



## POSITION DESCRIPTION

**POSITION TITLE:** Advanced Practice Respiratory Therapist    **DEPARTMENT:** Respiratory Therapy  
**CLASSIFICATION:** Respiratory Therapist    **APPROVED BY:** Regional Lead – Acute Care & Chief Nursing Officer  
**UNION:** MGEU Prof Tech    **DATE APPROVED:** October 2024

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### REPORTING RELATIONSHIPS

**POSITION REPORTS TO:** Director, Health Services and/or Manager, Health Services  
**POSITIONS SUPERVISED:** Clinical supervision to students from a variety of health care fields including Respiratory Therapists, Registered Nurses and Paramedics

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### POSITION PURPOSE

The incumbent has responsibility for the provision of basic and advanced level inpatient and outpatient care to adults, pediatric and neonatal/obstetric patients. Responsibility may extend for patients requiring transport to higher level of care and/or accompaniment during diagnostic procedures, therapeutic interventions or other appointments under Advanced Practice Respiratory Therapist protocols.

In the absence of a physician, may function as team leader during the care of a critically ill patient, and may direct the accompanying nurse, paramedic or attendant to perform procedures that are within their scope of practice. Responsible for patient care decisions until such time as care is resumed by or transferred to the receiving physician.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

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### ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

#### Professional Practice

- May be assigned temporary duties during activation of the overcapacity/surge protocols.
- Acts as a positive liaison with all Southern Health-Santé Sud clinical programs and facilities and with other external agencies.

- Promotes a positive image and acts as a role model.
- Participates in continuing medical education (CME) programs as required for current patient care standards including maintaining certification in multiple courses such as ACLS, PALS, NRP and ITLS.
- Participates in required CME in accordance with MARRT.
- Actively seeks way to professionally develop self.
- Participates in the review of skills on a regular scheduled basis including review of all protocols, emergency code simulations and maintenance of intubation and other advanced airways of adult, pediatric and neonatal patients.
- Maintains certification in emergency needle decompression of tension pneumothorax.

### **Clinical Practice**

Performs assessment, monitoring, therapeutic and diagnostic procedures and interventions in accordance with the Respiratory Therapy occupational profile and professional standards of practice. For complete care of adult, pediatric and neonatal/obstetric patients including:

- Performs full ACLS, PALS, NRP, as applicable, in a multifunctional team leader capacity.
- Performs airway management including endotracheal intubation, mechanical ventilation with transport ventilators and manual ventilation (neonates).
- Interprets EKGs.
- Provides treatment of arrhythmias including medications, cardioversion, defibrillation, initiation and adjustments of external pacers, and invasive and non-invasive cardiac monitoring.
- Provides cardio-respiratory support to pediatric patients including non-invasive cardiac monitoring, EKG interpretation, fluid and medication administration and titration, cardioversion and defibrillation of external cardiac pacing.
- Provides IV and intraosseous therapy.
- Monitors vital signs.
- Administers and titrates a variety of medications according to the applicable guidelines including but not limited to resuscitation, analgesic, antiemetic, vasoactive, sedation, paralytic, antibiotic, anti-inflammatory, bronchodilators, cardiac, anti-convulsant, diuretic and narcotics.
- Administers and maintains blood products.
- Administers medications as per NRP guidelines to neonates.
- Assists patients in active labour and delivery of newborns.
- Supports postpartum patients in the event of complications and applied adult protocols as required.

### **Provides Care for Multiple Patients**

- Provides care for patients during non-temporary assignments including multiple patient transport (via MIRV) to and from diagnostic and therapeutic procedures, as required.

### **Functions as a Clinical Resource**

- Provides clinical expertise to members of the multidisciplinary team.
- Functions as a clinical resource and educator to staff in other clinical programs and support services.
- Responds to requests from external agencies/institutions for current information, literature, techniques, etc., relevant to inter-facility transport.
- Provides clinical instruction to students and health care professionals from a variety of health care disciplines including respiratory therapists, nurses, physicians and paramedics.
- Provides orientation and education to new Critical Care Team staff members including Special Care Unit and Emergency Department.

### **Quality Assurance and Risk Management**

- Assists with the identification and tracking of quality, patient safety and risk management indicators.
- Identifies clinical needs and priorities and makes recommendations for service improvement.
- Participates in scheduled continuing education sessions using actual and simulation scenarios to maintain and enhance clinical skills, knowledge and critical thinking.
- Participates in the implementation and evaluation of clinical innovation or changes to current best practice.
- Participates in the evaluation of project/programs/educational and safety materials.
- Maintains equipment and conducts quality control testing on a regular basis.

### **Interprofessional Practice**

- Seeks out, integrates and values as a partner, the input and ongoing involvement of each patient/client/resident/family/community when designing and implementing care and services.
- Understands one's own role and the roles of other health providers as appropriately established and achieve patient/client/resident/family/community goals.
- Applies the principles of cultural proficiency, team dynamics and group processes to enable quality patient care and effective interprofessional collaboration to emerge in everyday practice.
- Applies leadership principles that support a collaborative practice model including shared decision-making and accountability for one's own actions.
- Consistently communicates in a respectful, responsive and responsible person-centered manner.
- Engages self and others, including the patient/client/resident/family/community in a positive manner to constructively address disagreements as they arise.
- Engages in relationships with care, dignity and respect regardless of race, ethnicity, culture, ability or language proficiency.

### **Other Duties**

- Utilizes the appropriate tools to document detailed patient clinical, interventional and utilization data to manage scheduling and prioritization of patient transport and to meet decision-support data requirements.
- Maintains indexing, storage and filing of records.
- Monitors and maintains supplies and medications.
- Adheres to all safety and health regulations and safe work procedures.
- Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

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RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

### **PERFORMANCE MEASUREMENTS**

1. In accordance with the regional performance review guidelines
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## **QUALIFICATIONS**

### **EDUCATION/CERTIFICATION:**

- Entry to practice academic credential in Respiratory Therapy from an accredited Canadian program or a MARRT approved equivalent, if internationally educated, is required.
- Bachelor's Degree in Respiratory Therapy or another field of study with a relevant major is preferred.
- BLS – Provider, NRP, ACLS, PALS, ITLS

### **KNOWLEDGE REQUIRED:**

- Knowledge of Regulated Health Professions Act, Professional Standards of Practice and Code of Ethics.
- Ongoing provider maintenance for the proceeding courses is required. Maintaining continuing education credits in the related area of practice is required.

### **EXPERIENCE REQUIRED:**

- Minimum 3-5 years experience as a Respiratory Therapist, with extensive experience in critical care, emergency, neonatal, anesthesia and ground/air patient transportation.
- Knowledge and proficiency in airway management, including tracheal intubation for adults, pediatrics and neonates, required.

### **SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:**

- Demonstrated ability to work independently with limited direction
- Demonstrated ability to interpret and apply protocols in response to clinical situations
- Demonstrated ability to apply critical thinking during stressful situations
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required
- Proficiency of both official languages is essential for target and designated bilingual positions
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums
- Demonstrated ability to meet the physical and mental demands of the job
- Good work and attendance record
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate
- All Health Care Workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy
- Requires a valid Class 5 driver's license, an all purpose insured vehicle and liability insurance of at least \$1,000,000.00

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### **WORK CONDITIONS:**

- No hazardous or significantly unpleasant conditions
- May work occasionally evenings and weekends as necessary
- Will be required to travel to other regional facilities as the position duties may require

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### **SALARY SCALE:**

As per MGEU Prof Tech Collective Agreement

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*Job 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 job 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.*