

STANDARD

- 30. Clinical alarm safety
- 31. Medication safety
 - Look alike, sound alike medications
 - Dangerous abbreviations list
- 32. Verbal orders/critical test results repeated and verified
- 33. Bed rail safety/risks of entrapment
- 34. Electrical safety related to monitoring equipment
- 35. Sentinel events alert
 - Preventing needle sticks and sharps injuries
 - Nosocomial infections
 - Bed related entrapment deaths
 - Infant abduction prevention and response
 - Restraints
 - Potassium chloride

Department Core Competencies

- 36. Identifies cultural and religious needs, language barriers, physical and psychological limitations
- 37. Documents in an accurate, timely manner the patient's care and the response to that care
- 38. Perform ongoing observation of patient within boundary of educational preparation
- 39. Observe and report patient responses to pain management to the nurse for intervention
- 40. Initiates Dialysis Treatment
 - Bicarbonate dialysate preparation
 - Conductivity testing
 - Prime dialyzer aseptically
 - Tests the function status of monitors and alarms and sets them appropriately to ensure safety of patient
 - Prep vascular access
 - Collect blood specimens using appropriate collection methods and labeling
- 41. Monitors/Assess patient and equipment during dialysis
 - Volume status
 - Vascular access foundation
 - Blood flow rate
 - Subjective response to treatment
 - Management of anticoagulation
 - Conductivity
 - Ultra filtration
 - Operation of Myron L. Meter
 - Sequential ultra filtration/PUF
 - Documentation of dialysis treatment
- 42. Discontinues dialysis treatment:
 - Assesses condition of vascular access
 - Return of blood
 - Post treatment access care
 - Disassembling and cleaning off equipment
 - Sterilization procedures
 - Disposes of needles, dialyzer, blood tubing in appropriate containers
- 43. Follows set procedures
- 44. Demonstrates familiarity with common medical complications. Notifies RN of abnormal findings or acute changes and documents notification
 - Recognizes, reports and documents early signs of adverse response to dialysis
 - Fluid overload
 - Hypertension
 - Hypotension
 - Disequilibrium syndrome
 - Hyperkalemia
 - Seizures
 - Muscle cramps
 - Hemolysis
 - Pyrogenic reaction
 - Air embolus
 - Chest pain
 - Neuropathy
 - Filter blood leak

STANDARD

45. Demonstrates ability to troubleshoot machine alarms and technical problems:

- Blood leak alarm
- Arterial pressure alarm
- Venous pressure alarm
- Conductivity alarm
- Ultra filtration alarm
- High temperature alarm
- Air/foam detector alarm
- Power failure alarm
- Blood pump alarm

46. Evaluates the effectiveness of the dialysis regimen ordered and makes changes to meet patient's needs within the parameters of standing orders

47. Demonstrates responsibility/accountability for completion of assignments in a timely manner

48. Maintains equipment and inventory of supplies

Age Specific Competencies**Knowledge**

49. Demonstrate knowledge of growth and development in the proper hemodynamic care of the dialysis patient

50. Criteria to identify victims of abuse and neglect

Skills

51. Ability to take age specific vital signs correctly with proper equipment

52. Assesses age specific safety issues and uses appropriate safety devices including care in calculating type of dialysate bath

53. Demonstrate age appropriate communication skills

54. Demonstrates ability to provide age specific teaching for patient and family/significant others

55. Uses knowledge of age specific data in ability to collect patient data and report changes in patient's condition

Service Standards

56. Is proactive. Anticipates and responds to patient/physician/family members/coworkers needs. Demonstrates an energetic and positive approach to work. Is sensitive to customer's physical, social and cultural needs.

57. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.

58. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.

59. Gives all customers their full attention and treats them with dignity, respect and understanding.

60. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.

61. Safeguards patient confidentiality in all forms of communication.

62. Works effectively with others toward achieving common goals including morale and teamwork.

63. Interacts compassionately and in a timely manner with all customers.

Equipment – Demonstrate Safe and Effective Use

64. DI Tanks

65. Electronic thermometer

66. Computer and printer

67. Dinamap

68. O2

69. Lifting equipment

70. Fax machine

71. Copier

POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: Dialysis Technician

Department: Nursing/Patient Care Services

EDUCATION

- Less than high school
- High school or GED
- Vocational/Technical
- 2 year/Associates Degree
- 4 year/Bachelor's Degree
- Post Graduate Degree
- License/Certification – current PCT certification in state of practice
- Knowledge of state, federal, JCAHO regulations

EXPERIENCE

- One year dialysis experience
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SKILLS

- Organizational
- Verbal/Follow verbal instructions
- Interpersonal
- Customer Relations
- Mathematical
- Analytical
- Grammar/Spelling
- Read/Comprehend/Follow written instructions
- Transcription
- BLS
- ACLS
- Computer
- Management/Planning Skills

PRE-PLACEMENT

TESTING

- Minimum score of on Clerical test
- Minimum typing of wpm
- Minimum score of 84 on PCT test
- Minimum score of 84 on WS test
- Minimum score of 84 on MT test
- Minimum score of 100 on Filing test
- Minimum score of 84 on Nursing medication test

AGE OF PATIENTS SERVED
(For Nursing/Patient Care Positions)

- Neonate/Infant (birth - 1 yr)
- Child/Peds (1 - 12 yrs)
- Adolescence (13 - 18 yrs)
- Adult (19 - 65 yrs)
- Geriatric (66 + yrs)

MENTAL AND EMOTIONAL REQUIREMENTS

- Manage stress appropriately
- Make decisions under pressure
- Manage anger/fear/hostility/violence of others appropriately
- Handle multiple priorities
- Work alone
- Work in areas that are confined and/or crowded
- Concentration to detail
- Memory for detail

HAZARDS

- Exposure to toxic/caustic/chemicals/detergents
- Exposure to extreme conditions, hot/cold
- Exposure to dust/fumes/gases
- Exposure to moving mechanical parts
- Exposure to potential electrical shock
- Exposure to x-ray/electromagnetic energy
- Exposure to high pitched noises
- Exposure to communicable diseases
- Exposure to blood and/or body fluids
- Exposure to excessive sunlight, or work outdoors
- Unprotected heights
- CRT (computer) monitor
- Operating heavy equipment
- OTHER:

PHYSICAL REQUIREMENTS
(See definitions on next page)

- Sedentary work
- Light work
- Medium work
- Heavy work
- Very heavy work

The minimum requirements of this position require the individual to:

- Stand for 4 hour(s) per day
- Sit for 2 hour(s) per day
- Walk for 2 hour(s) per day
- Perform repetitive tasks/motions
- Distinguish colors
- Hear alarms/telephone/tape recorder/normal speaking voice
- Have good manual dexterity
- Have good eye-hand-foot coordination
- Have clarity of vision
- Have good writing ability

Evaluate the requirements and activity percentage in time for this position based on the following:

- 1 - Not at all (0%)**
- 2 - Occasionally (1 - 33%)**
- 3 - Frequently (34 - 66%)**
- 4 - Continuously (67 - 100%)**

- 1 Climbing
- 3 Bending
- 3 Crouching
- 3 Squatting
- 2 Crawling
- 3 Kneeling
- 2 Balancing
- 2 Pulling with force
- 2 Reaching above head
- 3 Reaching above shoulder
- 3 Twisting at waist
- 3 Push/pull (up to 75 lbs.)
- 3 Lift/carry (up to 75 lbs.)
- 2 Lift from floor level up
- 3 Lift from waist level up
- 2 Lift above shoulders/head

POSITION (MINIMUM) REQUIREMENT CHECKLIST

LIST PERSONAL PROTECTIVE EQUIPMENT REQUIRED:

1. Gloves
2. Gown
3. TB mask (if respirator fit tested)
4. Goggles
5. Mask

LIST OTHER MINIMUM REQUIREMENTS:

OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS

- A - Routine exposure
- B - Occasional exposure
- C - No exposure

OCCUPATIONAL EXPOSURE TO TB

- 1 - Routine exposure
- 2 - Potential exposure
- 3 - No exposure

COMPRESSED GAS USAGE

- Yes
- No

DEFINITIONS:

SEDDENTARY WORK:	Prolonged periods of sitting and exert up to 10 lbs. force occasionally.
LIGHT WORK:	Exert up to 20 lbs. force occasionally, and/or up to 10 lbs. frequently.
MEDIUM WORK:	Exert up to 50 lbs. force occasionally, and/or up to 20 lbs. frequently, and/or up to 10 lbs. constantly.
HEAVY WORK:	Exert up to 100 lbs. force occasionally, and/or 50 lbs. frequently, and/or 20 lbs. constantly.
VERY HEAVY WORK:	Exert over 100 lbs. force occasionally, and/or over 50 lbs. frequently, and/or over 20 lbs. constantly.

I have reviewed these job requirements and verify that I am able to perform the minimum requirements and essential functions of this position.

Employee Signature

Date