

Respiratory Care Management

Alan Sissel, RRT-NPS

Director Respiratory Care/Sleep
Disorders Center

BSA Health System

Cowboy Jokes

- The Texas State Police are cracking down on speeders heading into Dallas:
 - For the first offense, they give you two Dallas Cowboy tickets. If you get stopped a second time, they make you use them.
 - What's the difference between the Dallas Cowboys and a dollar bill?
 - You can still get four quarters out of a dollar bill.
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☐ Married - Wife - Julie

- ☐ 3 Children - Blake 25, Britanee 22, Brennan 20
 - ☐ 2 Dogs - Madee Mocha & Alfredo Alexander
 - ☐ AC RC Program Grad -1992
 - ☐ Started working in RC 1991 - PRN @ St. Anthony's
 - ☐ Worked at NWTH 6 yrs FT - Neonatal transport team for 4 years
 - ☐ Worked at BSA - 15 yrs this month
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Director Job Duties

- ☐ Overall direction, coordination and evaluation of services for Resp Care, Pulmonary Lab and the Sleep Center (daily operations)
 - ☐ Oversee ongoing departmental quality improvement program.
 - ☐ Perform staff evaluations
 - ☐ Responsible for ongoing Joint Commission regulatory compliance
 - ☐ Oversees equipment and supply purchases
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Job Duties (Cont)

- ☐ Responsible for developing and maintaining Capital and Operational budgets
 - ☐ Assist departmental educator to ensure that as a department we're providing our staff adequate continuing education hours, as well all education needed ongoing for them to perform their jobs more effectively (2010 we provided 27 hours)
 - ☐ Responsible for developing departmental goals and seeing that those are met.
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Normal Day - Director BSA

- ☐ Evaluate staffing and procedures
 - ☐ Return e-mails and phone calls
 - ☐ Morning rounds - 1-2 hours
 - ☐ Field patient, employee, physician complaints
 - ☐ Member of the following Committees: Code 99, Critical Care, VAP Prevention, Ethics, Medication Reconciliation, Quality Improvement, Telemetry.
 - ☐ NRP Instructor and Customer Service Class Instructor
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Job Specific Skills

- ☐ Constant Communication
 - ☐ Good clinical knowledge base in order to troubleshoot, problem solve, etc.
 - ☐ Number skills – whether evaluating staffing, reviewing financials or preparing a new budget, numbers come into play frequently.
 - ☐ Ability to make quick, sound decisions.
 - ☐ Most important – every decision trying to keep the patient at the forefront.
 - ☐ People Person
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BSA Dept Employees

☐ 80 in RC

☐ 5 in the Sleep Disorders Center

RC Employee Organizational Chart

- ☐ Director
 - ☐ Manager
 - ☐ 6 Lead RT's
 - ☐ Educator
 - ☐ Critical Care Coordinator
 - ☐ NICU/PICU Coordinator
 - ☐ 52 FT Positions
 - ☐ 14 PT Positions
 - ☐ 9 PRN Licensed positions
 - ☐ 4 Resp Student Tech positions
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SDC Employee Organizational Chart

- ☐ Director
 - ☐ Supervisor – on site scoring
 - ☐ 4 Polysomnography Techs – 7P
(Polysomnography is a comprehensive recording of the biophysiological changes that occur during sleep).
 - ☐ Admin Assistant
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Director Interaction

1. RC/SDC Employees
 2. Nursing
 3. Other Depts
 4. Patients
 5. Families
 6. Vendors
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Interested in Management?

Focus on:

- Putting energy in becoming a very skillful, bedside RCP
 - Broaden your skills as much as possible:
 - General RC techniques
 - Adult ICU
 - Pedi/PICU
 - NICU
 - Resp Protocols
 - Pulmonary Lab
 - Basically try to learn every aspect possible on the clinical side.
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Interested in Management?

- ☐ Broadening your skills as much as possible, hard work and great work ethic are going to put an individual on the radar.
 - ☐ Opportunities will present themselves if a management position is what you desire.
 - ☐ The two main Acute Hospitals (BSA & NWH) have about 15% of their RC positions related to management:
 - Director
 - Manager
 - Coordinators
 - Lead RT's
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Daily Planning – Staff Therapist

- ☐ Treatments completed & on time
 - ☐ Ventilator Checks
 - ☐ BIPAP Checks
 - ☐ Oxygen rounds
 - ☐ Trach Care
 - ☐ New order completion
 - ☐ Updates to work list
 - ☐ Stocking
 - ☐ Strategize & Prioritize
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Daily Planning – Supervisor

- ☐ Adequate Staffing and procedure load
 - ☐ Skill Mix
 - ☐ Fielding patient/physician complaints
 - ☐ Rounding
 - ☐ Patient Satisfaction
 - ☐ Employee Satisfaction
 - ☐ Financials
 - ☐ Returning e-mails & phone messages
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Education

- ☐ BSRC, BBA, BS degree will definitely help and is typically preferred when applying for a Director position.
 - ☐ Middle management positions do not typically require further education, but again the keys to these are learn anything and everything you possibly can about the departmental operations, work flow, etc.
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Director Specialty Future

- ☐ Occasional opportunities come along here and there in the Tri-state area
 - ☐ More opportunities available for this specialty in highly populated areas with more acute hospitals – Houston, DFW, etc.
 - ☐ Advance, Focus & AARC publications – I see opportunities frequently in this publication.
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- ☐ Thanks for your time

- ☐ Questions
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