

2024 INTERIM REPORT

Registration

- On April 1, 2024, there were 303 Active-Practicing members (decrease of 3 from April 1, 2023), 14 Non-Practicing members
- Currently, there are 326 Active-Practicing Members, 13 Non-Practicing members, 1 Temporary Graduate and 1 Temporary License with Conditions and Restrictions.
- 10 internationally educated healthcare professionals (IEHP) have applications for registration with the NSCRT and are currently in various stages of the application and subsequent competency assessment process. The NSCRT has seen a significant increase in the number of both IEHP inquiries and applications. Applicants who have not graduated from an approved respiratory therapy program are referred to the College of Respiratory Therapists of Ontario for the competency assessment process. Details on the assessment process can be found in the [NSCRT International Applicant Guide](#).
- The 2023-2024 Professional Practice Portfolio Audits were completed in August, 2024 – no portfolios were referred to the NSCRT Credentials Committee for review.

Operations Updates

Internal

- **Human Resources:**
 - Debbie Hicks resigned as the Deputy Registrar in July of 2024. The Board and the Registrar want to thank Debbie for her dedication over the last two years. The position was posted however the Board decided to delay the hiring of a new Deputy Registrar pending a new job description and further review of operational needs.
- **Governance:**
 - Ongoing training is crucial to support good governance in the NSCRT. The Board, staff and various committees had the opportunity to attend education sessions offered by the Network to help continue to ensure NSCRT volunteers are prepared for their roles. Session topics included Bias in Decision Making and Cultural Safety and Humility.
- **Regulation:**
 - The NSCRT will be migrating to the Regulated Health Professions Act (RHPA) in 2025 – this will repeal the current Respiratory Therapists Act. The Registrar is currently working with legal counsel to assist in the development of profession

specific regulations. The RHPA will create more consistency of processes across regulated health professions and allow for some shared processes which will increase efficiencies. The migration is expected to be completed by June of 2025.

- **Projects:**

- Under the RHPA, there is a new Quality Assurance process with a set of minimum standards that all regulatory bodies must meet. One of the standards is related to Equity, Diversity, Inclusion, Reconciliation and Accessibility (EDIRA). The NSCRT Board has approved a cost sharing project to contract an external agency to develop an EDIRA position statement, policies, Board and committee recruitment strategies and a code of conduct with an EDIRA lens. 11 health regulatory bodies are participating in the project which is expected to be completed early in 2025. The deliverable will ensure the NSCRT is compliant with the new EDIRA quality assurance requirements.

Committee Updates

- **Complaints Committee:**

- One (1) ongoing matter that is currently being held in abeyance pending a legal outcome scheduled in October 2024.

- **Credentials Committee:**

- The Board approved the appointment of Gisele Follet to the Credentials Committee. The committee will be meeting this fall to determine work plans related to the RHPA.

- **Governance Committee:**

- The Governance Committee continues to review and revise the NSCRT Policy Manuals. As the NSCRT migrates to the RHPA, the committee will be assessing the policy needs.

- **Nominations Committee:**

- Three (3) terms on the Board of Directors were identified as expiring: Two (2) Directors-at-large, and the President Elect. Following review of the annual competency matrix that identified the gaps in knowledge, skill, and/or values in Board composition, the NSCRT Nominations Committee launched a targeted call for nominations for the three (3) upcoming vacancies. The Call for Nominations went out on April 1, 2024. The committee actively sought nominees and email reminders were sent out to the membership over the summer regarding the Call for Nominations. There were two nominees for the open positions, and they were presented to the Board at the September 2024 Board meeting. The Board is excited to welcome these individuals who will be proclaimed at the upcoming AGM.

- **Professional Practice Committee:**

- The committee completed the development of an “Am I Practising” Fact Sheet to assist members who are considering a change of employment or who have transitioned to a new role or for those considering changing to a non-practising determine if they are practicing in the profession. This fact sheet was approved by the Board in June 2024.
- The committee completed a revision of the Medical Assist in Dying Guideline which was endorsed by the Board in June 2024. The revisions were completed to ensure Respiratory Therapists have a clear understanding of the changes that took place in March 2021 related to the Criminal Code and MAiD.
- All NSCRT guidelines and position statements can be found on the NSCRT website under the “Professional Practice” menu.
- **Professional Conduct Committee:**
 - There are currently no matters before the Professional Conduct Committee.
- **Registration Appeals Committee:**
 - There are currently no registration appeals.

Provincial Updates

- **Department of Health and Wellness (DHW)**
 - NSCRT continues to work closely with the DHW consulting on the development of profession specific regulations with a draft expected late in 2024.
- **Nova Scotia Office of Healthcare Professionals Recruitment (OHPR)**
 - The NSCRT has had ongoing communication with the OHPR in 2024 as we work together to determine strategies for recruitment and retention of Respiratory Therapists in the province.
- **Nova Scotia Regulated Health Professions Network (Network)**
 - The NSCRT Registrar continues to represent the NSCRT at the provincial Network table and is supporting the work in the following areas:
 - Development of a Public Member Recruitment Process; and
 - Development of Standardized Board Member and Committee Member Training modules.

National Updates

- **National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB)**
 - The Registrar and President continue to represent the NSCRT as members of the NARTRB. The Registrar sits on the NARTRB Executive Committee as Secretary and various working groups.
 - Following 18 months of extensive work, in June, the NARTRB completed the revision of the National Competency Framework, the pan-Canadian reference Entry to Practice Respiratory Therapy competencies.

- The development of a new Standards of Practice, which will be adopted by most members of the NARTRB, will be completed in November 2024. Following this work, the working group will undertake the development of a new Code of Ethics.
- **Health Professionals Testing Canada (HPTC)**
 - The NSCRT meets with HPTC annually in the fall to review the exam process, question development, concerns, etc.
 - The July 2024 administration had 355 first time Canadian-educated candidates (Internationally trained Respiratory Therapists must be referred to the exam by the province they become licensed in).
 - The exam continues to be offered twice per year in a virtually proctored format. The next writing will be January 26, 2025 with registration closing November 6, 2024.