

Hutchinson Clinic
Structured Compensation - Job Description
Dialysis Registered Nurse

Prepared on: 12/6/2007

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|--------------|--------------------------------|-----------------|------------|
| Department: | Nursing Department | Grade: | 10 |
| Reports To: | Director of Nursing | Classification: | Non-Exempt |
| Supervises: | Direct: 0 Indirect: 0 | Effective Date: | 3/5/2002 |
| Approved By: | | Revised Date: | 8/23/2007 |

Role:

Responsible for the management of patients requiring dialysis treatments as a patient in the Chronic Hemodialysis Unit or the Acute Dialysis Center.

Major Duties and Responsibilities:

(E) Essential or
(N) Nonessential

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|-----|--|---|
| 35% | Perform patient assessment: vital signs, patient status, and all other parameters of the ESRD patients, review dialysis orders, determine general physical and mental condition through observation and interview, assist in determining compliance to dietary or medication regimen, document compliance to dietary or medication regimen, document observations appropriately. | E |
| 25% | Provide chronic hemodialysis therapy: formulate a dialysis plan for ultrafiltration, initiate dialysis via various accesses, and observe all safety measures. Able to administer medications, fluid therapy or other appropriate treatments per physicians orders, evaluate lab work, status of vascular access and report any changes or abnormalities to physician and/or Facility Director. | E |
| 20% | Ability to prepare and monitor dialysis machines and systems, as well as preparing the dialysis water system for use and maintain dialysis delivery system according to established policy and procedure. Continuously inform technical staff of any malfunction which may occur. | E |
| 10% | Assure all pertinent documentation and paperwork is updated and accurate. Assist Chief Technician to maintain required supplies and evaluate inventory while participating in quality assurance and cost effectiveness. | E |
| 10% | Assist in providing orientation, training, education of all aspects of Dialysis to patients and other staff. Complete special projects as assigned by Facility Director or Medical Director. | E |

Expectations:

1. Performs nursing functions during the dialysis treatment in accordance with nursing standards.
2. Anticipates complications of dialysis and takes action to prevent/minimize the complications.
3. Involves patient and family in care and attempts to establish interventions specific to the individual needs of the patient.
4. Reviews laboratory indices and appropriately reports deviations to physician prior to and during therapy.
5. Identifies and takes nursing action in the prevention or management of a potential /actual access or infection problem.
6. Takes appropriate precautions in the preparation, handling and management of the dialysis machines and equipment.
7. Demonstrates knowledge and skill in assessment, management and follow-up care of dialysis patients.

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Knowledge and Skills:

- Experience: Two years to five years of similar or related experience.
- Education: Equivalent to a two-year college degree or completion of a specialized course of study or certification at a business or trade school.
- Interpersonal Skills: A significant level of trust and diplomacy is required, in addition to normal courtesy and tact. Work involves extensive personal contact with others and/or is usually of a personal or sensitive nature. Work may involve motivating or influencing others. Outside contacts become important and fostering sound relationships with other entities (companies and/or individuals) becomes necessary.
- Other Skills: Requires full range of motion including handling and lifting patients, manual and finger dexterity and eye-hand coordination. Requires standing and walking for extensive periods of time. Occasionally lifts and carries items weighing up to 100 lbs. Requires corrected vision and hearing to normal range. Requires working under stressful conditions or working irregular hours. Requires exposure to communicable diseases or bodily fluids.

This Job Description is not a complete statement of all duties and responsibilities comprising this position.

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