



# New Mexico State Personnel Office

2600 Cerrillos Road  
Santa Fe, New Mexico 87505-0127

## Classification Description

### RESPIRATORY THERAPISTS

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Respiratory Therapists-B	K1126B	40	50
Respiratory Therapists-O	K1126O	45	55
Respiratory Therapists-A	K1126A	50	60

*\*In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

#### Occupation Description

Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

#### Nature of Work

Respiratory therapists evaluate, treat, and care for patients with breathing or other cardiopulmonary disorders. Practicing under the direction of a physician, respiratory therapists assume primary responsibility for all respiratory care therapeutic treatments and diagnostic procedures, including the supervision of respiratory therapy technicians. They consult with physicians and other healthcare staff to help develop and modify patient care plans. Therapists also provide complex therapy requiring considerable independent judgment, such as caring for patients on life support in intensive-care units of hospitals. They provide temporary relief to patients with chronic asthma or emphysema and give emergency care to patients who are victims of a heart attack, stroke, drowning, or shock.

#### Distinguishing Characteristics of Levels

*Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.*

#### Basic

- Employees in this Role perform routine work in the operation of respiratory therapy equipment and assist in less complex respiratory therapy treatment procedures.

#### Recommended Education and Experience for Full Performance

Associate's Degree in Respiratory Therapy or certification from an approved Respiratory Therapist program in one of the following: Certified Respiratory or Registered Respiratory Therapist and one (1) year of experience with knowledge of the principles and techniques of respiratory therapy. Must be certified in BLS with ACLS, PALS, and NRP or become certified within six (6) months of employment.

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### Minimum Qualifications

Associate's Degree in Respiratory Therapy or certification from an approved Respiratory Therapist program in one of the following: Certified Respiratory or Registered Respiratory Therapist.

### Operational

- Employees in this Role perform technical work in the operation of respiratory therapy equipment, including cleaning, minor repairs and quality control checks and independently handle respiratory therapy equipment and perform general treatment procedures.
- Employees assist professional staff members in administering respiratory therapy procedures to non-critically ill patients.

### Recommended Education and Experience for Full Performance

Associate's Degree in Respiratory Therapy or certification from an approved Respiratory Therapist program in one of the following: Certified Respiratory or Registered Respiratory Therapist and four (4) years experience with knowledge of the principles and techniques of respiratory therapy. Must be certified in BLS with ACLS, PALS, and NRP or become certified within six (6) months of employment.

### Minimum Qualifications

Associate's Degree in Respiratory Therapy or certification from an approved Respiratory Therapist program in one of the following: Certified Respiratory or Registered Respiratory Therapist and two (2) years experience with knowledge of the principles and techniques of respiratory therapy. Must be certified in BLS with ACLS, PALS, and NRP or become certified within six (6) months of employment.

### Advanced

- Employees in this role perform the most advanced and specialized methods and procedures of complex technical work in the operation of respiratory therapy equipment and respiratory treatment procedures.
- Employees consult on respiratory therapy problems and provide instruction and assistance to other staff on equipment and treatments.

### Recommended Education and Experience for Full Performance

Bachelor's Degree in Respiratory Therapy or certification from an approved Respiratory Therapist program in one of the following: Certified Respiratory or Registered Respiratory Therapist and two (2) years experience with knowledge of the principles and techniques of respiratory therapy. Must be certified in BLS with ACLS, PALS, and NRP or become certified within six months of employment.

### Minimum Qualifications

Associate's Degree in Respiratory Therapy or certification from an approved Respiratory Therapist program in one of the following: Certified Respiratory or Registered Respiratory Therapist and two (2) years experience with knowledge of the principles and techniques of respiratory therapy. Must be certified in BLS with ACLS, PALS, and NRP or become certified within six (6) months of employment.

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### Knowledge and Skills

*NOTE: This information has been produced by compiling information and documentation provided by O\*NET. O\*NET is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

### Knowledge

**Customer and Personal Service** — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

**Medicine and Dentistry** — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

**Education and Training** — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

**English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

**Biology** — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

**Psychology** — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

**Physics** — Knowledge and prediction of physical principles, laws, their interrelationships, and applications to understanding fluid, material, and atmospheric dynamics, and mechanical, electrical, atomic and sub-atomic structures and processes.

**Mathematics** — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

**Mechanical** — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.

**Chemistry** — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

### Skills

**Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

**Speaking** — Talking to others to convey information effectively.

**Active Learning** — Understanding the implications of new information for both current and

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future problem-solving and decision-making.

**Service Orientation** — Actively looking for ways to help people.

**Social Perceptiveness** — Being aware of others' reactions and understanding why they react as they do.

**Complex Problem Solving** — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

**Coordination** — Adjusting actions in relation to others' actions.

**Instructing** — Teaching others how to do something.

**Statutory Requirements:** All applicants for this position must be licensed in accordance with Respiratory Care, 61-12B-1 through 61-12B-17 NMSA 1978 and 16.23.1 through 16.23.18 NMAC, as applicable.

**You must include your license or certificate number in the "License" section of the application form.**

**Conditions of Employment:** Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

**Default FLSA Status:** Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

**Bargaining Unit:** This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

**Established:** 07/07/2001      **Revised:** 9/20/2011

*\*Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

*Note: Classification description subject to change. Please refer to the SPO website [www.spo.state.nm.us](http://www.spo.state.nm.us) to ensure this represents the most current copy of the description.*