HOME DIALYSIS REGISTERED NURSE
POSITION DESCRIPTION

General Statement of Duties:
The Home Dialysis Registered Nurse (HDRN) will oversee the training and care of Peritoneal Dialysis (PD) and Home Hemodialysis (HHD) patients at the Puget Sound Kidney Centers (PSKC). The HDRN will be assigned a group of home dialysis patients. The HDRN will be responsible for providing training, retraining, education, and nursing care to the home dialysis patients.
The HDRN will provide appropriate supervision to Home Dialysis Technicians in the home department.

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.
- Must obtain Certified Nephrology Nurse (CNN), Certified Hemodialysis Nurse (CHN) or Certified Peritoneal Dialysis Nurse (CPDN) within 5 years from date of hire into the position.

Experience:
- Must have twelve (12) months experience as an RN.
- Experience in either hemodialysis or peritoneal dialysis required.

Skills & Abilities:
- Apply the principles of dialysis when providing treatments and using equipment and supplies.
- Apply the principles of adult learning techniques when training and educating patients and caregivers:
  - Accommodate different learning styles.
- Systematically assess and resolve complex clinical and operational problems.
- See and differentiate colors.
- Operate a computer.
- Read, write, speak, and understand English for the purpose of:
  - Following written policies and procedures.
  - Completion of reports.
o Training and educating patients.
  o 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.
- Manage multiple tasks simultaneously.
- Concisely and accurately communicate clinical information and recommendations to a physician.
- 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 physicians, coworkers, patients, caregivers, and visitors.
- 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.

**ESSENTIAL FUNCTIONS**

- Train patients (and/or caregivers) on performing Home Hemodialysis or Peritoneal Dialysis.
- Perform home visits to assess home environment per policy and as needed.
- Perform clinic visits, at a minimum of once a month, with assigned patients.
- Schedule patient clinics and trainings at the direction of the Home Department Program Manager.
- Implement appropriate Standing Orders and individual Nephrologist’s orders.
- Participate in the department’s nurse on-call rotation.
- Identify, develop, implement, revise, and maintain Plan of Care for assigned patients.
- Complete comprehensive assessments for assigned patients.
- Maintain accurate, complete, and current training and other medical records on patients.
- Provide ongoing education to patients (and/or caregivers) on assigned topics.
- Identify clinical complications and take corrective actions.
- Provide appropriate intervention during a hemodialysis crisis, or unusual situation with PD.
- Follow all PSKC Policies and Procedures.
- Review home dialysis log sheets.
- Manage the overall care of the home patient ensuring adherence to departmental, organization, facility and regulatory quality outcomes.
- Maintain accurate and current patient medication lists for assigned patients.
- Participate in the orientation and training of new employees.
- Identify and report safety and quality issues per policy and procedure.
- Understand and participate in Quality Assessment and Performance Improvement (QAPI) activities.
- Initiate, monitor, and discontinue dialysis treatment according to policy and procedure.
- Use dialysis equipment and supplies per policy and procedure.
- Appropriately identify, communicate, and intervene with regard to medical crisis or complications.
Identify and correct equipment and technical deficiencies as trained.
Use appropriate written and oral communication in the treatment area.
Collaborate and coordinate with other members of the interdisciplinary team in order to assess the patient’s overall needs.
Assist in transferring patients between wheel-chairs, dialysis chairs, hospital beds, stretchers, etc.
Use transfer equipment such as sliding boards, transfer belts and hoyer lifts per policy and procedure.
Collect blood samples for lab work.
Assist in repositioning patients in dialysis chairs or hospital beds.
Assist patients in transferring onto and off of the toilet.
Assist patients with personal hygiene care (peri-care) as needed.
Assist patients in the use of bed pans.
Use chemicals per procedure to disinfect equipment and surfaces effectively and safely.
Attend staff meetings and in-services.
Participate in Patient Care Conferences (PCC) as requested.
Provide leadership and supervision to Home Dialysis Technicians.

OTHER FUNCTIONS

Other duties and/or tasks that may be assigned on an as-needed basis.

REQUIREMENTS

Physical Demands:

- Near visual acuity to discern changes in patient’s skin and/or blood color, differentiate between colors of medication and/or solutions, interpret typed or handwritten documentation, and identify labels appropriately.
- Lift, Carry, Push, and Pull 30 – 50 lbs.
- Lifting, positioning, transferring or physically moving patients.
- Manual dexterity and motor coordination to operate equipment, cannulate patients, and perform other medical procedures.
- Listening and orally communicating with staff and patients.
- Standing, stooping, or sitting for prolonged periods of time.
- Work effectively and safely during occasional periods of fatigue or long work shifts.
- Bending and stretching for supplies and solutions.
- Listening for dialysis machine alarms and call lights.

Mental Demands:

- Occasional stress from dealing with ill people.
- Determining and communicating departmental needs.
- Following complex clinical procedures, protocols, and algorithms.
- Occasional stress due to work demands.
- Analyzing data for accuracy.
• Reading diagnostic results.
• Evaluating appropriateness of documentation.
• Computing numerical data.

**Other Requirements:**
• Strong belief in home dialysis modalities and the benefits of self-care.
• Work shifts of varying lengths (examples: 8, 10, and 13 hours).
• May occasionally work early in the morning and late into the night.
• Work at any PSKC facility: Smokey Point, Everett, Monroe, Mountlake Terrace, Whidbey Island or Anacortes.
• Maintain the confidentiality of patient, employee, and organizational information.
• Successfully complete mandatory in-service trainings.
• Maintain professional relationships and boundaries with patients.
• Dedication to professionalism, maturity, caring, and diplomacy.

**EQUIPMENT & SOFTWARE USED**
• Dialysis machines
• Electronic thermometers
• Centrifuge
• Automatic and manual blood pressure cuffs
• Stethoscope
• Telephones
• Copier/Fax Machines
• Reverse osmosis machine
• Oxygen tasks and outlets
• Glucometers
• Computers
• Hydraulic patient lift
• Total Dissolved Solids Meter
• pH Test Kit
• Chlorine Test Kit
• Electronic Medical Records (EMR)

**WORK ENVIRONMENT**
• Regularly exposed to the risk of 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.
• The work environment is a combination of a relatively quiet office and busy treatment areas.
JOB RELATIONSHIPS

Supervision by: Home Department Program Manager
Workers supervised: Home Dialysis Technicians

NOTICE REQUIREMENTS

To resign this position in good standing, the employee must give at least a 30-day 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.