



POSITION DESCRIPTION

POSITION TITLE: Respiratory Therapist **DEPARTMENT:** Clinical
CLASSIFICATION: Registered Respiratory Therapist **APPROVED BY:** Regional Lead – Acute Care & Chief Nursing Officer
UNION: MGEU Prof Tech **DATE APPROVED:** August 2024

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager, Health Services and/or Designate

POSITIONS SUPERVISED: None

POSITION PURPOSE

Under the general supervision of the Manager, Health Services and/or Designate, the incumbent provides therapeutic, diagnostic, technical and teaching respiratory therapy services consistent with discipline and professional standards while adhering to the employers' mission, values and management philosophy. The Regional Respiratory Therapist (RRT) works to full scope of practice engages in ongoing education and maintains competency congruent with Southern Health-Santé Sud policies, Professional Standards of Practice, Manitoba Association of Registered Respiratory Therapist (MARRT), Code of Ethics, and the Regulated Health Professions Act.

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.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

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

Clinical Practice

- Through initial and ongoing assessment, the RRT systematically assesses the health status of the client/resident/patient and the ability of these individuals to meet their needs and the extent to which these needs are being met.
- Ability to establish and maintain good interpersonal relationships
- Acts as an advocate for clients/residents/patients.
- Recognizes personal beliefs, feelings and values within their interactions with client/resident/patient/family.

- Provides education to clients/residents/patients/family.
- Must have effective written and verbal communication skills.
- Must be able to work cooperatively with other disciplines and demonstrate professional judgement and initiative.
- Implements individual, goal-directed, evidence informed interventions.
- Responsible for communicating effectively, consulting and collaborating with members of the health care team.
- Documents and communicates accurate information, observations and interventions in a timely manner according to legal, professional standards.
- Promotes a practice environment that supports professional responsibility, accountability, personal development and ethical behavior in practice.
- Provides leadership and contributes to a respectful workplace.
- Uses appropriate resources to resolve professional and ethical issues.
- Participates in meetings, quality improvement and risk management activities.
- Provides direction, mentorship, preceptorship, orientation and teaching opportunities to students and members of the health care team.
- Protects and promotes clients/patients/resident's right to autonomy, respect, safety, privacy, confidentiality, dignity, access to appropriate information and choice.

Physical Requirements

- Good physical and mental health, manual dexterity and visual acuity are required.
- Ability to stand and walk and perform manual ventilation with one or both hands for prolonged periods.
- Ability to run to emergencies.
- Ability to move gas tanks weighing less than 35 pounds.
- Ability to push wheeled medical equipment.
- Ability to assist with the positioning of clients.

Other

- Assumes responsibility for own professional growth, development and competency.
- Assumes charge responsibility as assigned.
- Must have experience with computers including office productivity and e-mail software.
- 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.
- 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.

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

- Adherence to Professional Standards of Practice and Code of Ethics
 - Expectations within job description
 - Practice congruent with Southern Health-Santé Sud core values, strategic plan, policies/procedures and 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.
- Current registration with the MARRT required.
- Current registration/membership in the Canadian Society of Respiratory Therapists (CSRT) is preferred.
- BLS – Provider, NRP, ACLS, PALS

KNOWLEDGE REQUIRED:

- Knowledge of Regulated Health Professions Act, Professional Standards of Practice, and Code of Ethics

EXPERIENCE REQUIRED:

- Recent and related clinical experience preferred.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- 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 be required to work evenings, nights and weekends as necessary
- Will be required to travel to other regional facilities as the position duties may require

SALARY SCALE:

As per MGEU Prof Tech Collective Agreement

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.