



# RESPIRATORY THERAPIST

JOB DESCRIPTION	
<b>Department</b>	Nursing
<b>Reports to</b>	Director of Nursing, Administrator
<b>Reporting to this position</b>	This position has no supervisory responsibilities
<b>Job Classification</b>	Department Staff
<b>Position Purpose</b>	Assess residents for the need of respiratory services, develop a respiratory plan of care and deliver respiratory care in accordance with an established plan of care.

## Required Qualifications

- ❖ Must be a graduate of an accredited school of respiratory therapy and possess a valid Respiratory Therapist license in the state the facility is located.
- ❖ Candidate must be able to work independently and as a team member.
- ❖ Must have a minimum of one year of clinical experience.

## Major Duties and Responsibilities

- ❖ Manage and coordinate respiratory services for individual residents.
- ❖ Perform an assessment on all new admissions.
- ❖ Ensure respiratory related equipment is available and set up in the resident's room prior to admission.
- ❖ Develop care plans for respiratory needs of individual residents with the Interdisciplinary Team.
- ❖ Implement respiratory care plans and when warranted train other facility personnel in the care delivery as described in the resident's plan of care.
- ❖ Explain procedures, allay fears and elicit cooperation from the residents effectively.
- ❖ Provide direct respiratory care as necessary. Delivery of basic modalities of care to include, but not limited to:
  - Oxygen therapy
  - Aerosol Medication Administration
  - Chest Physiotherapy
  - Secretion Removal
  - Tracheostomy Care
  - Airway Management
  - Cleaning and Disinfection of reusable equipment.
- ❖ Perform all duties using proper body mechanics
- ❖ Demonstrates competence in all procedures required in accordance with facility policies: with particular emphasis tracheotomy care and sleep apnea devices.
- ❖ Refers to appropriate policy and procedure manuals as necessary.

- ❖ Ensure that treatment areas are kept clean and neat.
- ❖ Keep respiratory supplies stocked and organized.
- ❖ Notify attending physician and Charge Nurse of changes in resident's respiratory status and/or treatment.

#### **Additional Assigned Tasks**

- ❖ Treats all residents with dignity and respect. Promotes and protects all residents' rights.
- ❖ Establishes a culture of compliance by adhering to all facility policies and procedures. Complies with standards of business conduct, and state/federal regulations and guidelines.
- ❖ Follows appropriate safety and hygiene measures at all times to protect residents and themselves.
- ❖ Maintains confidentiality of protected health information, including verbal, written, and electronic communications.
- ❖ Reports noncompliance with policies, procedures, regulations, or breaches in confidentiality to appropriate personnel. Reports any retaliation or discrimination to HR or compliance officer.
- ❖ Reports any allegations of abuse, neglect, misappropriation of property, exploitation, or mistreatment of residents to supervisor/Administrator/Abuse Coordinator. Protects residents from abuse and cooperates with all investigations.
- ❖ Reports any occupational exposures to blood, body fluids, infectious materials, and/or hazardous chemicals in accordance with facility policy.
- ❖ Participates in all life safety and emergency drills and trainings. Fulfills responsibilities as assigned during implementation or activation of the facility's emergency plan.
- ❖ Reports work-related injuries and illnesses immediately to supervisor.
- ❖ Follows established infection control policies and procedures.
- ❖ As a condition of employment, completes all assigned training and skills competency.

#### **Personal Skills and Traits Desired/Physical Requirements/Working Conditions**

- ❖ Ability to read, write, speak and understand the English language.
- ❖ Must be a supportive team member, contribute to and be an example of team work.
- ❖ Ability to make independent decisions when circumstances warrant such action.
- ❖ Ability to deal tactfully with personnel, residents, family members, visitors, government agencies/personnel and the general public.
- ❖ Must have patience, tact, and willingness to deal with difficult residents, family and staff.
- ❖ Must not pose a threat to the health and safety of other individuals in the workplace.
- ❖ Must be able to move intermittently throughout the workday.
- ❖ Meets general health requirements according to facility policy, including medical and physical exams and checking immunity status to various infectious diseases.
- ❖ Ability to work beyond normal working hours and on weekends and holidays when necessary.
- ❖ Ability to assist in evacuation of residents during emergency situations.
- ❖ Ability to bend, stoop, kneel, crouch, perform overhead lifting and perform other common physical movements as needed for the position.
- ❖ May be subject to falls, burns from equipment, and/or odors throughout the day, encounter reactions from dust, tobacco smoke, disinfectants, and other air contaminants.
- ❖ Subject to exposure to infectious waste, diseases and/or conditions which include AIDS, Coronavirus, Hepatitis B, and Tuberculosis.
- ❖ May be subject to hostile or emotional residents, family members, visitors or personnel.
- ❖ Effective verbal and written communication skills and ability to exercise judgement.

- ❖ Ability to maintain composure in stressful situations.
- ❖ Resourcefulness.
- ❖ Strong leadership skills.
- ❖ Maintain a positive attitude and possess the ability to work in stressful situations.
- ❖ Ability to coordinate meetings, as well as set and achieve goals.
- ❖ Ability to be organized and efficient.
- ❖ Basic computer skills.

**Universal Precautions Risk Classification Categories:**

1. Task may involve exposure to blood and/or body fluids.
2. Tasks do not involve contact with blood and/or body fluids but could result in performing category 1 task.
3. Tasks do not involve any risk of exposure to blood or body fluids.

\*The classification for this description is a **Category 1**.

**Compliance as a Condition of Employment and Performance Appraisal**

Agreement to abide by all standards, policies, and procedures of the facility, including the facility's compliance and ethics program, is a condition of employment. Compliance will be a factor in evaluating job performance. Violations, including failure to report violations, will result in disciplinary action, up to and including termination.

This job description is intended to convey the general scope of the major duties and responsibilities inherent in this position. Other tasks not listed here may be assigned by the supervisor. Periodic revision may be necessary to reflect changes in expectations placed on long term care by various governmental agencies. This job description will be reviewed and/or revised annually and as needed.

Individual performance will be evaluated using the following scale:

1. **Unsatisfactory:** Achieves results which are far less than the standards identified for the performance factors rated.
2. **Needs Improvement:** Achieves results which are less than the standards identified for the performance factors rated. Exhibits the potential to become a competent performer. May be new to job or need skill development.
3. **Meets Standards:** Achieves results which meet the standards identified for the performance factors rated. This rating is the expected level of performance.
4. **Exceeds Standards:** Achieves results which usually exceed the standards identified for the performance factors rated.

**Reasonable Accommodation Statement**

Consistent with the Americans with Disabilities Act (ADA) and Alabama Civil Rights Law, it is the policy of Generations of Red Bay to provide reasonable accommodation when requested by a qualified applicant or employee with a disability, unless such accommodation would cause an undue hardship. The policy regarding requests for reasonable accommodation applies to all aspects of employment, including the application process. If reasonable accommodation is needed, please contact Human Resources.

**EMPLOYEE ACKNOWLEDGEMENT**

I have read the above job description and understand the requirements and expectations of the position of Respiratory Therapist at Generations of Red Bay.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date