Essential Functions Performance Standards Documentation

A Respiratory Care Professional (RCP) is an integral part of the health care profession that supports and maintains respiration by administering therapies or by providing diagnostic services. The RCP must demonstrate cognitive, psychomotor, and affective skills in such a manner as to not place one’s self, another health care worker, or the patient in any danger. As mandated by the Americans With Disabilities Act and the Rehabilitation Act of 1973 (Section 504) any impairments will be given careful considerations, judged by the accommodations which must be made and by the ability to be educated and employed in the field of Respiratory Therapy. Reasonable accommodations will be made on a case by case basis. An applicant should inform the Director of Respiratory Therapy prior to admissions to the program if any impairments exist which will require accommodations to be made. In all cases, Disability Services will be consulted in questions of accommodation. The following is a list of the essential job functions of an RCP that must be performed independently on a daily basis.

Visual Acuity

a. Ability to see all colors of the spectrum.
b. Ability to distinguish calibrated markers of 0.1 mm.
c. Ability to identify digital displays and controls in low light conditions.
d. Ability to determine the depth of instrument placement.
e. Ability to read small print on medicine containers.

Hearing Acuity

a. Ability to hear alarms, beepers, and pages.
b. Ability to hear breath sounds with a stethoscope.
c. Ability to distinguish different alarm sounds on a mechanical device.

Physical Ability

a. Ability to perform all ranges of body motion including walking, bending, stretching, reaching and twisting of the upper and lower back.
b. Ability to lift 35 pounds (weight of a small child or small equipment) alone.
c. Ability to stand, reach, install, and use hands to manipulate quick-connect or gas flow-metering devices and medical gas hoses into wall or intensive care unit (ICU) bulkheads.
d. Ability to stand for a long period of time.
e. Ability to work at a fast pace for a long period of time.
f. Ability to position patients in bed or transfer them from bed to wheelchair.
g. Ability to perform CPR – use of hands for manually compressing a resuscitator bag and use of the hands and body to provide chest compressions.
h. Ability to perform fine motor skills to manipulate precision instruments, palpate pulse, perform arterial punctures, manipulate suction catheters, and adjust control dials or touch pads.
i. Ability to write legibly in patient’s chart.
Communication Ability

a. Ability to verbally communicate with physicians, nurses, other health care workers, the patient and the patient’s families.

Critical Thinking Ability

a. Ability to take scientific approach to problem-solving and patient care; developing the capacity for critical thinking and the desire for knowledge relative to the field of respiratory therapy.

Mental Stress Ability

a. Ability to function appropriately under stress without hesitation using all skills needed to perform the task.
b. Ability to work long hours (8-12 hour shifts), adapting to changes required by patient treatment loads and emergency situations.
c. Ability to function as a team member and to follow chain of command.
d. Ability to use patient assessment data to make quick lifesaving decisions.