

Gonzales Healthcare Systems - Job Description

Job Title: Respiratory Therapist		Department: Nursing	
Employee Reports To: Respiratory Therapy Supervisor		Employee Supervises: N/A	
Exempt/Non-exempt Status: Non-Exempt		Employment Status: Full Time, Part Time, or PRN	
Employee Signature		Approval:	
Date		Date	
Position Summary			
<p>Provides therapeutic respiratory care services in accordance with the policies of GHS, and the directives of the respiratory medical director, as well as other medical staff members. He/she is responsible for direct patient care as required in accordance with physician orders. Works closely with Nursing services, assisting in education and in-services as needed on respiratory modalities. The ability to comprehend and follow routine written or verbal instruction or directions. Is a participant in the OSHA Bloodborne Pathogens I Policy. Performs other duties as requested by supervisor.</p>			
Position Qualification			
Education & Licensure	Graduate of an approved Respiratory Program. Registered or Certified as a Respiratory Therapist and Texas Licensed. Current BLS, ACLS, PALS, and NRP certification.		
Experience	Knowledge of respiratory equipment. Possess the ability to effectively communicate orally and in writing. Prior work experience consisting of two years as a Registered or Certified Respiratory Therapist. Ability to perform PFTs if full-time and on day shift. Ability to perform EKG's.		
Physical Requirements	Intermittent sitting, prolonged periods of standing and walking. Frequent bending, stooping, and reaching. Average lifting of 25lbs. from the floor to waist, 40lbs. surface-to-surface, 10lbs. overhead. Pushing and pulling with 50lbs. force while assisting patients or moving equipment.		
Technology Requirements			
GHS Information Systems	SOFTWARE: Cerner Office 365 Chrome OneContent WEBSITES: Brightly Health.edu G-Drive UKG KOKO PFT		
Access Control			
Physical Access	Standard Employee Access OB Access OR Access ER Access Central Supply Access		

Section 1. Core Behaviors – All Staff	
	Organizational Commitment

1	Demonstrates a professional demeanor
2	Is committed to GHS's Mission, Vision, Values
3	Complies with Gonzales Healthcare Systems and departmental Policies
4	Demonstrates commitment to enhancing how GHS is viewed by others
5	Adheres to Attendance & Punctuality Policy
B	Customer Orientation
1	Advocate of the diverse needs & cultural values of ALL
2	Provides attentive service to ALL
3	Demonstrates respect, sensitivity & care in ALL
4	Protects confidentiality and privacy of ALL
5	Adheres to current GHS's Customer Service Standards
C	Performance Focus & Self-Management
1	Organizes & prioritizes work duties
2	Works toward the continuing growth/development of staff
3	Sets & tries to surpass personal & work goals
4	Is aware of one's impact on others
5	Is flexible & adapts positively to new, different or changing situations
6	Asks questions, is informed & acts according to GHS's standards
7	Incorporates the PI plan principles into daily activities
8	Adheres to laws and regulations applicable to job function
D	Team Orientation
1	Acts to work cooperatively with & helps other team members
2	Participates in projects & is a good team player
3	Recognizes and acknowledges others for a job well done
4	Considers coworkers views & recommendations
5	Extends team work behaviors to ALL
E.	Interpersonal Communications
1	Effectively communicates with others in an effort to create mutual understanding
2	Works to find resolutions to problems
3	Encourages two way communications
4	Maintains focus on issues rather than personalities

Section 2. Department Specific Duties and Responsibilities	
A.	Essential Duties & Responsibilities
1	Supervises and performs respiratory therapy services for patients as ordered by a physician.
2	Directs and performs pulmonary function testing on patients
3	Administers or directs the administering of gas and aerosol therapy.
4	Supervises and performs or directs arterial punctures and analysis.
5	Maintains or supervises the maintenance and the removal of secretions through various methods.
6	Supervises and places patients on ventilators and monitors patients.
7	Supervises and performs EKGs and prepares them for physician interpretation.
8	Provides care appropriate for the neonate and the pediatric, adolescent, and geriatric patients and demonstrates knowledge of the principles of growth and development.
9	Assesses and interprets data in neonate pediatric, adolescent, and geriatric patient's status to identify patients' requirements relative to their age-specific needs and provides care needed as stipulated in departmental policy.
10	Observes and evaluates respiratory therapy care provided.
11	Discusses the condition and treatment of patients with patients' physician, respiratory consultant, and respiratory therapy staff members and recommends changes in respiratory therapy care when indicated.
12	Monitors respiratory therapy services to assure quality and seek improvement.
13	Provides for maintaining stock levels of supplies and for obtaining and maintaining required equipment.
14	Establishes a system for the procurement, storage, control and issue of respiratory therapy supplies.
15	Keeps abreast of changes in technology and recommends equipment to be purchased or modification of existing equipment.
16	Provides for the maintenance of equipment including preventive and periodic maintenance, and for its cleaning and sterilizing.
17	Assists with staff education in areas of respiratory care.
18	Provides service direct to patients while maintaining a positive patient relations atmosphere.
18	Interacts with medical staff members and other department managers on a continuous basis.
20	Follows aseptic procedures and precautions when involved in direct patient contact or handling potentially infectious materials.

B	Infection Control Duties and Responsibilities
1	Follows Infection Control guidelines and policies for Gonzales Healthcare Systems.
C	Safety Duties and Responsibilities
1	Follows Safety guidelines and policies for Gonzales Healthcare Systems.