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## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	RESPIRATORY THERAPIST
<b>DEPARTMENT:</b>	ACUTE CARE
<b>CLASSIFICATION:</b>	RESPIRATORY THERAPIST
<b>UNION:</b>	MGEU – TECHNICAL PROFESSIONAL

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## REPORTING RELATIONSHIPS

<b>POSITION REPORTS TO:</b>	CLINICAL TEAM MANAGER, OUTPATIENT CENTRE
<b>POSITIONS SUPERVISED:</b>	NOT APPLICABLE

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## POSITION SUMMARY

Under the general supervision of the Clinical Team Manager, Outpatient Centre (or designate), the Respiratory Therapist is responsible for providing therapeutic, diagnostic, technical and teaching respiratory therapy services consistent with discipline and professional standards. The Respiratory Therapist receives referrals for inpatients and outpatients and proceeds with assessments and recommendations for therapy. The Respiratory Therapist also receives referrals for the home oxygen program, and tests and assesses patients as indicated. The Respiratory Therapist works closely with acute care medical and nursing staff to provide professional respiratory services to patients in the facility. The incumbent will advise the facility/program administration on matters pertaining to respiratory therapy. The position of Respiratory Therapist functions in a manner consistent with, and supports the mission, vision and values of the Interlake- Eastern Regional Health Authority.

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## ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Functions within the Standards of Practice of the Manitoba Association of Registered Respiratory Therapists (MARRT)

### Clinical Care

- Performs client respiratory and related assessments on inpatients and outpatients.
- Applies the principles of respiratory therapy to assist the medical staff in the diagnosis and treatment of patients with respiratory and related disorders. Provides direction to initiate and monitor respiratory therapy and related interventions. This includes aerosol therapy, administration of oxygen and other therapeutic gases, pulmonary function tests, arterial punctures and capillary gases.
- Plans, develops and implements various respiratory therapy treatment plans to both inpatients and outpatients.
- Recommends and implements changes in respiratory and related care to the client care team based on the client assessment.
- Initiates and monitors controlled mechanical ventilation on adult patients.
- Assists with client transport both in and out of hospital.
- Assists in testing and monitoring of patients being placed in the home oxygen program.
- Attends and participates in multidisciplinary client care planning rounds.
- Coordinates respiratory therapy with other departments within the facility.
- Is familiar with current anesthetic administration and monitoring equipment.
- Acts as a consultant when requested for other Regional sites and Programs.
- Applies infection prevention and control routine practices.

### Education (Clients, Staff, Students)

- Instructs client care team members, clients and their caregivers about respiratory equipment and procedures and/or other related care topics and educational in-services.
- Participates in the orientation of new staff.
- Participates in the teaching of students in their clinical education program.

### Quality

- Client care is guided by research-based best practices.
- Routine maintenance of respiratory therapy and related equipment is completed including performing quality control and quality assurance regimens.
- Responsible for trouble shooting and performing minor repairs on malfunctioning respiratory therapy and related equipment.
- Participates in the testing and evaluation of new respiratory and related equipment.
- Participates in the review of policies and procedures as required.
- Provides clinical supervision of student respiratory therapists.

### Professional Development

- Strives for continuous self-improvement and maintenance of competence through continued education.
- Maintains a current knowledge of trends and issues in the profession at the local, provincial and national levels.

### OTHER

- Pursuant to the Regional Health Authority Act, Interlake - Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

- Performs other duties as assigned as related to this job description not exceeding above stated skills and capabilities.
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#### **QUALIFICATIONS**

##### **EDUCATION/CERTIFICATION:**

- Degree/Diploma in Respiratory Therapy from an approved School of Respiratory Therapy Program, accredited by the Council on Accreditation for Respiratory Therapy Education.
- Must be registered and a member in good standing with the Manitoba Association of Registered Respiratory Therapists.
- Current BCLS certification.

##### **REQUIRED KNOWLEDGE:**

- Knowledge of the Home Oxygen Program, current respiratory therapy best practices.
- Knowledge of the physiological, social, cultural and economic aspects of patient care.

##### **EXPERIENCE REQUIRED:**

- Recent inpatient and outpatient clinical experience preferred.

##### **SKILLS/COMPETENCIES:**

- Ability to establish and maintain good interpersonal relationships.
  - Must have effective written and verbal communication skills.
  - Must be able to work cooperatively with other disciplines and demonstrate professional judgment and initiative.
  - Ability to organize and complete assignments with a minimum of supervision.
  - Willingness to adapt to new concepts, techniques and best practice in the academic and clinical fields of health care and education knowledge.
  - Must have experience with computers including office productivity and email software.
  - Completes and maintains a satisfactory pre-employment security check.
  - Valid Driver's license.
  - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
  - Proficiency of both official languages is essential for target and designated bilingual positions.
  - Good physical and mental health, manual dexterity and visual acuity are required.
  - Satisfactory employment record required.
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##### **WORK CONDITIONS**

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- Ability to stand and walk and perform manual ventilation with one or both hands for prolonged periods.
- Must be flexible and attend to emergent situations as required.

- Ability to lift heavy medical equipment including measuring devices, monitors, and other equipment (weighing up to 15 pounds/6.8 kg).
  - Ability to push wheeled medical equipment.
  - Ability to assist with the positioning of clients.
  - May be required to occasionally work extended hours.
  - May be required to work a variety of shifts, including weekends.
  - May be exposed to infectious diseases, blood and body fluids, radiation, toxic materials, noise, allergens, physical and emotional stress, etc.
  - May encounter aggressive and/or agitated clients/staff/visitors.
  - May be required to travel throughout the region as duties may require.
  - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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#### **WORKPLACE SAFETY AND HEALTH**

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

#### **PATIENT SAFETY**

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
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Created: February 2017  
Date

Revised: March 2022  
Date

Approved by: \_\_\_\_\_  
Regional Manager/Supervisor Date

Approved by: \_\_\_\_\_  
Regional Lead/ CEO Date

Reviewed by: \_\_\_\_\_  
Regional Lead, Human Resources Date

*Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.*

*All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.*