

August 9th 2021

Dear BCSRT members

Re: Education Funding

As the provincial and federal governments ease pandemic restrictions, more respiratory therapy educational opportunities are becoming available. Conference dates are emerging as event organizers also prepare contingency plans. To help BCSRT members access educational opportunities, we have listed some common funding sources, a table explaining funding options, plus some examples.

The HSA/BCGEU collective agreement's Article 17 – Leave Education provides up to \$600 per year for expenses and 37.5 hours of beneficial education funding. Health Authorities match salary hours and expenses at 50%. Your 50% expense contribution can be from personal funding or from other education grants. This funding applies to *Beneficial* education; *Required or Mandatory* education is separate and is funded by the Health Authority. Union members should use this funding to help identify and select areas in respiratory therapy to improve their level of knowledge, obtain advanced qualifications or competencies, and support opportunities for advancement. A couple key considerations:

- When similar conferences are available locally, you will be expected to attend the local event. There only a few major RT conferences, use good examples of topics, specialization, and speaker knowledge to help obtain funding for conferences out of province or country.
- Funding can be restricted because of budgetary or operational requirements. Individual departments may not have an education budget, when that is the case it is often the Health Authority's ability to fund an employee's education request, not the individual department.

HSA and BCGEU professional development funds are available up to \$1,000. The unions have worked hard to make these funds are easy to access as long as they improve your professional development. These funds come up the beginning of the fiscal calendar, apply early since all funds do get distributed.

The BCSRT and some hospital foundations offer education grants. BCSRT grants are offered twice a year, foundation grants vary depending on your foundations. Both are often under-utilized.

The final way to explore education events improves your knowledge and your resume. Whatever site you work at you have knowledge, specialization, and experiences to share with others. BCSRT and CSRT are always looking for presenters and both help with transportation, lodging, and registration.

The funding options discussed are explained further below in the following tables. Please note that you should consult with your health authority policies especially around food and hotel limits. Apply early and apply before you go; this is not only important to ensure there is funding available but there is most likely a maximum number of staff that can be off at one time.



Funding Options	Funding Limits – Percent					
	Food	Tuition	Registration	Travel	Hotel	Hours
Collective Agreement - Article 17	50%	50%	50%	50%	50%	50%
HSA/BCGEU - Professional Development Fund	n/a	100%	100%	100%	100%	0
BCSRT Grants	100%	100%	100%	100%	100%	0
Hospital Foundation Funds	Varies	Varies	Varies	Varies	Varies	0
Presenter at CSRT Conference	n/a	n/a	1 - 3 days	100%	1 - 3 nights	0
Presenter at BCSRT Roadshow	n/a	n/a	100%	100%	1+ Nights	0

Funding Options	Funding Limits - Hours & Dollars					
	Food	Tuition	Registration	Travel	Hotel	Hours
Collective Agreement - Article 17	Equal sharing of costs to maximum \$600 of all expenses					37.5 Hrs
HSA/BCGEU - Professional Development Fund	Maximum of \$1,000					0
BCSRT Grants	Normal maximum is \$500, rare situations maximum \$1,000					0
Hospital Foundation Funds	Varies on Foundation, from zero to really nice					0
Presenter at CSRT Conference	Amounts vary based on # of talks and length of talks.					0
Presenter at BCSRT Roadshow	Amounts vary based on # of talks and length of talks					0

Some examples of possible spending are below. Costs will vary based on where you travel from, if you share a hotel room, get early bird rates, or use the guest registration for AARC conference. The examples do not include all sources of funding options including hospital foundations and BCSRT.

Estimate for BCSRT Roadshow: 2 RTs, share double hotel room - 1 night, 1 day education, 1 day food							
Actual Expenses and Hours		Food	Registration	Flight	Hotel	Expenses Total	Hours Total
Estimated Cost: RT 1		\$45	\$0	\$0	\$180	\$270	7.5
Estimated Cost: RT 2		\$45					7.5
Funding Options	Maximum	Food	Registration	Flight	Hotel	Funding Total	Hours
RT 1: Collective Agreement Article 17 (50% of cost & Hrs)	37.5 Hrs & \$600	\$23	0	0	\$90	\$113	<u>3.75</u>
RT 2: Collective Agreement Article 17 (50% of cost & Hrs)	37.5 Hrs & \$600	\$23	0	0	\$90	\$113	<u>3.75</u>
Total possible reimbursement for combined RTs						<u>\$225</u>	
Estimated out of pocket cost per RT for BCSRT Roadshow						<u>\$23</u>	



Estimate for CSRT Ottawa Conference: 1 RT, Single hotel room, 3 days education & 2 days travel							
Actual Expenses and Hours		Food	Registration	Flight	Hotel	Expenses Total	Hours Total
Estimated Cost: RT 1		\$180	\$400	\$450	\$540	\$1,570	37.5
Funding Options	Maximum	Food	Registration	Flight	Hotel	Funding Total	Hours
RT 1: Collective Agreement Article 17 (50% of cost & Hrs)	37.5 Hrs & \$600	90	200	225	85	600	<u>18.75</u>
Professional Development Fund (HSA & BCGEU)	\$1,000	0	200	225	455	880	0.00
Total possible reimbursement						<u>\$1,480</u>	
Estimated out of pocket cost for CSRT Ottawa Conference						<u>\$90</u>	-

Estimate for AARC Conference: 2 RTs, double hotel room, 2nd RT = "Guest Registration", 4 day conference & 2 days travel							
Actual Expenses and Hours		Food	Registration <i>2nd RT = Guest</i>	Flight	Hotel	Expenses Total	Hours Total
Estimated Cost: RT 1		\$225	\$565	\$600	\$1,000	\$3,310	45.0
Estimated Cost: RT 2		\$225	\$95	\$600			45.0
Funding Options	Maximum	Food	Registration	Flight	Hotel	Funding Total	Hours
RT 1: Collective Agreement Article 17 (50% of cost & Hrs)	37.5 Hrs & \$600	113	165	300	47	625	<u>22.50</u>
RT 1: Professional Development Fund (HSA & BCGEU)	\$1,000	0	165	300	453	918	0
RT 2: Collective Agreement Article 17 (50% of cost & Hrs)	37.5 Hrs & \$600	113	165	300	47	625	<u>22.50</u>
RT 2: Professional Development Fund	\$1,000	0	165	300	453	918	0
Total possible reimbursement combined RTs						<u>\$3,085</u>	
Estimated out of pocket cost per RT for AARC Conference						<u>\$113</u>	
<i>*** 2nd RT using "Guest Registration" does not get education credit, but access to everything else ***</i>							

We hope everyone goes out and enjoys some educational opportunities. There are a lot of untapped dollars out there, apply and apply early!

Sincerely,

British Columbia Society of Respiratory Therapists board of directors

Mike MacAulay, President
 Alexa McMillan, Director of Student Relations
 Vicky Parhar, Director of Member Relations

Hardip Kolar, Director of Finance & President Elect
 Amar Kaila, Director of Education
 Danielle McDonagh, Director of Community