



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Entry Level Respiratory Therapist	
Position Number(s)	Community	Division/Region(s)
48-16625	Yellowknife	Critical Care/Stanton

PURPOSE OF THE POSITION

To provide respiratory care services in accordance with the Canadian Society of Respiratory Therapy's (C.S.R.T.) standards of practice and clinical practice guidelines and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to support and enhance patient care through optimized respiratory functions.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff. While the Tłıchǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines, and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines, and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy. Stanton Territorial Hospital is a 100 in-patient accredited facility, located in

Yellowknife, Northwest Territories (NWT) and is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton Territorial Hospital provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. Stanton Territorial Hospital maintains a tobacco free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

Located within Stanton Territorial Hospital and reporting directly to the Manager, Critical Care Services, the Entry Level Respiratory Therapist will work collaboratively with the three Respiratory Therapists (including the Clinical Lead) providing culturally sensitive diagnostic and therapeutic care to patients with respiratory diseases, insufficiencies, failures or other associated problems by planning, implementing and following up care plans and respiratory procedures. The Respiratory Therapy Department has approximately 22,000 encounters per year where patients/clients range from scheduled clients for outpatient testing to critically ill patients requiring airway management and mechanical ventilation. The Entry Level Respiratory Therapist acts as a specialized member of the multi-disciplinary health care team that may provide direct care to adult, pediatric and neonatal patients, under the mentorship of the other Respiratory Therapists, requiring respiratory treatment or assessment. In addition, the Entry Level Respiratory Therapist acts as a resource to all other members of the health care team to facilitate the delivery of respiratory care through collaborative practice. The Entry Level Respiratory Therapist acts as a patient advocate, and to facilitate communication between the patient, family, physician, specialists, and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient. The Entry Level Respiratory Therapist address the continuing education needs of other health care team members by planning, developing and administering training programs and in services related to respiratory care. These provisions have a direct impact on the quality of services delivered to clients and their families, and on the overall cost of services provided. These services, along with other duties requested by the supervisor, are provided by 3 respiratory therapists (including the Clinical Lead) plus the Entry Level Respiratory Therapist working 37.5 hours/week.

RESPONSIBILITIES

1. The Entry Level Respiratory Therapist provides supervised Respiratory Therapy interventions to clients and to assist in the treatment and diagnosis of respiratory related diseases as determined through independent functions, standing physician orders, and Stanton policies and procedures.

- Respond to emergency situations to provide airway management
- Initiates mechanical ventilation, assesses, and monitors respiratory parameters and patient tolerance to mechanical ventilation. Suggests changes in parameters, and monitors weaning parameters to complement medical and nursing care
- Perform invasive procedures that are within the scope of respiratory therapy such as bronchoscopy assistance, arterial/venous/capillary and/or umbilical cord blood gas sampling and analysis, endotracheal intubations, and arterial line insertions

- Perform diagnostic test procedures pertaining to respiratory therapy. This will encompass pulmonary function tests, peak flow measurements, pulse oximetries, sleep apnea testing, continuous positive airway pressure (CPAP) trials. May be trained to perform other tests depending on the requirements of the institution
 - Review test results for accuracy and communicate findings to the appropriate health care team member
 - Complete respiratory physical assessment of referred clients including planning/recommending, implementing, administering, and discontinuing respiratory therapeutic interventions. This will encompass assessing and maximizing the delivery of humidity and aerosol therapy, as well as oxygen and/or specialty gas therapy
 - Administer aerosol pharmaceutical agents to clients in accordance with physician's orders, observe side effects, assess efficacy of treatment and document appropriately
 - Advocate the dignity and self-respect of patients
 - Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services
 - Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required
 - Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs
 - Act in a manner consistent with their professional responsibilities and standards of practice
- 2. The Entry Level Respiratory Therapist provides supervised respiratory care to facilitate, implement and modify patient and family education/teaching based on the needs of the patient in relation to respiratory diseases, insufficiencies, failures or other associated problems.**
- Use a holistic approach to facilitate individual learning of patients and their families upon transfer or discharge
 - Assess the patient for physical needs, their knowledge of their health, respiratory process and learning needs
 - Develop, revise, and evaluate on an ongoing basis, educational resources necessary to support patients
- 3. Act as a resource for other members of the health care team with respect to current respiratory care standards to ensure safe and competent practice. Also act as a resource to health care team members, clients, and their families in the areas of pulmonary disease and treatment.**
- Provide coaching and leadership to peers, students, and other members of the health care team to develop skill levels necessary to achieve the standard of care
 - Collaborate with peers and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting

- Develop and routinely present educational sessions on respiratory related topics to health care staff within Stanton, and regional centers throughout the NWT and the Kitikmeot Region of Nunavut
 - Assist with the delivery of certification programs related to respiratory therapy (i.e. airway suctioning, mechanical ventilation, etc.)
 - Maintain current resource material in the Respiratory Therapy Department to promote current and accurate practices in respiratory care for use by staff and clients
 - Participates in committees, task forces, and research projects, as assigned by the Clinical Coordinator, as related to Respiratory Therapy
- 4. Assist with the administrative duties and functions of the Respiratory Therapy Unit to ensure adequate functioning of the Respiratory Therapy department.**
- Assist in the development of programs, policies and procedures related to Respiratory Therapy
 - Assist in the maintenance and/or revision of all policies, procedures, and protocols that govern and complement the Respiratory Therapy program
 - Assist with the preparation of capital equipment requests to be submitted on an annual basis
 - Maintain respiratory consumable stock at an appropriate level by submitting timely purchase orders
 - Collect and compile departmental statistics according to the management information system
 - Assist with the planning and development of department goals and objectives
 - Co-ordinate client bookings with physicians, clinics, communities and clients
 - Maintain the departments filing system
- 5. Monitor the quality control and operation of respiratory equipment and ensure that equipment is performing in accordance with acceptable standards.**
- Verify that all respiratory therapy monitoring devices, diagnostic test equipment and mechanical ventilators are properly calibrated and functioning
 - Participate in the quality control program by identifying and troubleshooting problems, and resolving technical difficulties
 - Provide technical support to Anesthetists in the operating theaters as required.

WORKING CONDITIONS

Physical Demands

Light to heavy lifting, occurs on a daily basis as a result of transferring patients, pulling, reaching for moving equipment/furniture in confined spaces.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risk to the incumbent.

Sensory Demands

The Entry Level Respiratory Therapist will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within Stanton.

Mental Demands

The Entry Level Respiratory Therapist may be exposed to emotionally disturbing experiences. The Entry Level Respiratory Therapist is expected to remain calm, controlled, and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

Limited coverage requires the incumbent to work 37.5 hours/week, and be on-call and available 24 hours a day (rotates between the Entry Level Respiratory Therapist and 3 Respiratory Therapists (including Clinical Lead) on staff. Based on the demand for respiratory therapy services, the individual on-call is called on a very regular basis (Anywhere from 3 - 7 times per week) which has a significant impact on the incumbent's personal and private life. The Entry Level Respiratory Therapist, once completed a 6-month graduated orientation process, will be able to work on-call shifts.

KNOWLEDGE, SKILLS AND ABILITIES

- Demonstrate knowledge of current respiratory therapy practices in both adult and pediatric/nursery critical care areas and an ability to diagnose and care for patients with respiratory diseases, insufficiencies, failures or other associated problems
- An ability to initiate various modalities of mechanical ventilation
- An ability to accurately perform invasive and non-invasive procedures and diagnostic tests related to respiratory therapy
- An ability to perform duties and set priorities independently (i.e. proper judgment)
- An ability to operate a desktop computer in order to produce written documents (word processing), send and receive electronic mail and conduct research over the internet
- Knowledge of education principles related to adult learners in order to develop and deliver subject specific training and development. The incumbent must be able to communicate effectively. This includes being able to get ones point across to both medical and non-medical individuals
- An ability to manipulate small samples and repair delicate instruments in confined spaces

(i.e. well-developed motor skills)

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Respiratory Therapy Diploma or Degree, and designation as a Registered Respiratory Therapist. The expectation is to continue to develop and grow these skills by collaborating with experienced Respiratory Therapists.

ADDITIONAL REQUIREMENTS

NTHSSA – Stanton Territorial Hospital Requirements

Within NTHSSA – Stanton Territorial Hospital, all Registered Respiratory Therapists must be registered with the CSRT, have successfully completed a criminal record check, and have an up-to-date immunization record.

Within Stanton all Registered Respiratory Therapists must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- Aboriginal Cultural Awareness
- Biohazardous Waste
- Biosafety and Biosecurity
- Emergency Response
- Fire Extinguisher Training
- Fire Training
- FIT Testing
- Infection Control
- Nonviolent Crisis Intervention (NCI)
- Nursing Information System Saskatchewan (NISS) Theory
- Privacy and Confidentiality
- Workplace bullying
- Workplace Hazardous Materials Information System (WHMIS)
- Workplace Safety Awareness

In addition to the above, the incumbent is expected to acquire in a reasonable length of time and remain current in the following specialized certifications:

- Heart and Stroke Basic Life Support (BLS)
- Advanced Cardiac Life Support (ACLS)
- Pediatric Advanced Life Support (PALS)
- Neonatal Resuscitation Program (NRP)

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French Language (check one if applicable)

- French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) Intermediate (I) Advanced (A)

READING COMPREHENSION:

Basic (B) Intermediate (I) Advanced (A)

WRITING SKILLS:

Basic (B) Intermediate (I) Advanced (A)

- French preferred

Indigenous Language:

- Required
 Preferred