

| | |
|--------------------|---|
| REPORTS TO: | Manager Respiratory Therapy |
| REVISED: | 09/2021, 08/2025 |
| | See current organizational chart for oversight/administrative support information |

PRIMARY FUNCTION:

Responsible for **Advancing Exceptional Care** by prioritizing Safety and Quality in every aspect of patient care. This role is committed to fulfilling essential duties that enhance patient outcomes, operational efficiency, and overall healthcare standards, ensuring all actions align with the philosophy, goals, and objectives of **Clarinda Regional Health Center (CRHC)**. By maintaining the highest level of care, this position supports CRHC's dedication to fostering a safe, compassionate, and high-quality healthcare environment for our patients and community.

QUALIFICATIONS:

Education and/or Experience

- Associate Degree in Applied Science for Respiratory Therapy or equivalent from a two-year college or technical school

Certificates, Licensure, Registrations

- Current Respiratory licensure in the state of Iowa
- Possess or is eligible for Registered Respiratory Therapist credential
- For job-specific certifications refer to the [Education Certification Requirements by Job Category](#): Respiratory Therapist

WORK SCHEDULE & SHIFT REQUIREMENTS:

The facility operates 24/7; however, work schedules may vary based on departmental needs to ensure the highest standard of patient care and operational efficiency. Flexibility will be expected.

- On-call availability as needed.
- Weekend and Holiday rotation as needed
- Eligible for shift differentials where applicable
- Position is classified as non-exempt and eligible for overtime in accordance with labor laws.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS:

This position involves a combination of physical activities necessary to perform essential job functions effectively. The employee should be able to:

- **Sit, stand, and walk** for varying lengths of time throughout the workday.
- **Lift, push, pull, or carry** light to moderate loads, with assistance available for heavier items.

- **Use fine motor skills**, including grasping, reaching, and handling equipment or materials as needed.
- **Perform routine movements**, such as typing, writing, or handling supplies.
- **Bend, stoop, kneel, or crouch** occasionally for job-related tasks.
- **See and hear** well enough to read documents, operate equipment, and communicate effectively.
- **Work in a dynamic environment**, adapting to occasional changes in pace or setting.

Reasonable accommodations will be considered to support individuals in performing essential job functions.

ESSENTIAL JOB DUTIES & RESPONSIBILITIES

At CRHC, our core values—**Compassion, Advancing, Relationships, and Exceptional**—are at the heart of everything we do. These values drive our commitment to **Advancing Exceptional Care**, ensuring that we provide the highest quality care to our patients while supporting and empowering our team members. We believe in creating a compassionate environment where relationships are nurtured, collaboration is encouraged, and excellence is expected.

As a member of our team, you will embody these values in your daily work by:

- **Compassion:** Demonstrating empathy and kindness in every interaction, recognizing the unique needs of our patients and colleagues.
- **Advancing:** Embracing innovation, continuous learning, and striving for improvement in all aspects of patient care and team collaboration.
- **Relationships:** Building trust through open communication and teamwork, fostering a supportive atmosphere that prioritizes respect and understanding.
- **Exceptional:** Holding yourself to the highest standards, delivering superior care, and contributing to a culture of excellence that impacts both patients and colleagues.

Initiates, conducts, modifies, and monitors the effects of respiratory care treatment, including therapeutic, diagnostic, monitoring, based on healthcare provider approved protocols and written healthcare provider order.

- Determines requirements for treatment, such as type, method and duration of therapy, precautions, and medication and dosages, compatible with healthcare provider orders.
- Explains treatment procedures to patients to gain cooperation and allay fears.
- Assesses and reviews patient conditions.

Administers respiratory therapy medications via handheld nebulizers and large volume aerosols.

- Administers the proper amounts of oxygen to patients.
- Monitors patient's oxygen levels in the patient's blood and works with the healthcare provider to provide and adjust treatment accordingly.
- Provides Respiratory Therapy modalities within the respiratory therapy scope of practice.
- Conducts tests, such as electrocardiograms and stress testing, to evaluate patient's cardiopulmonary function.

- Performs percussion and bronchopulmonary drainage and assists or instructs patients in performance of breathing exercises.
- Provides specific testing techniques that include measurement of ventilatory volumes, pressure, flows, and other related physiology.
- Provides emergency care, including artificial respiration and assistance with cardiopulmonary resuscitation.
- Draws ABG's if necessary.
- Coordinates sleep studies with provider(s) and performs home sleep studies.
- Conducts FIT testing for employees annually.
- Schedules and conducts Pulmonary Function Testing as ordered by the healthcare provider.

Provides set up of equipment and management of patients requiring invasive and noninvasive ventilation. This includes BIPAP and CPAP.

- Inspects, cleans, tests, and maintains respiratory therapy equipment to ensure equipment is functioning safely and efficiently.
- Educates patients and their families about their conditions and teaches appropriate disease management techniques, such as breathing exercises and the use of aerosol medications and respiratory equipment.
- Demonstrates skill in use of equipment relevant to position.
- Diagnoses equipment problems.
- Informs appropriate person of problems encountered with repairs or calibration of equipment.

Performs and maintains documentation.

- Documents accurate and ongoing assessments of patient status that reflect respiratory interventions, patient responses, patient teaching.
- Reports any adverse response to treatments to Charge Nurse, House Supervisor and/or Manager

Communicates effectively.

- Communicates and collaborates effectively with other health team members regarding patient condition, nursing plan of care, patient satisfactions needs and recommendations for meeting identified outcomes.
- Follows approved shift report format when communicating patient information.
- Identifies and recognizes abnormal symptoms/changes in patient condition, established priorities, and takes appropriate action. Appropriately reports condition changes.

Promotes and ensures patient safety in performance of all responsibilities.

- Administers medications, treatments, and procedures in a timely and safe manner according to provider orders and respiratory policy.
- Demonstrates proficient technical/clinical skills and operational knowledge of equipment.
- Informs and involves Respiratory Manager regarding patient care issues in a timely and appropriate manner.

- Utilizes proper body mechanics, transfer/lifting techniques, and appropriate equipment to minimize fall risk to patient and injury to self.

Quality Program Participation

- Actively participates in CRHC's Quality Program, committees, performance improvement initiatives, and operational support activities.
- Demonstrates a commitment to Quality Improvement (QI) practices.
- Regularly attends Department huddles.
- Completes tasks as outlined on the Department Huddle Board.

Other Responsibilities

- Performs additional duties as assigned to support the strategic initiatives of CRHC.

ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____