



POSITION DESCRIPTION

POSITION TITLE:	RESPIRATORY THERAPIST
DEPARTMENT:	HOME CARE
CLASSIFICATION:	RESPIRATORY THERAPIST
UNION:	MGEU – TECHNICAL PROFESSIONAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	MANAGER, HEALTH SERVICES- HOME CARE
POSITIONS SUPERVISED:	NOT APPLICABLE

POSITION SUMMARY

Under the general supervision of the Manager, Health Services- Home Care 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 the home oxygen program, and tests and assesses clients as indicated. The Respiratory Therapist works closely with the multi-disciplinary team to provide professional respiratory services to all home care clients as required. The incumbent will advise the Home Care Leadership 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.

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)

Intake and Assessment

- Receives referral information
- Reviews information, prioritizes, and determines need through the interRAI Home Care (HC) Assessment System or redirects the referral appropriately.

- Works collaboratively with client/family to provide holistic client centered care. This includes timely and effective communication with other Health Care Professionals during the provision of client care and at care transitions.
- Develops a plan of care for Home Care Services, including statements of client need, objectives, service provision, and evaluation criteria.

Caseload Management

- Plans and organizes work schedule.
- Manages caseload demands effectively.
- Carries out activities necessary to meet program guidelines.
- Maintains current case count; ensures proper submission of statistics, escalates concerns as appropriate

Clinical Care

- Performs client respiratory and related assessments as required.
- Applies the principles of respiratory therapy to assist the primary care provider in the diagnosis and treatment of clients with respiratory and related disorders. Provides direction to initiate and monitor respiratory therapy and related interventions appropriate in the community setting to their primary care provider. This includes aerosol therapy, administration of oxygen and other therapeutic gases, pulmonary function tests, arterial punctures and capillary gases.
- Assists in testing and monitoring of clients being placed in the home oxygen program.
- Monitors monthly reports related to the home oxygen program to ensure clients continue to meet eligibility criteria.
- Coordinates respiratory therapy with other departments regionally.
- 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.

REQUIRED KNOWLEDGE:

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

EXPERIENCE REQUIRED:

- Recent community care clinical experience preferred.
- Experience working with the elderly and palliative care clients.

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.
- Mental and physical ability to meet the demands of the position.
- 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 manual dexterity and visual acuity are required.
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record required.

WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- 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 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.

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: July 2024
Date

Revised: _____
Date

Approved by: Tricia Tyerman July 18, 2024
Director, Health Services Date

Approved by:  _____ July 18, 2024
Kate Hodgson, Executive Lead Date
Community & Continuing Care

Reviewed by:  _____ August 13/24
Julene Sawatzky, Executive Lead Date
Human Resources

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.