



High Plains Regional Dialysis **JOB DESCRIPTION**

JOB TITLE: Dialysis Registered Nurse

RESPONSIBLE TO: High Plains Regional Dialysis Facility Administrator; Clinical Care Coordinator

JOB SUMMARY & SKILLS NECESSARY:

Hemodialysis registered nurses are trusted with assisting patients living with kidney failure through hemodialysis treatment. These nurses make sure to start, monitor and perform this type of treatment and continuously keep a close watch on the equipment readings for their patient. These types of nurses work closely with other medical staff to ensure that the patient is safe while undergoing hemodialysis treatment. The dialysis Registered Nurse also addresses any questions or concerns that the patient or their loved ones may have related to equipment, develops and evaluates care planning for the patient, accurately documents dialysis treatment, and provides direct supervision of the dialysis technicians. Attends regular in-services and departmental meeting/training to keep informed about dialysis related topics.

ESSENTIAL JOB FUNCTIONS:

1. Demonstrates behaviors consistent with organizational mission & 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.
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11. Meet all applicable State requirements for education, training, credentialing, competency, standards of practice, certification, and licensure in the state of Kansas.
12. Assist with kidney dialysis treatment, monitor their patient's fluid balance and advise patients about their care.
13. Provide direct patient care, communication and interpersonal skills, including patient sensitivity and care of difficult patients.
14. 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.
15. Initiates and discontinues treatments per policy and protocol, including cannulation of the dialysis patient.
 16. Documents observations of patient's mental and physical status throughout treatment, including pre-treatment and post treatment weight and vital signs throughout treatment
 17. Monitors status of vascular access, retrieve blood samples and culture specimens.
 18. Sets up and monitors machines.
 19. Observes dialysis machines and responds to visual and audible alarms, making appropriate adjustments before, during and after treatment.
 20. Cleans and disinfects dialysis machines and equipment.
 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 Facility Administrator.
 27. Recognize dialysis complications, emergency conditions, and institution of the appropriate corrective action.
 28. Additional duties as assigned.

POSITION QUALIFICATIONS:

Minimum Education: Associate's or Bachelor's degree prepared nurse from accredited nursing school. Additional education available to the ideal candidate and certification can be obtained through the Board of Nephrology Examiners and Nursing Equipment (*BONENT*).

Minimum Experience: Practicing acute care nurse for minimum 2 years with completed training focusing on dialysis equipment and machines, water system treatment, direct patient care, interpersonal skills and communication.

Certification or Registration if required: Active Registered Nurse (RN) License in the state of Kansas. Basic Life Support required. Advanced Cardiac Life Support current within one year of hire date.

Oriented to Dialysis Department within 6 months of hire; able to practice as RN in unit independently.

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: _____