HOSPITAL DIALYSIS REGISTERED NURSE
POSITION DESCRIPTION

General Statement of Duties:
The Hospital Dialysis Registered Nurse (RN) will be responsible for the delivery of dialysis to patients at local hospitals and other facilities contracted with Puget Sound Kidney Centers (PSKC).

QUALIFICATIONS

Education:
- Degree from an accredited school of nursing.
- Bachelor’s degree in nursing preferred.

Licensure & Certification:
- Must have a current Registered Nurse (RN) license from the WA State Board of Nursing.
- Current certification of Cardiopulmonary Resuscitation (CPR) with a Basic Life Support (BLS) for Healthcare Providers card.

Experience:
- Minimum of two years experience in acute hemodialysis practice, including peritoneal dialysis, hemodialysis, extended nighttime dialysis, and continuous renal replacement therapy (CRRT) preferred.
- Preferred one year of prior supervisory or education experience.
- Experience with Microsoft Office software suite, required.

Skills & Abilities:
- Apply the principles of dialysis when providing treatments and using equipment and supplies.
- Apply the principles of adult learning techniques when educating patients, co-workers and caregivers including accommodating different learning styles.
- Systematically assess and resolve complex clinical and operational problems.
- See and differentiate colors.
- Concisely and accurately communicate clinical information and recommendations to a physician.
- Operate a computer.
- Read, write, speak, and understand English for the purpose of following written policies and procedures, completion of reports, and communicating with others in the work setting.
- Understand, adapt to, apply, and communicate policy and procedural changes.
- Approach work requirements in a methodical and conscientious manner.
Prioritize tasks and follow them through to completion in a timely manner, with minimal supervision.
Manage multiple tasks simultaneously.
Consistently arrive at work on time, and maintain excellent attendance.
Identify, assess, and resolve problems in a timely fashion.
Develop and maintain effective working relationships with coworkers, patients, nephrologists, and visitors as needed.
React calmly and effectively in emergency situations.
Maintain quality control standards.
Follow the organization’s policies and procedures.
Maintain work area in a neat and orderly manner.
Understand and be able to teach others about all types of dialysis accesses.
Assess and use all types of dialysis accesses.
Implement all modalities of dialysis safely and competently.
Knowledge of and ability to apply universal safety precautions and infection control procedures.
Communicate effectively, both orally and in writing, with patients, families, staff, and medical professionals.
Effectively supervise Dialysis Technicians.
Teach and mentor team members and facilitate the implementation of policy and procedures.
Lead staff development projects including annual competencies.
Direct the training and use of all dialysis related equipment.
Prioritize when confronted with conflicting work tasks/schedules.
Apply educational and practical experience to perform accurate and complete assignments.

ESSENTIAL FUNCTIONS

Perform dialysis related services as required by the PSKC contract.
Identify and implement plans to meet acute or chronic patient’s emotional and physical needs in the hospital in conjunction with the patient’s hospital primary staff RN.
Communicate patient status, both physiological and behavioral, to appropriate multi-disciplinary practitioners.
Initiate, monitor, and discontinue the following treatments according to PSKC’s procedures:
  - Hemodialysis
  - Peritoneal dialysis
  - CRRT/SLEDD
Provide appropriate intervention during various medical crises.
Assess patient’s physical and emotional needs.
Examine and document clinical findings.
Review laboratory data and dialysis orders.
Maintain Electronic Medical Records (EMR) dialysis flow sheets with accurate, timely documentation.
Ensure that all equipment is in working order and reports changes and repairs as needed.
- Interpret and execute medical staff orders for treatment in a timely manner.
- Maintain strict adherence to infection control practices including handwashing, aseptic technique, and use of personal protective equipment.
- Appropriately identify, communicate, and intervene with regard to medical crisis or complications.
- Attend staff meetings when scheduled.
- Assist in repositioning patients in dialysis chairs or hospital beds.
- Provide leadership and appropriate supervision to Dialysis Technicians.
- Participate in rotating float or on-call schedule as needed.
- Participate in orientation and training of new employees and provide exemplary job skill and technique by sharing expertise with the trainee to encourage thorough acquisition of job skills and knowledge.

**OTHER FUNCTIONS**

- Participate in meetings and task forces within the organization in order to contribute to process improvement, communications, and operations.
- Participate in unit/organization performance improvement activities to ensure the development and implementation of processes that support continuous quality improvement, patient care, and effective work performance.
- Participate in the maintenance of areas designated for dialysis in each hospital and its storage room, including cleaning and restocking of dialysis supply carts
- Maintain and update daily patient and staff assignments.
- Other duties and/or tasks that may be assigned on an as-needed basis.

**REQUIREMENTS**

**Physical Demands:**

- Work standby on-call for 12-18 hour periods. May be required to work up to 16-18 continuous hours when needed.
- Required to stand and walk for long periods of time.
- Sitting for long periods of time.
- Lifting, positioning, or physically moving patients.
- Pushing wheelchairs, patient beds and other medical equipment.
- Hearing acuity, within correctable to normal range, to communicate effectively with others, to discern changes in patient conditions and to hear equipment alarms.
- Frequently reaching, bending, kneeling, or stooping, and other range of motion activities.
- Lifting 30-50 lb. containers or boxes.
- Manual dexterity sufficient to manipulate medical records, equipment, and perform other essential job functions.
- Identify colors of medication and/or solutions, interpret typed or handwritten documentation, and identify labels appropriately.
- Talking and hearing are necessary for communication with patients, staff, and others.
- Viewing a computer screen for up to two or more hours at a time.
- Visual acuity to discern changes in patient’s skin and/or blood color differentiate between colors of medication and/or solutions, interpret EMR/handwritten documentation, and identify labels appropriately.

**Mental Demands:**
- Determining and communicating departmental needs.
- Occasional stress due to work demands.
- Evaluating appropriateness of documentation.
- Interpret laboratory reports of test results.
- Occasional stress from dealing with ill people and when confronted with medical emergency situations.
- Perform calculations and be able to teach basic mathematical calculations.

**Other Requirements:**
- Successful completion of the PSKC training program course.
- Adhere to the hospital’s policies and practices, and the requests of the hospitalized patient and their physician for delivery of quality nursing care, as defined by PSKC contract with hospital.
- Take breaks as scheduled by Hospital Dialysis Program Administrator or designee.
- Support the patient’s right to safety, privacy, and confidentiality.
- Adhere to the standard of professional nursing practice.
- Attend all mandatory unit and organization meetings and in-services.
- Successfully complete mandatory PSKC and hospital educational courses.
- Accept responsibility for maintaining and improving professional competence, including maintaining personal educational profile, demonstrate motivation for enhancing and improving professional competency through additional training, seminars and in-services.
- Attend, complete and maintain documentation of all mandatory education activities and other certifications required by hospital and PSKC.

**EQUIPMENT & SOFTWARE USED**
- Dialysis equipment.
- Various supplies related to the dialysis process.
- Computer and computer-related equipment.
- Microsoft Word and Excel software.
- Facsimile and copy machines.
- Telephone.
- Other equipment and tools necessary to perform the functions of the position.

**WORK ENVIRONMENT**
- Exposure to bloodborne, respiratory, and airborne diseases.
- Exposure to industrial and pharmacological hazards as defined in various Safety Data Sheets.
- Contact with patients under a wide variety of circumstances, including unpredictable situations.
- Typically quiet with occasional periods of heightened traffic through work area, increased noise level, and interruptions.

**JOB RELATIONSHIPS**

Supervised by: Hospital Dialysis Program Administrator  
Workers supervised: Hospital Dialysis Technicians

**NOTICE REQUIREMENTS**

To resign this position in good standing, the employee must give **30 days’ notice**, in writing, to their supervisor and Human Resources. Employees who have successfully completed their orientation period and provided this advance notice of resignation will receive the value of any accrued Personal Time-Off (PTO).

_This position description is not an employment contract. Management has the exclusive right to alter this position description at any time without notice._