

MARQUETTE GENERAL HEALTH SYSTEMS

JOB DESCRIPTION

POSITION: Certified Respiratory Therapist DEPARTMENT: Respiratory Care (7360)

SUPERVISED BY: Spvsr, Respiratory Care SUPERVISES: None

EFFECTIVE DATE: February 27, 1998 JCC: 290

REVIEW DATE: 2/99; 1/00; 6/04; 6/06; 8/07 REVISED DATE: 3/99; 1/00; 6/04, 6/06; 8/07

PREPARED BY: Julie Mowen TITLE: Dir, Respiratory Care

RECOMMENDED BY: Karen MacLachlan TITLE: Assistant Administrator

APPROVED BY: Al Hendra TITLE: Asst. Admin./Hum. Res.

**POSITION SUMMARY:**

Responsible for performance of routine and critical respiratory care functions for patients of all ages, as ordered by physicians, in accordance with hospital and departmental policies and procedures and in keeping with documented competencies and with established professional standards and practices.

**POSITION ACCOUNTABILITIES/COMPETENCIES\*\*:**

Does  
Meets Not  
Meet\*

- 1. Maintains established hospital and departmental policies and procedures, objectives, performance improvement program, safety, environment of care, management of information, and infection control standards. (1,5)
- 2. Utilizes excellent customer service skills at all times. (1,5)
- 3. Complies with federal and state law and accrediting and licensing agencies at all times, to include but not limited to, JCAHO and federal compliance regulations. (1,5)
- 4. Administers, teaches, monitors and documents the delivery of respiratory medications, therapies, and diagnostic tests to patients of all ages, as ordered by physicians and according to policy and procedure. Assures that therapy plans are appropriate for patients' ages, needs, and capabilities. (1,3,4,8)
- 5. Sets up, operates, and monitors the use of respiratory equipment. Attends and monitors patients of all ages on mechanical ventilation including patients being transported between hospitals, as appropriate for demonstrated and documented competencies. (1,3)

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- 6. Preserves and improves skills and competencies needed to perform duties of a Certified Respiratory Therapy Technician. Acquires and maintains competencies in two or more specialty areas (i.e., Pulmonary Lab, Hyperbarics, Vent Clinics, Inter-hospital Patient Transports, Infant Sleep Screens, Metabolic Studies, Skilled Nursing Facility Respiratory Care, Equipment Processing, ACLS, NALS, PALS, EMT, or others, as authorized by the Director). (1,2,5,6)
- 7. Demonstrates competence in invasive or critical respiratory procedures, such as arterial puncture, tracheal suctioning, and cardiopulmonary resuscitation, as authorized by the Medical and Technical Directors of Respiratory Care. Maintains current BCLS card. (4,5,8)
- 8. Utilizes acceptable medical and department staff and managers as resources or referrals. Assists department in providing education in respiratory therapy techniques to hospital staff and the community. (5)
- 9. Participates as assigned within the "buddy system" with the clinical orientations of new or less experienced staff, sharing patient care assignments and acting as a resource person. (2,5)
- 10. Maintains department records and reports as required. Assists with department performance improvement projects and committees and with collection of department performance data. (3,6)
- 11. Participates in educational programs, meetings and inservices, according to department policy. (6)
- 12. Performs other related duties as assigned or requested.

\*Comment or data needed to support this.

\*\*Those activities that employees are required to and able to perform independently following procedure and/or criteria.

**POSITION QUALIFICATIONS:**

**Minimum Education:**

- Graduation from AMA-approved course in respiratory care

**Minimum Experience:**

- Recent clinical rotations in RT school (within last 12 months)

**Required Credential:**

- CRT (Certified Respiratory Therapist) from National Board for Respiratory Care (NBRC)  
**OR CRT-Eligible AND**  
1) Takes NBRC CRT exam within 6 months of hire date **AND**

- 2) Obtains CRT credential before end of first year of employment

**Required Licensure:** current Michigan Respiratory Therapist Licensure

**Physical Demands:**

- Frequent, prolonged standing or walking
- Lifts, positions, pushes, transfers patients and equipment
- Frequent reaching, stooping, bending, and crouching
- Manual dexterity and mobility

**Working Conditions:**

- Requires judgment or action, which could result in patient death
- Occasional long or irregular hours
- Exposed to aerosolized medications
- Subject to hazards of compressed gas cylinders
- Frequent exposure to infections, contagious diseases, and bloodborne pathogens
- Occasional exposure to unpleasant patient or unit elements
- May ride in ambulance

**Apparel:**

- Scrubs with lab or scrub suit coat

**Protective Equipment:**

- Gloves, facemask, shield/goggles, cover gowns

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(1) The performance of this function is the reason that the job exists and is a critical activity.  
(2) There are limited employees among whom the performance of this function can be distributed.  
(3) This function occupies a great deal of the employee's time.  
(4) This function is highly specialized. Employees are hired for the skill/ability to perform this.  
(5) Failure to perform this function may have serious consequences.  
(6) The function was performed by past employees, and is performed by current employees.  
(8) Exposure to bloodborne pathogens that requires use of personal protective equipment.