

CENTRAL MONTANA MEDICAL CENTER
POSITION DESCRIPTION

Respiratory Care Practitioner

Position Title	Respiratory Care Practitioner	Grade	
Department	Cardiopulmonary Care Services	Exempt	
Immediate Supervisor	Cardiopulmonary Care Manager	Non-exempt	X
Supervisor next in line	Chief Clinical Officer	Workweek	40 Hrs

POSITION SUMMARY

This Position requires good communication skills. Failure to communicate effectively either verbally or in writing can lead to improper treatment of a patient. The Respiratory Care Practitioner position requires making decisions for patient care; physician notification, etc. based on sound cardiopulmonary assessment. Failure to do so can result in poor patient outcomes. This position requires a base knowledge and understanding of all respiratory care procedures as outline in the American Association of Respiratory Care Clinical Practice Guidelines. This position also requires significant on call hours, weekends nights and holidays. The Respiratory Care Practitioner also assumes responsibility for Respiratory Care delivered to patients in all areas of CMMC including but not limited to, Home Medical Equipment, Skilled Nursing Center, Acute Care, ICU/CCU, OB, ER etc. In addition the Respiratory Care Practitioner is responsible for all aspects of Respiratory Care and how it is delivered through out the facility and is to report any possible problem areas including skilled nursing facility, medical staff etc. to appropriate management personnel.

Continued employment and raises in this position are dependent upon Central Montana Medical Center's fiscal viability and:

- Actions and communications that contribute to a team concept and create a **positive** environment for **all** customers
- Acceptable performance of essential and all job duties
- Acceptable attendance record
- Accountability for safety to self, patients, visitors and all customers, and care of equipment and building
- Adherence to departmental and facility policies and procedures, education requirements, compliance monitoring and reporting, and CMMC Code of Conduct
- Accountability for the consequences of own actions
- Physical and emotional ability to perform essential functions
- Acceptable background investigation results if required for position

Minimum Education, Experience, Licensure, Certification required:

Education: Must be a graduate of an A.M.A. program.
 Must be Registry Eligible, Must become Registered 2 years after Date of hire.

Licensure: Must have a Montana Respiratory Care Practitioner License
 Must have a minimum CRTT certificate.
 Valid Montana Drivers license

Certification: Advance Cardiac Life Support
 Neonatal Advance Life Support
 Pediatric Advance Life Support

ESSENTIAL FUNCTIONS/DUTIES:

(Must be able to perform with or without accommodation)

- 1
 - a. Perform basic interpretation of electrocardiograms and determination of life -threatening arrhythmia's
 - b. Must understand indications and contraindications for all respiratory care procedures as outlined in the American Association for Respiratory Care Clinical Practice Guidelines.
 - c. Must understand and perform advance cardiac life support protocols.
 - d. Must understand and perform neonatal life support protocols.
 - e. Must understand and perform pediatric life support protocols.

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1	<ul style="list-style-type: none"> f. Provide consistent relevant data on patient condition to the physicians via respiratory care assessments and consultation with patients. g. Perform intubation procedure successfully.
2	<p>Diagnostics</p> <ul style="list-style-type: none"> a. Must have an understanding of how non-invasive cardiac diagnostic equipment functions, and its application to patient care. b. Must have an understanding of Pulmonary function diagnostic equipment, interpretation of and its application to patient care. c. Must be able to perform oximetry trending and downloading of diagnostic information. d. Must be able to confidently draw arterial blood gases, process, perform QA and proficiency testing. e. Must also have an understanding of arterial blood gas machine trouble shooting. f. Must be able to learn different software programs quickly.
3	<p>Professionalism</p> <ul style="list-style-type: none"> a. Must stand behind CMMC decisions as to not alienate Administration, physicians, or other health care employees. b. Must give and receive report on but not limited to patient data and departmental functions. c. Must take initiative to maintain positive image individually and departmentally with all CMMC co-workers, physicians, public and patients. d. Must maintain patient confidentiality.
4	<p>Home Medical Equipment</p> <ul style="list-style-type: none"> a. Complete all necessary paperwork for generated. b. Must provide home visits, assessments and consultation to patients on home respiratory products. c. Must be able to download and score infant apnea monitor equipment. d. Must be able to quickly learn new respiratory care equipment functions and setup.
5	<p>Safety</p> <ul style="list-style-type: none"> a. Must take appropriate precautions for blood borne pathogens. b. Understands and follows hospital isolation policies c. Uses proper body mechanics when lifting HME equipment. d. Attends annual fire life safety instruction for CMMC.
6	<p>Administrative</p> <ul style="list-style-type: none"> a. Must charge for all patient procedures as outlined in the CMMC CPC charge Master. b. Must be accountable for CPC and HME policy manuals. c. Must be accountable for CPC, HME part in the CMMC disaster plan d. Must be accountable for and understand CMMC umbrella Policies. e. Must attend 50% of all CMMC hospital inservices. f. Accountable for maintaining continuing education credits. g. Must stand behind CMMC decisions as to not alienate Administration, physicians, or other health care employees.
7	Completes other duties as assigned.
Knowledge, Skills, Abilities:	
<p>Willingness to promote CMMC HME in a positive manner on and off the work place.</p> <p>Willingness To assume additional duties when requested and to offer assistance to others when indicated.</p> <p>Ability to adapt to fluctuations in workload.</p> <p>Ability to read, write, perform drug and dosage computations, follow written and oral directions.</p> <p>Ability to work under time lines.</p> <p>Ability to provide Respiratory Care Procedures with in the clinical practice guidelines established by the American Association Of Respiratory Care Practitioners.</p> <p>Willingness to look for ways to improve patient care and promote cost effectiveness in doing so.</p> <p>Ability to provide Respiratory Care Procedures to patients with compassion, dignity and excellence.</p>	

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Ability to take a significant amount of call. Work nights, weekends.

Judgment to seek guidance and direction from the CPC manager when needed, for performance of duties and ability to recognize, establish and respond to priorities.

Communication skills to effectively relate to/with patients/customers, physician office staff, co-workers, subordinates families, and the general public.

OCCUPATIONAL EXPOSURE for this position:

X	Category I	Direct contact with blood or other bodily fluid to which universal precautions apply
	Category II	Activity performed without blood/bodily fluids exposure, but exposure may occur in emergency
	Category III	Task/activity does not ordinarily entail predictable exposure to blood/bodily fluids

OTHER EXPOSURE for this position:

X	Radiation	
X	Noise	
	Other (Specify)	

PHYSICAL DEMANDS:

(Essential functions strength rating for position - see Job Analysis)

	Sedentary	Exert up to 10# occasionally or negligible force frequently
	Light	Exert up to 20# occasionally, < 10# frequently or negligible force constantly
	Medium	Exert up to 50# occasionally, up to 25# or up to 10# constantly
X	Heavy	Exert up to 100# occasionally, up to 50# frequently or up to 20# constantly
	Very Heavy	Exert > 100# occasionally, > 50# frequently or > 20# constantly

I HAVE READ AND UNDERSTAND THIS POSITION/JOB DESCRIPTION, AND HAVE BEEN PROVIDED THE OPPORTUNITY TO ASK QUESTIONS AND RECEIVE APPROPRIATE ANSWERS. I ALSO UNDERSTAND THAT REASSESSMENT OF ABILITIES TO MEET POSITION REQUIREMENTS MAY BE PERIODICALLY REEVALUATED.

Employee's Signature	Supervisor's Signature	Date