



POSITION DESCRIPTION Dialysis RN

POSITION SUMMARY:

The dialysis nurse is responsible and accountable for prescribing, delegating and coordinating the nursing care of patients receiving chronic and acute hemodialysis or peritoneal dialysis.

POSITION DESCRIPTION – Dialysis RN

STANDARD

Environment of Care: Demonstrates knowledge and practice of:

1. **Safety** - Department specific and hospital wide safety risks
2. **Security** – Processes for minimizing security risks
3. **Haz Mat/Waste** - Procedures for spills/MSDS
4. **Emergency Preparedness** – Role in emergency codes
5. **Fire Safety** – Role/response in Code Red actual/drill
6. **Med Equipment** – Safe operation of equipment (see specific list) user error education
7. **Utility Systems** – Emergency procedures for utility failures

Infection Control: Demonstrates knowledge and practice of:

8. Department specific policies and procedures
9. Hospital-wide policies and procedures
10. Location/use of personal protective equipment
11. CDC Hand Washing Guidelines

Performance Improvement: Demonstrates knowledge of:

12. Hospital-wide approach to Performance Improvement
13. How department is involved in hospital-wide PI program

Patient Rights: Demonstrates knowledge and practice of:

14. Patient Rights and Responsibilities
15. Confidentiality Policy – HIPAA
16. Ethical Issue Resolution
17. Organizational Ethics Policy
18. Restraint Policy & procedure, alternatives to restraints

Risk Management: Demonstrates knowledge and practice of:

19. Occurrence Reporting
20. Identify and report a sentinel event
21. Sexual Abuse/Allegation Reporting
22. Root Cause Analysis/FEMA

Certifications

23. BLS card Exp date:
24. ACLS card Exp date:

Patient Safety

25. Non-punitive medical/healthcare reporting
26. National patient safety goals
 - Accuracy of patient identification using patient's name and birth date
27. Fall prevention measures
28. Safe use of dialysis equipment
29. Sterile technique for use of dialysis tubing/filters

STANDARD

- 30. Clinical alarm safety
- 31. Medication safety
 - Look alike, sound alike medications
 - Dangerous abbreviations list
 - Double check system for Heparin and Insulin
- 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. Serve as patient/family/significant other advocate in regard to decisions affecting the plan of care
- 37. Documents in an accurate, timely manner
- 38. Identify and document patient/family/significant others educational needs and implement ongoing education relevant to those needs
- 39. Demonstrates skills of accurate assessment, reassessment, development and implementation of plan of care
- 40. Demonstrates knowledge of specific conditions, disease and treatment therapies for the specific patient population of the unit
- 41. Demonstrates appropriate assessment, patient/family teaching of management of pain, beginning at admission with reassessment and follow up throughout hospitalization concluding with discharge planning needs.
- 42. Demonstrates responsibility/accountability for completion of assignments in a timely manner
- 43. Identifies cultural and religious needs, language barriers, physical and psychological limitations
- 44. Assess, collaborate and coordinate discharge planning needs and readiness for discharge with other members of the health care team. Initiate screen referrals on a timely basis.
- 45. Verifies treatment orders relevant to the dialysis treatment for each individual patient. Reads and checks treatment plan related to the dialysis treatment including previous flow sheet and acute/chronic orders.
- 46. Preparation of delivery system, dialysate bath and dialyzer, lines, system
 - Preparation of dialysate
 - Assembles the extracorporeal circuit
 - Primes blood lines and dialyzer aseptically
 - Tests the function status of monitors and alarms and sets them appropriately to ensure safety of patient
- 47. Assess the patient since last dialysis treatment
 - Records and documents relevant findings in pre-dialysis admission note
 - Notifies appropriate person of abnormal findings or acute changes and documents notification
- 48. Inspects sites for abnormalities
- 49. Proper preparation of access site
 - Central venous catheter
 - LifeSite
- 50. Takes blood samples if needed using appropriate collection methods and labeling
- 51. Initiates hemodialysis
 - Connects arterial cannula
 - Starts blood flow at appropriate m/min
 - Ensures that all monitors and alarms are set
 - Calculates and sets TMP or UFR or sets targeted fluid removal
 - Checks the entire extracorporeal circuit
- 52. Documents and records pre-assessment dialysis and vascular access, safety checks and activities involved at initiation such as BFR, DFR, pressure readings, patient responses
- 53. Conducts assessment and reassessment of patient throughout the course of treatment

STANDARD
54. Recognizes, reports and documents early signs of patient's adverse response to dialysis and takes preventative measures where appropriate <ul style="list-style-type: none"> ▪ Administration of normal saline ▪ Hypertonic ▪ Mannitol ▪ Albumin
55. Monitors technical parameters dictated by dialyzer and delivery system used
56. Proper discontinuation of dialysis <ul style="list-style-type: none"> ▪ Completes post dialysis assessment and patient discharge ▪ Evaluates treatment ▪ Assesses condition of vascular access ▪ Documents and record information, pertinent findings and condition of patient ▪ Disassembling and cleaning off equipment ▪ Disposes of needles, dialyzer, blood tubing in appropriate containers
Age Specific Competencies
Knowledge
57. Demonstrate knowledge of growth and development in the proper hemodynamic care of the dialysis patient
58. Criteria to identify victims of abuse and neglect
Skills
59. Performs age specific nursing assessments, proper selection of medication dosages and equipment for the dialysis patient
60. Assesses age specific safety issues and uses appropriate safety devices including care in calculating medication dosages and type of dialysate bath
61. Demonstrate age appropriate communication skills
62. Demonstrates ability to provide age specific teaching for patient and family/significant others
63. Demonstrates ability to interpret patient data and react to changes in the patient's condition that are not expected in the dialysis process
64. Assists with discharge planning for all patients focusing on special discharge and aftercare needs of the population Served as it relates to the continuum of dialysis care
Service Standards
65. 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.
66. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.
67. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.
STANDARD
68. Gives all customers their full attention and treats them with dignity, respect and understanding.
69. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.
70. Safeguards patient confidentiality in all forms of communication.
71. Works effectively with others toward achieving common goals including morale and teamwork.
72. Interacts compassionately and in a timely manner with all customers.
Equipment – Demonstrate Safe and Effective Use
73. Romachne
74. DI Tanks
75. Electronic thermometer
76. Computer and printer

POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: Dialysis RN

Department: Nursing/Patient Care Svcs

EDUCATION

- Less than high school
- High school or GED
- Vocational/Technical
 - Degree – RN
- 4 year/Bachelor’s Degree
- Post Graduate Degree
 - License/Certification – current RN license 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:

SEDENTARY 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