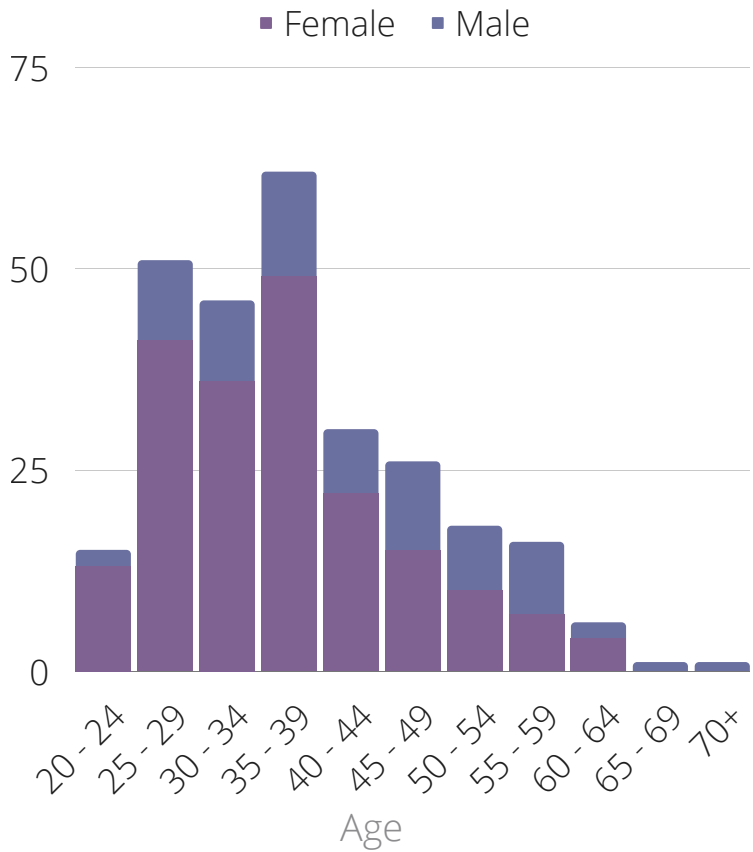
## Canadian Board for Respiratory Care (CBRC)

The CBRC is a not-for-profit organization that is contracted by respiratory therapy regulators across Canada to produce the professional credentialing examination. The examination produced by the CBRC tests candidates for defined competencies that are aligned with the National Competency Framework (NCF).

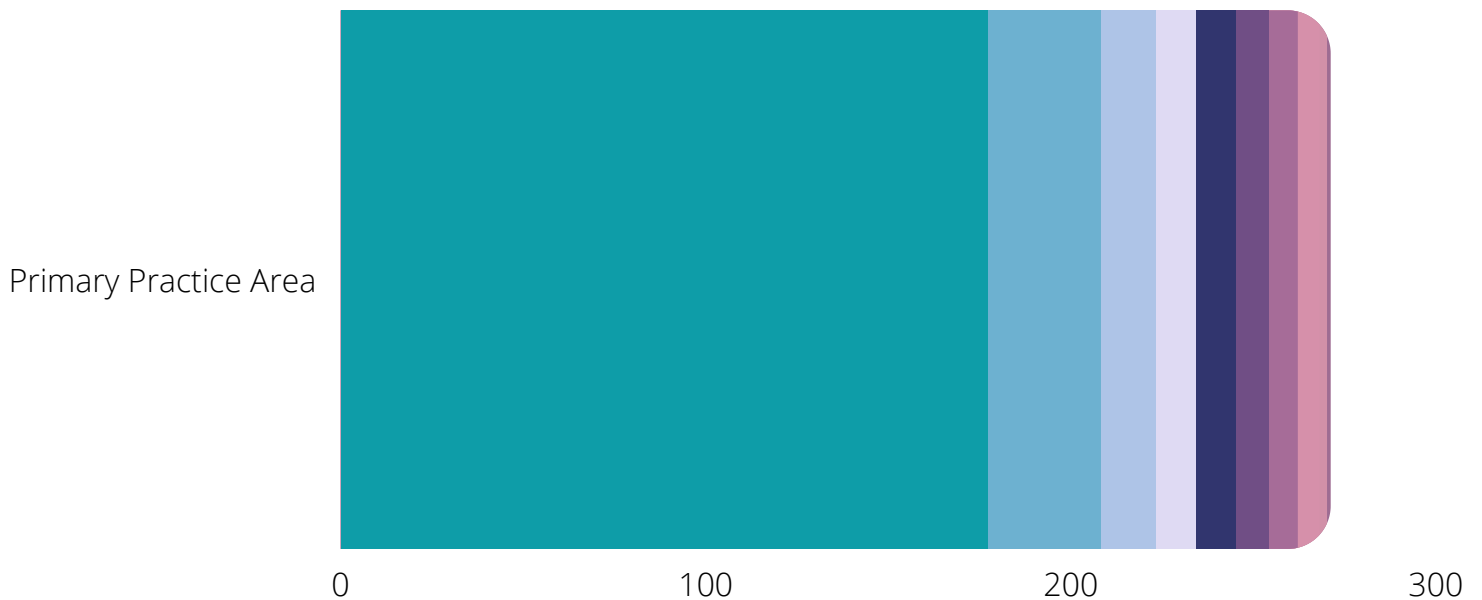
The January 11, 2021 and July 5, 2021, RT exams were administered successfully using virtual proctoring in conjunction with Yardstick and Proctor U. The next RT exam is scheduled for January 10, 2022. There were 47 candidates in the January 11, 2021 exam. There were 402 candidates in the July 5 exam and two no shows.

The CBRC will enhance its exam bank; five simulated scenarios with questions in each of five categories will be created with a total of 25 video scenario questions. The prep work for this project has commenced and is expected to be completed by June 2022 and piloted on the July 2023 exam.

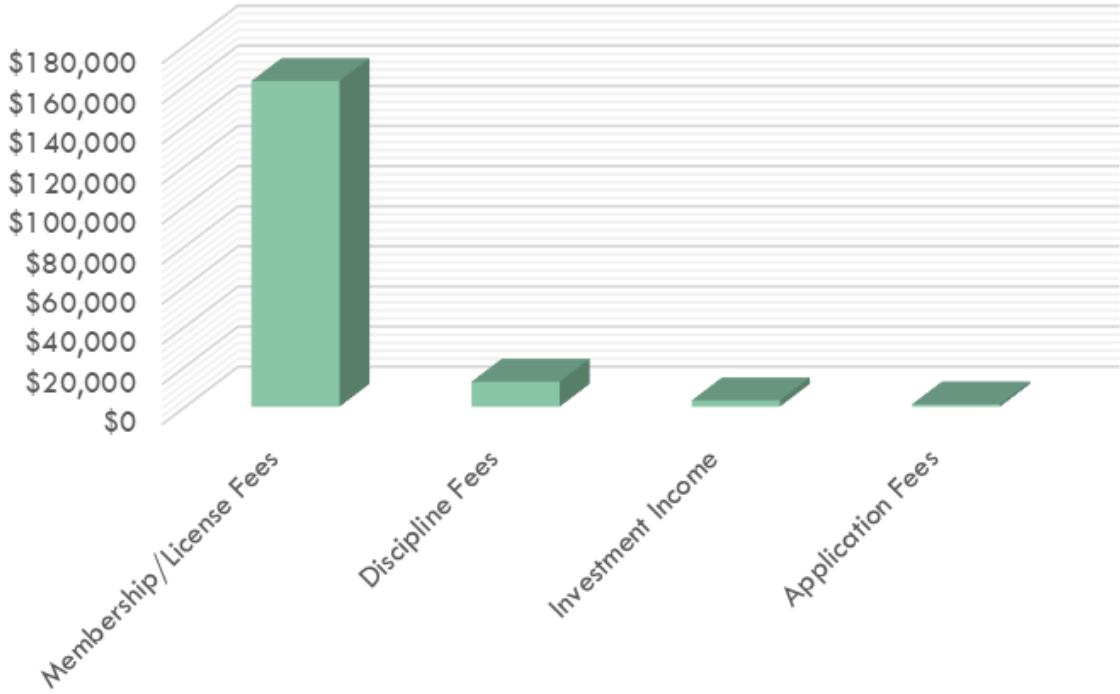
# Membership Data



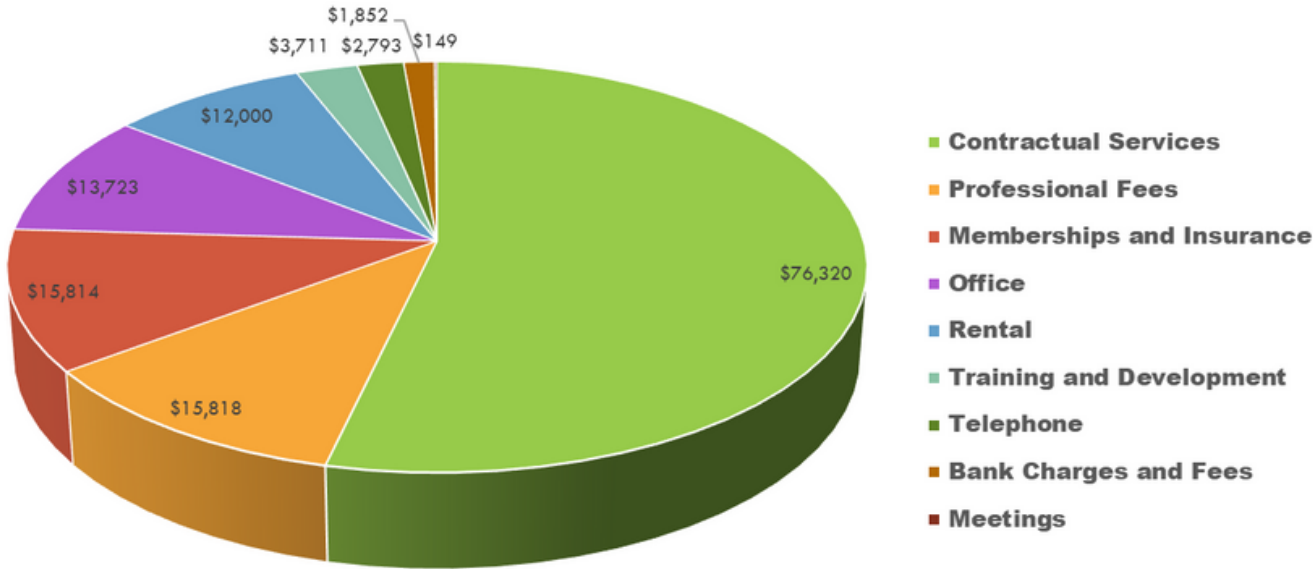
- Critical Care
- Community or Rehab
- Administrative/manager
- Anaesthesia Assistant
- Other
- Sleep Lab
- Pulmonary Function
- Cardiac Cath Lab
- Perfusion
- Sales



# Income



# Expenses





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Regina, SK S4S 6W8



**Telephone**

(306)789-3359



**Website**

[www.scrt.ca](http://www.scrt.ca)



Graphic design by  
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