

PART II	HAWAII HEALTH SYSTEMS CORPORATION	6.335
	STATE OF HAWAII	6.336
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		6.338
		6.339

Minimum Qualification Specifications
for the Classes:

RESPIRATORY THERAPIST I, II, III, IV, V

Education:

Bachelor's 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).

Excess work experience as described below in the experience section or any other responsible professional work experience; 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 bachelor' degree from an approved program recognized by the CoARC or CAAHEP may be substituted for education on a year-for-year basis.

To be acceptable, the experience must have been of such scope, level and quality as to assure the possession of comparable knowledge, skills and abilities.

Experience:

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

Class Title	Respiratory Therapy Exp (years)	Supervisory Exp	Total Exp (years)
Respiratory Therapist I	0	0	0
Respiratory Therapist II	½	0	½
Respiratory Therapist III	1	0	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.

*Supervisory Aptitude: Applicants for Respiratory Therapist IV and V levels, must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, previous work experience in a position that demonstrates or performs supervisory functions or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

License:

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

Certification:

1. A current Certified Respiratory Therapist (CRT) by the National Board for Respiratory Care (NBRC); or
2. A current Registered Respiratory Therapist (RRT) by the National Board for Respiratory Care (NBRC).

Substitutions Allowed:

1. a. 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
- b. State of Hawaii Respiratory Therapist license; and
- c. Certified Respiratory Therapist (CRT) by the National Board for Respiratory Care (NBRC).

The above three (3) documents may substitute for a bachelor's degree in respiratory therapy.

2. 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 bachelor's degree in respiratory therapy.

3. A Registered Respiratory Therapist (RRT) by the National Board for Respiratory Care (NBRC) may substitute for two (2) years of professional experience as a Respiratory Therapist.

If a degree is used to substitute for the education requirement, it may not be used again towards the experience requirement. If work experience is used to substitute for education, it may not be used again to meet the experience requirement. If the applicant holds more than one degree, transcripts must be provided, and a thorough review will be conducted by the human resources staff in order for more than one degree to be credited toward the minimum qualification requirements (if applicable).

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 they have the ability to perform the duties of the position for which they are being considered.

Selective Certification:

Specialized knowledge, skills, and abilities may be required to perform the duties of some positions. In such positions, Selective Certification Requirements may be established, and certification may be restricted to those who possess the pertinent experience and/or training required to perform the duties of the position.

Regions or facilities 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.

Health & Physical Requirements:

Applicants must meet the health and physical requirements deemed necessary to effectively and safely perform the essential functions of the position with or without reasonable accommodation.

This is an amendment to the minimum specifications for the classes, RESPIRATORY THERAPIST II, III, IV, & V to add RESPIRATORY THERAPIST I and update the Education, Substitutions Allowed, Quality of Experience, Selective Certification Health & Physical and delete Mental/Emotional Requirement effective December 22, 2025.

This is the first minimum qualification specifications for the classes, RESPIRATORY
THERAPIST II, III, IV, and V effective October 31, 2011.

APPROVED: 12/22/25

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