

UW HEALTH JOB DESCRIPTION

RESPIRATORY THERAPIST RESIDENT, RESPIRATORY THERAPIST WEEKENDER

Job Code: 520016A-B, 520022A-B	FLSA Status: Non-Exempt	Mgt. Approval: K. Ostrander	Date: May 2024
Department: 3032420 Respiratory Therapy		HR Approval: D. Ripp	Date: May 2024

JOB SUMMARY

The Respiratory Therapist Resident collaboratively assists an active member of the respiratory therapy team to provide treatment and diagnostic respiratory services with patients and families in all clinical areas of UW Health, including intensive care units, emergency department, general care, perioperative, procedure areas, and others as required. The position works under the direct supervision of a licensed Respiratory Therapist (RT) and assists in performing all required elements of the respiratory therapist role. This position requires clinical assessment skills and the ability to make appropriate clinical decisions and modify care according to clinical protocols. This position requires superb communication skills and the ability to work with the inter-disciplinary team to ensure high quality patient care.

Respiratory Therapist Resident Goals:

The Respiratory Therapy Resident is provided learning and work experiences designed to assist new respiratory therapy graduates as they transition into their first professional RT role. Resident experiences have an emphasis on the development of clinical and leadership skills for the for the RT to become successful as a full partner within the healthcare team.

Respiratory Therapist Residents are committed to obtaining all required licensure and professional certifications within 6 months of hire. Licensure must be obtained prior to transitioning to a staff Respiratory Therapist title. This will occur when an individual has completed the orientation process and they are competent to carry a full workload and work independently. This may mean licensure must be obtained before 6 months from hire.

MAJOR RESPONSIBILITIES

Under direct supervision of a licensed Respiratory Therapist:

1. Perform comprehensive patient assessment and review of the patient's medical record to recommend and provide clinically indicated therapy with the patient and family.
2. Perform airway clearance and volume expansion modalities for the purpose of assisting the patient in the mobilization of bronchial secretions or increasing lung volume.
3. Perform procedures related to the care and maintenance of an airway.
4. Initiate and maintain ventilatory support.
5. Initiate and maintain medical gas therapy.
6. Administer aerosolized medication.
7. Keep up to date with departmental information disseminated through various media.
8. Perform complete and accurate documentation including charging within the electronic medical record.
9. Participate in education and demonstrate competencies.
10. Perform special projects as assigned by leadership.
11. Other duties as assigned.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

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JOB REQUIREMENTS

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Education	Minimum	Graduate of a Commission on Accreditation for Respiratory Care (CoARC) accredited School for Respiratory Therapy within the last 6 months										
	Preferred	Bachelor of Science in Respiratory Therapy within the last 6 months										
Work Experience	Minimum											
	Preferred	Recent experience working in a healthcare setting										
Licenses & Certifications	Minimum	<ul style="list-style-type: none">• Must obtain Respiratory Care Practitioner (RCP) license in the State of Wisconsin within 6 months of hire into the Respiratory Therapist Resident position• Certified Respiratory Therapist (CRT) or Registered Respiratory Therapist (RRT)• If start with CRT, must obtain the RRT credential within 6 months of hire• CPR/BLS• Additional certification required as detailed below:										
		<table><tr><th>Job Code</th><th>Location</th><th>Advanced Lifesaving Requirement(s)</th></tr><tr><td>520016A, 520022A</td><td><ul style="list-style-type: none">• University Hospital (UH) 600 Highland• East Madison Hospital (EMH) 4602 Eastpark Boulevard</td><td><ul style="list-style-type: none">• None required, only preferred</td></tr><tr><td>520016B, 520022B</td><td><ul style="list-style-type: none">• American Family Children's Hospital (AFCH) 1675 Highland Ave</td><td><ul style="list-style-type: none">• Neonatal Resuscitation Program (NRP) within 12 months of hire• Pediatric Advanced Life Support (PALS) within 12 months of hire</td></tr></table>	Job Code	Location	Advanced Lifesaving Requirement(s)	520016A, 520022A	<ul style="list-style-type: none">• University Hospital (UH) 600 Highland• East Madison Hospital (EMH) 4602 Eastpark Boulevard	<ul style="list-style-type: none">• None required, only preferred	520016B, 520022B	<ul style="list-style-type: none">• American Family Children's Hospital (AFCH) 1675 Highland Ave	<ul style="list-style-type: none">• Neonatal Resuscitation Program (NRP) within 12 months of hire• Pediatric Advanced Life Support (PALS) within 12 months of hire	
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	Preferred											

Commented [WLM1]: Dawn - can you put these job code requests on the list for this Friday, 5/17? These job codes will be needed to help with the role-based, automated provisioning stuff. Let me know if any questions/concerns with this request.

Required Skills, Knowledge, and Abilities

- Ability to effectively educate others
- Ability to perform Respiratory Therapy procedures and have good problem-solving skills
- Knowledge of home respiratory equipment
- Knowledge of current disease management guidelines and protocols
- Excellent verbal and written skills and be effective in time management and organizational skills
- Ability to work in a team environment and collaborate with a variety of professionals and home care companies
- Ability to display leadership and professionalism while in the workforce
- Ability to interpret select laboratory and diagnostic tests
- Ability to collaborate with all members of the healthcare team and external customers

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are	Up to 10#	Negligible	Negligible

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	sedentary if walking and standing are required only occasionally and other sedentary criteria are met.			
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
X	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.