



Job Description

Position Title: Respiratory Therapist

Reporting To: Executive Director

Date: June 2021

Position Summary:

The Central Brampton Family Health Team (CBFHT) provides primary health care, including chronic disease management and health promotion and disease prevention, to a rostered population of patients in Brampton and surrounding communities. The FHT utilizes an interdisciplinary team of health care professionals who work in a collaborative model of care.

The Respiratory Therapist (RT) plays an integral role in the care of the patients of the Central Brampton Family Health Team. The role of the RT in the Central Brampton FHT requires a thorough knowledge of the development and implementation of patient-focused health education programs which may be delivered in either one-one, a community-based workshop setting or both. A solid understanding of adult education principles and the capacity to adapt programs based on patient demographics and need underpin success in this role. Effective presentation skills and the ability to build programs from the bottom up are key skills in this role. The role also requires a high level of interpersonal skills to deal with patients and their families in a holistic and compassionate manner.

The Respiratory Therapist works closely with other members of the Family Health Team to ensure that the patients we support are aware of the importance of a healthy lifestyles, nutrition, exercise, risk avoidance, health screening and immunization to achieve optimal health.

Role Responsibilities:

- Provide initial assessment of targeted population, determining degree of intervention required using information obtained through physician, laboratory reports and health records
- Perform diagnostic procedures, including office spirometry, to assess the severity of respiratory dysfunction in patients with cardiopulmonary disorders
- Provide respiratory care involving the application of well-defined therapeutic techniques
- Assess patients' response to treatments and consult with physicians and other health care staff to help develop and modify individual patient care plans
- Educate patients on treatment procedures and best practices and teach patients how to use medications and respiratory equipment at home
- Provide therapeutic and preventative assessment, smoking cessation counselling and education to individuals and groups
- Facilitate group sessions and provide educational resources and materials for specific health problems and help to identify unmet needs



- Lead the development of an evidence-based coordinated care plan for a specified patient or group of patients relative to the needs of the patient and their caregiver including those with complex needs and multi-morbid conditions, to maximize health conditions
- Follow patient progress at appropriate intervals to track changes in behaviour and to reinforce positive behaviour
- Experience providing respiratory care for COVID+ patients with virtual and/or in person monitoring
- Maintain records of patients' therapy, completing all necessary documentation using EMR
- Work effectively within an interdisciplinary team, in varied practice settings and different programs of the FHT
- Assist on coordinating the Respiratory program including administration, teaching, clinical responsibilities, evaluation and continuous quality improvement, using the input of other FHT providers
- Be available for after-hours clinical work based on the needs of the patients.

Organizational

- Participate as a team member in the development and delivery of targeted programs including but not limited to chronic disease, health prevention, child and women's health.
- Collect data as required for Quality Improvement and Program target performance measures.
- Provide timely and informative reports as directed and requested by the Executive Director.
- Participate in team building, program development and improvement activities.
- Participate in staff meetings, to exchange ideas, receive mutual support and monitor program outcomes as well as present case studies.
- Assist in the development and implementation of the clinical model and guidelines for collaborative care as required.
- Comply with established personnel policies, procedures, standards and guidelines for operation.
- Identify gaps and needed modifications in services.
- Other duties as assigned.

Qualifications and Requirements

- Graduate of an accredited Respiratory Therapy program
- Current registration with the College of Respiratory Therapists of Ontario
- Minimum 2-3 years' clinical experience working with patients conducting spirometry, lung health assessment, management, treatment and education, the development and delivery of health education and promotion programs in an interprofessional primary care setting
- Knowledge of information and techniques used to treat cardiopulmonary disorders, including symptoms, treatment alternatives, drug properties and interactions and preventative care measures
- Knowledge of up to date information and resources for COVID related illness's – post covid recovery
- Demonstrated experience in community or primary care setting



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- Certified Respiratory Educator (CRE) is an asset
- Experience in Smoking Cessation is an asset
- Demonstrated skills in program planning, implementation and evaluation
- Evidence of experience in individual and group presentation skills
- Experience with Virtual delivery of care and virtual platforms
- Knowledge of client-centered philosophy, change management, basic principles and practices of community service delivery and chronic disease management models
- Ability to work effectively, both independently and as part of an inter-disciplinary team
- Flexibility and ability to adapt to change
- Computer skills
- Experience with Oscar EMR an asset
- Basic CPR certification
- Ability to work flexible hours (some evening work may be required)
- Possess a valid Ontario Driver's License and access to reliable vehicle