

JOB DESCRIPTION

Purpose: Creating Healthy Communities - Together

At MyMichigan Health our areas of focus include patient experience, engagement, community, quality and safety, and sustainability. Our leadership is committed to delivering exceptional results in each of these areas.

Position Title: Respiratory Therapist

Job Title: Therapist

Job Code: 31394

Member: Medical Center Midland

Pay Grade: 12

FLSA Exempt Status: Non-Exempt

Department Number: 10525

Reports To: Caraballo, Jessica M.

Department Name: Respiratory Care

GENERAL SUMMARY

This position, independently or in consultation with a physician, administers medications, performs various types of therapeutic modalities and diagnostic testing for and of the cardio-pulmonary system, responds to arrest and emergency situations and provides CPR and life support systems.

ESSENTIAL DUTIES AND RESPONSIBILITIES

(25%)* Performs Respiratory care to evaluate and treat protocol evaluations.

(25%)* Delivers medications via aerosol and metered dose inhalers.

(25%)* Responds to all Rapid Responses, arrest or STAT situations immediately, maintaining artificial airways, and respiration and cardiac compressions.

(25%)* Sets up and maintains all oxygen according to protocol.

OTHER DUTIES AND RESPONSIBILITIES:

Manages the physiological and mechanical aspects of a patient that requires life support.

Weans patients off the ventilator.

Performs chest physiotherapy and airway clearance.

Assesses patient to recommend appropriate therapy.

Performs special procedures for diagnostic and therapeutic reasons, i.e., PFT, bronchoscopes, drawing/analyzing arterial blood gas samples, EKGs, Holter monitoring and oximetry.

Provides supplemental oxygen throughout the hospital and maintains and changes equipment.

Maintains inpatient charts and clarifies physician's orders for the department.

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Performs chart auditing and participates in the quality assurance program.

Assists in orientation of new employees.

MidMichigan Health is a technology driven organization and employees need to demonstrate competency in Microsoft® Windows.

An employee may be required to participate in further learning opportunities offered by MidMichigan Health.

***Total Time Spent or Importance Weight**

At MyMichigan Health, we hold these values to be fundamental:

Values:

Excellence - We offer nothing less than the best. We adhere to the highest standards possible in clinical care and customer service. We continuously measure ourselves and constantly strive to improve.

Integrity - We do the right thing, each time, every time. We treat each individual with compassion and respect, demonstrating the pinnacle of professionalism and dignity. We communicate openly and honestly. We recognize the unique individuality of each person. In all that we do, we exemplify the highest ethical standards.

Teamwork - We provide individual commitment to a group effort. Collaboration benefits everyone - most importantly, our patients. It promotes efficiency, fosters professional and organizational growth, encourages learning, and stimulates innovation.

Accountability - We accept responsibility for all we do. We are accountable for the outcomes of our efforts. We are responsible to the communities we serve, to our patients, and to one another. We recognize that as health care providers we occupy a position of trust.

Behavior Standards:

We use the following behaviors to support our values and provide a clear and simple description of exactly what is expected of every employee: ***Attitude is Everything, Reward and Recognition, Thoughtful Communication, Teamwork, Service Recovery, Patient Safety, Appearance Matters, Service Excellence, Privacy and Confidentiality, and Electronic Communication Manners.***

CERTIFICATIONS AND LICENSURES

ACLS - Advanced Cardiac Life Support

Required **Equivalent Experience** - ACLS certification within 12 months of hire or transfer date effective 1/1/2017, all existing RTs must have it completed by 6/30/2018. (for non-casual employees)

BLS - Basic Life Support

Required **Equivalent Experience** - Upon Hire.

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NBRC - National Brd Respiratory Care

Required Equivalent Experience -

NRP - Neonatal Resuscitation

Required Equivalent Experience - NRP certification within 12 months of hire or transfer date effective 1/1/2017, all existing RTs must have it completed by 6/30/2018.

RT - Licensed Respiratory Therapist

Required Equivalent Experience -

REQUIRED EDUCATION

Education: Associates Degree **Comments:** Degree in Healthcare Related Field. Required to maintain CEU's for license. Two (2) years clinical experience working in medical center or similar setting.

OTHER

EXPERIENCE, TRAINING AND SKILLS:

Must be a graduate of a school Respiratory Therapy with at least a 2 year Associate's Degree (exception: any therapist who has the RTT credential on or before July 1, 2004 is not required to have an Associate's Degree)

Current State of Michigan License in Respiratory Care required.

Current Basic Life Support required upon hire.

Advanced Cardiovascular Life Support (ACLS) and Neonatal Resuscitation Program (NRP) (for non-casual) certification required within 365 days of hire.

Ability to troubleshoot malfunctioning equipment (ventilators, ABG analyzers, etc.).

Interpersonal skills needed to communicate successfully with individuals and groups and interact with people at all levels to communicate ideas and concepts in a clear and understandable manner.

Mandatory Occupational Safety and Health Administration (OSHA) training must also be completed annually according to the Exposure Control Plan.

PHYSICAL/MENTAL REQUIREMENTS AND TYPICAL WORKING CONDITIONS:

Exposure to stressful situations, including those involving public contact, as well as, trauma, grief and death.

Able to wear personal protective equipment that includes latex materials or appropriate substitute if required for your position.

Is able to move freely about facility with or without an assisted device and must be able to perform the functions of

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the job as outlined in the job description.

Overall vision and hearing is necessary with or without assisted device(s).

Frequently required to sit/stand/walk for long periods of time. May require frequent postural changes such as stooping, kneeling or crouching.

Some exposure to blood borne pathogens and other potentially infectious material. Must follow MidMichigan Health bloodborne pathogen protocol.

Ability to handle multiple tasks, get along with others, work independently, regular and predictable attendance and ability to stay awake.

Overall dexterity is required including handling, reaching, grasping, fingering and feeling. May require repetition of these movements on a regular to frequent basis.

Physical Demand Level: **Medium.** Must be able to occasionally (0-33% of the workday) lift or carry 21-50 lbs., frequently 34-66% of the workday 20 lbs. and or Walk/Stand/Push/Pull of Arm/Leg controls and constantly (67-100% of the workday) 10 lbs.

REPORTING RELATIONSHIPS

Reports to Manager Respiratory - Sleep

EMPLOYEE ACKNOWLEDGEMENT

I have read and understand that the statements and time estimates above and on attachments are a description of the functions assigned my position.

Employee Name

EE #

Date

The above is intended to describe the general content of and requirements for this position. It is not an exhaustive statement of duties, responsibilities or requirements. The employee will be expected to perform all other duties as assigned or required.