

3/4/14

Pulmonary Respiratory Therapist Career Ladder

Ambulatory RT Level I- Pay Grade V29

*Job Requirements*

New RT graduate or new to clinical setting  
Licensed as a Respiratory Care Practitioner in Vermont  
Expectation to move to Level II within 1 year  
BLS Certification

*Accountabilities*

Takes patient history, vital signs, current medications, and accurately records information.  
Able to teach inhaler, spacer and peak flow techniques

Ambulatory RT Level II Pay Grade V29

*Job Requirements*

One year experience in relevant (ambulatory) practice  
Independent in all areas of Level I accountabilities  
Registered RT and licensed Respiratory Care Practitioner in Vermont  
Able to perform the following accountabilities:

*Accountabilities*

Administer medications via MDI and nebulizer  
Perform six minute testing for oxygen qualifications and titration  
Place IM injections  
Place and interpret PPD results  
Able to teach:

- Use of home oxygen
- Correct use of respiratory medications and indications
- Correct use and care of home nebulizer equipment
- Instructions for home sputum collections
- Instructions for correct use of all airway clearance DME (acapella and flutter)

Evaluate patients for proper fitting, tolerance and use of vibratory percussion devices (vest); Provide documentation for insurance coverage for above devices  
Perform pulmonary function testing as ordered by physician and according to ATS protocol  
Monitor patient's oxygenation status and be able to respond to states of hypoxia independently.  
Able to triage sick calls, new and follow up appointments, urgent referrals, and schedule urgent consults according to Pulmonary Triage Protocol  
Communicate test results to patients and answer questions as needed  
Order labs, medications and procedures under the direction of a physician

Joe King  
M.S.  
J. B. Ball  
C. M. Adell, RRT

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Ambulatory RT Level III Pay Grade V30

*Job Requirements*

Four years experience in clinical (ambulatory setting)

Registered RT and Licensed in Vermont

Maintain active membership in the AARC or AACVPR

Able to perform all accountabilities of Level I & II

Able to perform the following accountabilities:

*Accountabilities*

Able to interpret and perform ABGs

Achieve and maintain certification in a specialty area through the AARC, AACVPR or maintain clinical expertise by maintaining a minimum of 18 CEUs every two years. Six of the CEUs should be in specialty areas such as:

- a. Asthma educator
- b. COPD educator
- c. Tobacco educator
- d. Cystic Fibrosis
- e. ILD
- f. Pulmonary Rehab
- g. Transplant

Develop and present an educational session to a relevant clinical group on a topic related to Pulmonary Clinic Respiratory Therapy.

- a. ~~Topic, presentation and group to be selected by RT and~~ Prior to presentation, formal presentations must be approved by Medical Group Training and Education for appropriateness, content and audience.

Cross-train in a minimum of one specialty clinical area in Pulmonary Medicine to support coverage needs during vacancies. Management will provide staff with opportunities for cross-training in a manner consistent with clinical needs and staffing mix of the Pulmonary Medicine Clinic. Staff will indicate their preference for the clinical areas in which they want to be cross-trained by ranking them in order of preference. Selection for cross-training will be based on experience, training and education. Where training, education and experience are relatively equal, the bargaining unit employee with the greatest cost center seniority shall be selected. Clinical areas and the schedule for cross-training must be approved by management. Approval will not be unreasonably denied.

Joe Kyo  
MCP  
Elizabeth Hill  
Carol M. Hill, RRT