



VACANCY POSTING

Vacancy:	Respiratory Therapist
Description of Position:	Temporary Part time
Number of Vacancies:	1 Position
Unit:	Respiratory Therapy
Employee Group:	CUPE Clerical Technical
Wage Grid:	\$39.245 - \$50.650
Shift Work:	Yes
Weekend Work:	Yes

Date Posted:	October 24, 2025
Closing Date & Time:	October 31, 2025 at 1700 hours
Reference Number:	25-195 T-PT RT

ROLES AND RESPONSIBILITIES

PATIENT SAFETY

Every employee's responsibility is to ensure that the hospital's patient safety goal continues to be the centrepiece of our quality and risk management program and that every patient is treated within a safe environment. To ensure compliance with this goal, each employee must:

- Find, report, and prevent incidents/near misses or adverse effects
- Communicate/report areas of concern immediately to your Manager
- Complete a Near Miss Form or Incident Report to communicate or report incidents or near misses

SUMMARY OF POSITION:

Under the supervision of the Clinical Manager, the Respiratory Therapists provide care as established by the College of Respiratory Therapists of Ontario and the standards of respiratory care of this hospital. The Respiratory Therapists participates in service and hospital-wide activities and programs that model and promote a safe and healthy patient-centred environment and that contribute to quality improvement and risk management initiatives.

NATURE AND SCOPE OF WORK

- Perform cardiopulmonary assessments/monitoring of patients requiring respiratory therapy/cardiopulmonary services including taking patient history, and conducting a complete physical assessment as related to respiratory therapy and act based on the findings
- Develop, initiate, follow-up, evaluate individual treatment plans and re-adjust as needed
- Perform arterial punctures (arterial blood gas sample procurement)
- Perform arterial line insertion
- Perform oximetry and other non-invasive testing such as end-tidal CO₂ monitoring
- Perform pulmonary function testing to determine lung function and respiratory muscle strength

- Review laboratory and radiological data pertaining to respiratory conditions such as reviewing X-rays for ET tube placement
- Attend all cardiac and respiratory arrests and medical emergency situations
- Perform resuscitation and life support protocols
- Perform basic and advanced airway management as part of the Code Blue/Pink response team
- Initiate, monitor and discontinue patient sedation or assist with sedation
- Maintain cardiopulmonary stability
- Maintain airway and provide artificial ventilation during transfer/transport of critically ill and unstable patients
- Manage the technical and clinical demands associated with transport and independent travel
- Participate in pertinent patient rounds
- Assess patients and perform consultations for respiratory home oxygen as per the Ministry of Health guidelines
- Liaise with respiratory home care vendors
- Provide and monitor supplementary oxygen and other therapeutic gases
- Provide humidity and aerosol therapy
- Administer patient medication by inhalation and by instillation into the trachea
- Set up and verify humidifying and nebulizing equipment
- Perform pre-operational check, calibration, maintenance and troubleshooting of respiratory care equipment
- Perform suction therapy
- Perform bronchopulmonary (chest) hygiene procedures
- Perform sputum inductions/collection procedures
- Perform augmentive ventilation techniques (lung volume recruitment) and airway secretions clearance techniques
- Perform insertion and care of nasogastric and orogastric tubes
- Establishes plan for and performs artificial airway weaning, and patient extubation
- Prepare and assist with intubation
- Set-up, establish care plan for, verify and remove phonation devices
- Performs tracheostomy tube change over a 7-day old stoma
- Prepare manual ventilation equipment
- Provide non-invasive positive airway pressure therapy
- Prepare appropriate mechanical ventilation equipment
- Participates in Pre-Operative Assessment Clinic as required
- Perform diagnostic tests to evaluate the extent of respiratory impairment and response to treatment/therapy such as spirometry and pulmonary function tests
- Assist or support patients' ventilation manually or with mechanical ventilator
- Initiate, monitor, adjust and follow-up with invasive and non-invasive mechanical ventilation
- Wean patient from mechanical ventilation and rescue Bi-PAP therapy
- Monitor parameters associate with invasive and non-invasive equipment
- Follow indicated protocols, promote safety
- Follow infection control guidelines; use protective equipment adequately
- Provide general Respiratory Therapy consultation
- Offer smoking cessation aids and counselling services
- Maintain accurate records and documentation pertaining to patient care, technical preparation of equipment and assistance with the provision of respiratory/ventilator management, according to the College of Respiratory Therapists of Ontario Professional Standards and Winchester District Memorial Hospital records
- Ensure seamless respiratory therapy services within scope of practice

TRAINING, EDUCATION, AND RESEARCH

- Provides health teaching to patients and their families on respiratory diseases and/or disorders
- Counsel in-patients and out-patients on the proper use of inhalers, spacer devices and general respiratory rehabilitation
- Provides in-service education to both medical and nursing staff on all aspects of Respiratory Therapy. The Therapist will act as an advisor on the purchasing of respiratory therapy equipment and may offer advice or recommendations on related topics that involve respiratory management

QUALIFICATIONS

- Successful completion of recognized post-secondary Respiratory Therapy Program
- Member in good standing with the College of Respiratory Therapists of Ontario
- Minimum 3-5 years relevant clinical experience
- Neonatal Resuscitation Program
- Advanced Cardiac Life Support
- Effective decision maker and the ability to interact with colleagues, staff and other professionals
- Excellent mediation and problem-solving skills
- Evidence of ongoing education
- Computer proficient
- Demonstrates patient-focused care that includes exceptional clinical assessment skills
- Commitment to excellence in professional practice and continuous professional learning
- Demonstrated initiative and accountability
- Demonstrated problem-solving skills and crisis management
- Strong member of the interdisciplinary team
- Excellent time management and organizational skills
- Maintains good work attendance
- Promotes the vision, mission and values of the Hospital
- Demonstrated ability to function as a team member
- Strict confidentiality of all patients and hospital related information
- Excellent attendance record and availability necessary to fulfil shift commitments
- Demonstrates a professional and respectful attitude towards patients, the public and colleagues
- Responsible for own professional development
- Observe strict confidentiality of all patients and hospital related information
- All new employees must obtain a satisfactory Police Check (vulnerable sector)

ALIGNMENT WITH WDMH COMMITMENT STATEMENT

The duties and responsibilities of this position include alignment with the Winchester District Memorial Hospital's Commitment Statement. It is the Hospital's mandate to ensure that all employees adhere to the following as a duty of their employment:

Our Commitment

We are here to care for our patients with compassion - close to home and with our partners.

We pursue excellence in all we do.

We are one team. We value respect, accountability, innovation, and learning.

APPLICATION INFORMATION

Further information is available from **Katie Robertson, Clinical Manager at extension #6326**. Interested employees should apply in writing, by email only indicating their qualifications to Brenda Fancey, Corporate Manager - Recruitment, Compensation and Benefits at bfancey@wdmh.on.ca. When applying for any posted vacancy it is mandatory that you provide a thoroughly completed Application for Employment or attach a resume with all of the necessary information to assist in determining whether you meet the requirements of the position as outlined on the posting. Failure to do so will result in your application being screened out of the competition.

At WDMH, we want you to experience work that is positive and rewarding -- in a safe, supportive, and professional environment. We are driven by Compassionate Excellence and are committed to providing an inclusive and barrier-free work environment. We invite all qualified applicants to explore careers with WDMH.

Accommodations are available on request for candidates taking part in all aspects of the selection process.