

JOB TITLE: Respiratory Practitioner	DEPARTMENT: Respiratory Therapy/Cardiopulmonary	POSITION OF SUPERVISOR: Cardiopulmonary Manager
FLSA STATUS: Non-exempt	ANTICIPATED HOURS PER WEEK: 40 hours	EFFECTIVE DATE:

Position Summary: Assists in Planning and implementing the overall respiratory care policies, procedures, and services. Ensures efficient and effective departmental operations. Familiar with a variety of the field's concepts, practices and procedures. Relies on extensive experience and judgment to plan and accomplish goals.

Qualifications: *At all times, the employee shall possess the following qualifications set forth below.*

Education/Training:	Bachelor's degree or equivalent experience
Experience:	<p>Must have at least 5 years' technical Respiratory experience in ED/ Acute Care environment for adult and pediatric patients within an acute care hospital</p> <p>Must have a working knowledge of Respiratory/ hospital operations</p> <p>Must have extensive experience in adult and pediatric acute care</p> <p>Experience with ventilators, and must be able to work independently</p> <p>Cardiac diagnostic testing experience (i.e. holter monitors, stress tests, and stress echo's) preferred</p>
Special Skills, Licenses or Certifications:	<p>NBRC Certification for RRT or CRT</p> <p>Current Colorado license</p> <p>ACLS, PALS</p> <p>BLS/CPR</p> <p>Spirometry testing</p> <p>Blood Gas draw and analysis</p> <p>Basic computer knowledge</p>
Language Skills:	<p>Demonstrates ability to read, write, and clearly express one's self in English 100% of the time.</p> <p>Additional languages preferred.</p> <p>Demonstrates ability to listen, and communicate effectively.</p>
Physical/Mental/Special Demands:	<ul style="list-style-type: none"> • Ability to walk at a rapid pace 90% of the time • Ability to work at heights of 24-40 inches • Ability to push stretchers, wheelchairs, and beds • Ability to transfer adult patients from wheelchair to bed, bed to wheelchair • Able to lift, move, and/or position weights, patients >50 pounds • Ability to stand, bend and walk for prolonged periods of time • Ability to hear alarms, nurse call system, phones, and intercoms 100% of the time • Demonstrate adequate hearing and visual acuity, including adequate color vision • Ability to use computers with exposure to monitors, keyboards and use of a mouse with repetitive motion • Able to initiate CPR 100% of the time

	<ul style="list-style-type: none"> • Must have fine motor skills 100% of the time • Ability to work and multi-task at a rapid pace with numerous interruptions 100% of the time • Good mental health • Demonstrate tact, versatility, and dependability • High degree of self-motivation and directional initiative • Ability to function independently • Ability to cope and remain calm in escalating situations
Work Environment:	Work is performed in a hospital environment with an exposure to work stress, environmental stress, and frequent interruptions; noise level is moderate; work may involve exposure to blood, bodily fluids and communicable diseases; frequent communications, on a daily basis, with the general public, co-workers, vendors and patients.
Cross-Training of Position:	PSMC cross-trains job positions. This job description must cross-train to be able to effectively perform the job position of: Respiratory Practitioner

Standard Job Requirements: At all times, employee shall satisfy the following requirements:

1. Adhere to and support PSMC's Code of Conduct and WISER values.
2. Comply with **all** PSMC policies including, without limitation, timely attendance, code for dress and decorum, no conflicts of interest, no harassment, fragrance free, etc.
3. Comply with all PSMC and department procedures, rules and directives.
4. Establish and maintain effective working relationships with others (e.g., co-workers, supervisors, patients, visitors, vendors of PSMC and the general public).
5. Be courteous, respectful, honest, and solution-oriented in dealing with others.
6. Communicate accurately, clearly, and effectively both orally and in writing.
7. Possess excellent organizational skills and the ability to multi-task.
8. Work independently and perform the job with minimum supervision.
9. Checks email at least once daily when on shift.
10. Work effectively on PSMC/department team matters and recognize situations which require teamwork.
11. Maintain strict confidentiality of all patient matters and recognize situations where confidentiality should be maintained even if not legally required.
12. Respect the importance of compliance and quality programs and support the same.
13. Possess computer knowledge/skills and the ability to learn and adapt to new programs and software.
14. Participate in employee training, Disaster Preparedness and emergency events.
15. Perform other job duties, as assigned by a supervisor.
16. Must consistently demonstrate compliance with organizational-wide competency statements and performance criteria based on established quality indicators.
17. Performs Quality Control on all equipment as needed.
18. Performs documentation for respiratory and cardiology services.
19. Provides reconciliation and distribution of Cardiology reports.
20. Know and practice the prescribed vision, mission, core values and standards of Pagosa Springs Medical Center.

Essential Duties, Functions and Responsibilities: *At all times, employee shall be able to perform the following essential functions of the job, with or without an accommodation, as set forth below.*

1. Facilitates daily clinical operations, including participating in the development of the departmental goals and objectives.
2. Performs daily respiratory charges for in-patient and swing patients.
3. Performs all basic modalities of respiratory care as prescribed by physicians and/or licensed independent practitioners in accordance with established department/hospital policies and procedures
4. Applies and manages mechanical ventilators/noninvasive ventilation in collaboration with physicians and/or licensed independent practitioners recommending adjustments to improve clinical condition, patient comfort.
5. Assembles, disassembles, operates, maintains, troubleshoots, cleans and performs adjustments in the applications of durable medical equipment and circuitry used in the delivery of respiratory/cardio care as prescribed in accordance with established department/hospital policies and procedures.
6. Performs pulmonary and cardiology diagnostic testing (i.e. holter monitors, spirometry's, stress tests) as prescribed in accordance with established department/hospital policies and procedures.
7. Performs patient assessments and evaluates patient response to care provided, making recommendations to physicians regarding the plan of care, appropriate use for respiratory therapy and modification of therapy as clinical condition changes.
8. Work schedule is four ten hour shifts, which includes every other weekend, and holidays. Minimum of fourteen days a month of call for emergent Respiratory and Cardiology. Call back response time from call to hospital doors is thirty minutes.
9. Documents therapy provided in an accurate and complete manner in accordance with established department/hospital policies and procedures.
10. Establishes and promotes a collaborative relationship with physicians and other members of the health care team.
11. Performs in the development, modification and implementation of departmental programs, processes, policies and procedures.
12. Interacts professionally with patient and family.
13. Provides patient with explanations and verbal reassurance, as necessary.
14. Adapts procedures to meet individual needs of pediatric, adolescent, adult and geriatric patients for treatment.
15. Performs all aspects of patient care in an environment that optimizes patient safety and reduces the likelihood of medical/health care errors.
16. Can perform all the standard job requirements.
17. Meets the qualifications as set forth herein.

Approved by:

(Supervisor – Signature)	(Title)	(Date)
	Human Resources Director	
(Human Resources– Signature)	(Title)	(Date)

Receipt and Acknowledgment:

I acknowledge and understand that:

- This job description, and receipt and acknowledgment of this job description, does not imply or create a promise of employment or employment contract of any kind. I understand and acknowledge that my employment with Pagosa Springs Medical Center is “at will” and may be terminated by me or the employer at any time with or without cause.
- The job description provides a general summary and requirements of the position in which I am employed. At this time, I know of no limitations which would prevent me from performing these functions with or without accommodation. I further understand that it is my responsibility to inform my supervisor if, at any time, I am no longer qualified for my position and/or unable to perform the job requirements or essential functions of my job.
- Positions, job descriptions, duties, tasks, work hours, work requirements and qualifications may be changed at any time at the discretion of Pagosa Springs Medical Center.
- Acceptable job performance requires: (a) proper compliance with and completion of all aspects of the job description; and (b) compliance with PSMC policies, procedures, rules and directives.
- I have read PSMC values (WISER) and understand them.
- I have read and understand this job description.

(Print Employee Name)	(Employee Signature)	(Date)