



High Plains Regional Dialysis **JOB DESCRIPTION**

JOB TITLE: Dialysis Technician

RESPONSIBLE TO: Dialysis Clinical Care Coordinator; Dialysis Facility Administrator

JOB SUMMARY & SKILLS NECESSARY:

The dialysis technician performs several tasks necessary to complete the dialysis for a medical patient, under the direction of a registered nurse. The dialysis technician often helps patients into dialysis chair and makes any necessary connections while causing minimal discomfort to the patient. The dialysis technician also addresses any questions or concerns that the patient or their loved ones may have related to equipment. After the patient is secure, the dialysis technician operates the dialysis machinery and ensures continued patient comfort. Collaborates with interdisciplinary team to develop appropriate care plan. Attends regular in-services to keep informed about dialysis related topics.

ESSENTIAL JOB FUNCTIONS:

1. Demonstrates behaviors consistent with organizational mission, vision, values, and goals.
2. Demonstrates practices to keep all medical information confidential.
3. Demonstrates behaviors that promote positive patient/staff relations.
4. Comes to work as scheduled; arrives for work on time.
5. Demonstrates proper safety practices in carrying out job duties.
6. Appearance is appropriate to job duties; wears identification on duty.
7. Demonstrates appropriate job competencies.
8. Complies with organizational policies in course of duties.
9. Demonstrates ability to safely assist patients with transfer, lifting, or rendering aid on the facility campus.
10. Demonstrates ability to safely assist patients with transfer, lifting or rendering aid on the facility campus.
11. Meet all applicable State requirements for education, training, credentialing, competency, standards of practice, certification, and licensure in the state of Kansas.
12. Provide direct patient care, communication and interpersonal skills, including patient sensitivity and care of difficult patients.
13. Able to identify and demonstrate understanding of:
 - a. Principles of dialysis.
 - b. Care of patients with kidney failure, including interpersonal skills.
 - c. Dialysis procedures and documentation, including initiation, proper cannulation techniques, monitoring, and termination of dialysis.
 - d. Possible complications of dialysis.
 - e. Water treatment and dialysate preparation.

- f. Infection control.
 - g. Safety.
 - h. Dialyzer reprocessing, if applicable.
14. Initiates and discontinues treatments per policy and protocol, including cannulation of the dialysis patient.
 15. Documents observations of patient's mental and physical status throughout treatment, including pre-treatment and post treatment weight and vital signs throughout treatment
 16. Monitors status of vascular access, retrieve blood samples and culture specimens.
 17. Sets up and monitors machines.
 18. Observes dialysis machines and responds to visual and audible alarms, making appropriate adjustments before, during and after treatment.
 19. Cleans and disinfects dialysis machines and equipment.
 20. Ensures unit is clean, the water supply is up to dialysis standards and the building is safe and adheres to all necessary codes.
 21. Performs water system tests accurately and reports all abnormal findings to RN.
 22. Disinfects all storage and mixing containers per policy and procedure.
 23. Participates in budget responsibility for equipment/supplies and coordinates data to support needs.
 24. Demonstrates and utilizes knowledge of Evidence Based Practice and Standards of Care.
 25. Adequately demonstrate correct cannulation procedures per policy and protocol of facility.
 26. Report inventory and supply shortages to the Clinical Care Manager.
 27. Recognize dialysis complications, emergency conditions, and institution of the appropriate corrective action.
 28. Additional duties as assigned.

POSITION QUALIFICATIONS:

Minimum Education: Have a high school diploma or equivalency. Be certified under a State certification program or a national commercially available certification program, within 18 months of being hired as a dialysis patient care technician. Basic Life Support for Healthcare provider certified.

Minimum Experience: Completed training focusing on dialysis equipment and machines, water system treatment, direct patient care, interpersonal skills and communication.

PHYSICAL DEMANDS:

Stand: Frequently
Walk: Frequently
Sit: Occasionally
Squat/Kneel: Occasionally
Bend: Occasionally

Lift/Carry:
 10-25 pounds: Occasionally

26-40 pounds: Occasionally

Push/Pull:

10-25 pounds: Occasionally

26-40 pounds: Occasionally

Reasonable accommodations may be made to enable individuals with disabilities to perform the position accountabilities without compromising patient care or departmental efficiency. However, should it be determined that the employee cannot meet the position accountabilities with or without accommodation, it is the right of GRMC to release the individual under Kansas "Employment at Will" doctrine

Working conditions: Frequent sitting, standing, and walking in carrying out duties. Should be in good physical condition and able to assist with patients as needed. At times may be exposed to unpleasant elements (accidents, injuries and illness). Due to nature of profession may be exposed to blood-borne pathogens/illnesses.

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I have received, read, and understand this job description for my position at GRMC:

Name/Signature: _____ Date: _____

Job Description Prepared by: Kandi Kuper, RN-C(OB), Chief Clinical Officer

Signature/Title _____ Date: _____