

**Job Class Profile: Anaesthesia Respiratory Therapist****Pay Level: CG-36 Point Band: 790-813**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	4	4	7	5	4	5	2	5	
Points	233	67	25	33	150	87	103	43	54	795

**JOB SUMMARY**

The Anaesthesia Respiratory Therapist is responsible for performing specialized medical and diagnostic tests and procedures to evaluate patients' respiratory status, and operate equipment and computerized programs to obtain patient's lung flows, volumes and diffusion to obtain diagnosis of respiratory abnormalities. Work also involves assessment, treatment, evaluation of care, and education for patients with cardiopulmonary disorders. Also, solely dedicated to an operating room and will assist with the establishment and maintenance of invasive and non-invasive patient monitoring.

**Key and Periodic Activities**

- Performs the full range of patient assessment and treatment, and implements and evaluates prevention programs for patients with respiratory and other related diseases as described for the Respiratory Therapist I.
- Operates the autologous blood transfusion machine and cell saver machine to maintain the quality of blood re-transfused to patients.
- Ensures the proper working order of anaesthesia machines and other monitoring modalities pre-operatively.
- Operates, maintains and performs preventive maintenance for anaesthesia machine and related equipment.
- Sets-up anaesthesia cases in MRI and assists the Anaesthetist with patient anaesthesia induction.
- Assists the Anaesthetist or surgeon with the establishment of various monitoring modalities and makes recordings as requested.
- Provides instruction on the technical aspects of anaesthesia monitoring and life support equipment to nurses, other therapists and students as directed.
- Supervises student therapists and participates in the evaluation of their performance.
- Assists the Perfusionist by performing blood gases and other analyses, and by becoming familiar with the heart/lung machine and managing the technical problems. Participates in the gathering of data and performance of audits as directed.
- Completes workload measurement statistics.
- Participates in the development, implementation and evaluation of policies and procedures, including quality assurance and risk management.

## SKILL

Knowledge
<p><b>General and Specific Knowledge:</b></p> <ul style="list-style-type: none"> <li>— Pulmonary function testing guidelines and procedures.</li> <li>— Computer software programs.</li> <li>— Operation of diagnostic equipment and mechanical ventilators.</li> <li>— Knowledge of new equipment and machines.</li> </ul> <p><b>Formal Education and/or Certification(s):</b></p> <ul style="list-style-type: none"> <li>— Minimum: 3 Year Specialized Program in Respiratory Therapy, Registration with the Canadian Society of Respiratory Therapists with a professional designation as a Registered Respiratory Therapist (RRT); plus post-diploma accredited course work in anaesthesia technology. Certification in Basic life support (BLS), Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), and Neonatal Resuscitation Program (NRP).</li> </ul> <p><b>Years of Experience:</b></p> <ul style="list-style-type: none"> <li>— Minimum: 3 years.</li> </ul> <p><b>Competencies:</b></p> <ul style="list-style-type: none"> <li>— Ability to calibrate machines and equipment.</li> <li>— Computer skills.</li> <li>— Communication skills.</li> <li>— Assessment skills.</li> </ul>
Interpersonal Skills
<ul style="list-style-type: none"> <li>— A range of interpersonal skills are used to perform activities such as listening, asking questions and gathering information from healthcare employees and patients, providing complex information and direction, providing care/comfort/nurturing, gaining the co-operation of others, instructing/teaching/training students, making formal presentations to groups, providing expert advice and counselling, and dealing with patients and their families who may be upset.</li> <li>— Communications occur with a range of contacts including anaesthesiologists regarding patient care; employees within immediate work area and department, students, and patients, and with supervisors and professional advisors.</li> </ul>

## EFFORT

Physical Effort
<ul style="list-style-type: none"> <li>— The demands of the job occasionally result in considerable fatigue requiring the need for strength and endurance especially during surgery.</li> <li>— Constantly moving or lifting objects up to 10 lbs. (i.e. compressors, portable suction, oxygen setups, and supplies), and occasionally moving objects and equipment, (i.e. oxygen cylinders and ventilators), and repositioning or assisting patients to move from stretcher to bed or pushing and pulling stretchers up to and over 50 lbs.</li> <li>— Regularly stands and walks in the performance of activities. Also, regularly sits to type information into the computer.</li> <li>— Gross motor skills are required when positioning patients for surgery from their back to their</li> </ul>

stomach while maintaining airway and supporting neck or pushing patients on stretchers while bending over and manually assisting their breathing.

### Concentration

- **Visual** concentration is required when observing patients during procedures in case they experience respiratory or cardiac distress, to interpret and monitor their physical conditions, and to monitor screens.
- **Auditory** concentration includes listening for alarms on ventilator or monitors, to hear acuity of patient's lungs, to determine whether patients are breathing adequately, and for monitoring patient's blood pressure.
- Other sensory demands include **touching** a patient during a procedure to determine various temperature changes, providing resuscitation or ventilation, as well as locating body parts, to palpate pulses, and to administer medication. Uses **smell** to detect a patient's changing condition such as anaerobic growth (i.e. pneumonia).
- **Repetitive tasks that require alertness** are performing similar procedures and tests on patients, checking on ventilator functioning and calibration of equipment.
- **Time pressures and deadlines** are experienced when completing regularly scheduled appointments and when responding to emergencies. **Interruptions** are frequent from requests for service, calls from physicians and other healthcare professionals for service.
- **Eye/hand co-ordination** is required to put needles into arteries to obtain blood gases samples, to perform procedures such as manipulating tiny brushes or biopsy forceps within patient's lungs and to trigger computer software to capture lung flows and volume efforts.
- **Exact results and precision** are required when performing testing or procedures such as inserting arterial lines, determining treatments, and obtaining tissue samples.

### Complexity

- Tasks and activities are different/unrelated (i.e. clinical work and teaching) but allow the use of similar skills and knowledge to determine patient diagnosis and care. Occasionally, tasks are repetitive/ well defined, different, but related.
- Problems occasionally have obvious solutions and can be addressed by following procedures/guidelines or solved in a team setting. Occasionally, tasks are unique and problems require creative problem definition and analysis.
- Typical complexities occur during testing such as being able to recognize the differences between poor tests results and patient effort, being able to recognize patient intolerance to invasive procedures, and being able to identify and treat causes of respiratory distress.
- Complexities tend to be solved by reviewing policies and procedures, user manuals for equipment, and consulting with other healthcare professionals and advisors.

## RESPONSIBILITY

### Accountability and Decision-Making

- Work tasks and activities are moderately prescribed or controlled.
- Decisions related to respiratory care such as performing tests and procedures, developing treatment plans, administering oxygen and medications are made independently within professional standards. Can also order small-scale supplies and arrange for maintenance and

<p>repair of equipment.</p> <ul style="list-style-type: none"> <li>— Requires approval for large-scale purchases, scheduling changes, policy development or changes, and for attendance or travel for educational opportunities.</li> <li>— Has some discretion in relation to patient care, procedures, and treatments and exercises a high degree of discretion with patients who may be upset or in distress and in making decisions regarding the removal or repair of equipment.</li> <li>— Discretion and judgement are used to interpret directions and apply guidelines to make decisions in patient care, within professional standards.</li> <li>— Provides information, advice, training, and recommendations to members of the interdisciplinary team, patients, physicians, and students related to the respiratory conditions, treatments, procedures, tests, and results.</li> </ul>
<p><b>Impact</b></p> <ul style="list-style-type: none"> <li>— Work activities have an impact on the immediate work area, within the department, outside the organization, and on patients.</li> <li>— There are positive and negative impacts resulting from the decisions made regarding assessments and tests being delivered to the patient.</li> <li>— Impacts on resources include equipment, finances, material, human resources, health and safety and corporate image.</li> <li>— The most significant impacts are on health and safety of patients, the immediate work area, information that it is accurate and correct, and corporate image such as the services provided.</li> <li>— Errors that could occur when intubating a patient consist of improper placement of the tube.</li> <li>— Work tasks and activities are moderately prescribed or controlled. Problems are identified within hours of identification and detected by the employee, anaesthesiologist, other therapists, patient, or other members of the healthcare team.</li> </ul>
<p><b>Development and Leadership of Others</b></p> <ul style="list-style-type: none"> <li>— Not responsible for the supervision of staff.</li> <li>— Provides development and leadership responsibilities in the form of clinical and technical instruction to physicians and other health care professionals on aspects of anaesthesia monitoring and life support equipment and acting as a preceptor for students in the operating room setting.</li> </ul>

## WORKING CONDITIONS

<p><b>Environmental Working Conditions</b></p> <ul style="list-style-type: none"> <li>— Required to wear masks (sometimes n-95 respirators), gowns, and gloves for all invasive procedures and eye shields for protection against blood splatters and to practice universal and safety precautions.</li> <li>— There is limited likelihood of receiving minor injuries or illnesses, a partial or total disability.</li> <li>— Regularly exposed to unusual/distracting noise (equipment used in surgery), fumes (bone cement fumes), hazardous chemicals (formalin or cidex), infectious diseases (HIV, TB, H1N1, etc.), sharp objects (needles), odours (bowel surgery and purulent infections), bodily fluids and waste (needle sticks, draw and administer blood products), wet and slippery areas (operating room floors cleaned after each case), radiation (x-rays), physical dangers or threats (patients</li> </ul>
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waking up from surgery are sometimes confused/aggressive), and heavy equipment (moving anesthesia machines from operating room to angiography suite or large medical gas tanks).