

MARQUETTE GENERAL HEALTH SYSTEMS

JOB DESCRIPTION

POSITION: Registered Resp. Therapist DEPARTMENT: Respiratory Care (7360)
SUPERVISED BY: Spvsr, Respiratory Car SUPERVISES: None
EFFECTIVE DATE: February 27, 1998 JCC: 289
REVIEW DATE: 2/99; 1/00; 6/04; 6/06; 8/07 REVISED DATE: 6/98; 4/99; 1/00 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 a physician, and in accord with hospital and departmental policies and procedures, and for assisting department management with establishing, teaching, and maintaining acceptable 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 delivery of respiratory medications, therapies, and diagnostic tests as ordered by physicians and according to policy and procedure. Assesses therapy plans and makes recommendations to assure that care is appropriate for patients' needs, ages, and capabilities. (1,3,4,8)
5. Sets up, operates, monitors and teaches use of respiratory equipment. Attends and monitors patients on mechanical ventilation and patients with precarious respiratory status who are being transported within, to, or from the hospital. (1,3,8)
6. Functions as expert in the delivery and teaching of respiratory care, preserving competencies as a Registered Respiratory Therapist and acquiring competencies for new equipment and procedures.

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Maintains competence in three or more specialty areas (i.e.: Sleep Lab; Pulmonary Lab; Hyperbarics; Vent Clinics; Inter-hospital Patient Transports; Infant Sleep Screens/Reflux Testing; Metabolic Studies; SNF Respiratory Services; Equipment Processing; ACLS; NALS; PALS; EMT; others as authorized by the Director). (1,2,5)

- 7. Demonstrates and teaches competencies in invasive, critical procedures, such as tracheal suctioning, arterial puncture, tracheostomy tube change, or cardiopulmonary resuscitation, as authorized by the Medical and Technical Directors. Maintains current BCLS provider's card. (4,5,8)
- 8. Utilizes appropriate medical staff, department managers, and current clinical and technical literature as resources. Acts as resource person and teacher for inexperienced and less qualified department and hospital staff. (1,5)
- 9. Performs charge duties in the absence of department managers, as assigned. Makes work assignments suitable for patients' needs and staffs' competencies and adjusts staffing as appropriate for activities. (2,4,5)
- 10. Promotes and maintains Department's professional standards. Participates on department committees and work groups, suggests and performs performance improvement measures, assists with development, evaluation, and revision of procedures, protocols, programs, and policies, and assesses skills and competencies of less qualified and less experienced staff. (1,2)
- 11. Represents the Department and the Hospital as a professional resource. Provides educational opportunities for staff and the community through speaking, course instruction, work on inter-departmental committees, guiding the ongoing technical and clinical development of the department, or other functions as authorized by the Director. (1,2)
- 12. Actively pursues ongoing professional educational, meeting or exceeding the Department's annual inservice requirements. (6)
- 13. Performs other related duties, as assigned or as 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
- Associates Degree or equivalent

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Minimum Experience:

- 1 yr, including adult critical care

Required Credential:

- RRT (Registered Respiratory Therapist) from National Board for Respiratory Care (NBRC)

OR RRT-Eligible AND

- 1) Takes NBRC's RRT exam within 6 months of hire date **AND**
- 2) Obtains RRT credential before completion of first year of employment

OR CRT-Eligible AND

- 1) Takes NBRC's CRT exam within 6 months of hire date **AND**
- 2) Obtains CRT credential before end of first year of employment **AND**
- 3) Takes NBRC RRT exam within 18 months of hire date **AND**
- 4) Obtains RRT credential before end of school 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 coat or scrub suit coat

Protective Equipment:

- Gloves, facemask, shield/goggles, cover gowns

(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.