

Minimum Qualification Specifications  
for the Classes:RESPIRATORY THERAPIST II, III, IV, VEducation Requirement:

Applicants must have a baccalaureate degree in respiratory therapy from a school of respiratory therapy approved at the time of graduation by the Commission on Accreditation for Respiratory Care (CoARC) or the Commission on Accreditation of Allied Health Education Programs (CAAHEP).

Experience Requirement:

Applicants must have progressively responsible work experience of the types and quantities described in the table below:

Class Title	Respiratory Therapy Exper (years)	Total Exper (years)
Respiratory Therapist II	0	0
Respiratory Therapist III	1	1
Respiratory Therapist IV	2	2
Respiratory Therapist V	3	3

Respiratory Therapy Experience: Professional experience as a Respiratory Therapist under medical supervision. The experience must have equipped the applicant with a full professional understanding of the evaluation, test, and treatment of respiratory therapy problems and the ability to develop and modify individual patient care plans.

For levels III and above, at least one year of experience must have been comparable to the next lower level in this series.

For some positions at the Respiratory Therapist IV and V levels, it may be necessary that the applicant be required to show evidence of ability to supervise others.

License Required:

A valid license with the State of Hawaii as a Respiratory Therapist at the time of appointment.

Substitutions allowed:

An associate degree in respiratory therapy from a program approved at the time of graduation by the Commission on Accreditation for Respiratory Care (CoARC) or the Commission on Accreditation of Allied Health Education Programs (CAAHEP) **and** two (2) years of professional experience as a Respiratory Therapist under medical supervision may substitute for a baccalaureate degree in respiratory therapy.

Excess work experience as described under the Experience Requirement which provided knowledge, skills and abilities comparable to those acquired in four (4) years of successful study while completing a college or university curriculum leading to a baccalaureate degree in Respiratory Therapy may be substituted on a year-for-year basis.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification:

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, applicants may be restricted to those who possess the pertinent experience and/or training required to perform the duties of the position.

Departments requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Physical and Medical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Disabilities in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the VP/Director of Human Resources.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

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This is the first minimum qualification specifications for the classes, RESPIRATORY THERAPIST II, III, IV, and V.

DATE APPROVED: October 31, 2011

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PAUL TSUKIYAMA  
VP/Director of Human Resources