STAFF REGISTERED NURSE
POSITION DESCRIPTION

General Statement of Duties
The Staff Registered Nurse (RN) will oversee the delivery of dialysis and the care of patients at Puget Sound Kidney Centers (PSKC). The RN will be responsible for providing education to patients, supervising Dialysis Technicians, adjusting treatment plans per standing orders, monitoring the patient’s outcomes, administering medications, participating in quality improvement projects, and collaborating with other members of the patient’s care team (social worker, dietitians, and nephrologist).

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
- Dialysis experience preferred but not required; comprehensive dialysis-training provided.
- Prior experience in Acute or Ambulatory Nursing preferred.

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 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, nephrologist, 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.

**ESSENTIAL FUNCTIONS**

• Initiate, monitor, and discontinue hemodialysis treatment for assigned patients, according to PSKC procedures.
• Maintain strict adherence to infection control practices including handwashing, aseptic technique, and use of personal protective equipment (PPE).
• Provide thorough and timely assessment and intervention of internal access and central venous catheters including skilled cannulation and access for dialysis treatments.
• Conduct regular assessments and provide thorough documentation per policy and procedure.
• Prepare and administer oral, subcutaneous, intramuscular, and intravenous medications per protocol or physician order.
• Order labs, review laboratory data, and apply protocols.
• Maintain daily clinical records with accurate and timely documentation in the Electronic Medical Record.
• Provide primary patient teaching in the areas of:
  • Fluid and electrolyte balances.
  • Dietary restrictions.
  • Laboratory values.
  • Medication regimens.
  • Hemodialysis procedures.
• Maintain accurate and current patient treatment care plan.
• Maintain accurate and current patient medication lists on assigned patients.
• Appropriately identify, communicate, and intervene with regard to medical crisis or complications.
• Directly identify and address patients and/or guests who demonstrate challenging and disruptive behaviors.
• Intervene in situations of conflict involving patients, staff and/or guests.
• Identify, plan, and implement interventions to meet primary patient's dialysis needs.
• Attend staff meetings when scheduled.
- Understand and participate in Quality Assessment and Performance Improvement (QAPI) activities.
- Assist in transferring patients between wheelchairs, dialysis chairs, hospital beds, stretchers, etc.
- Use transfer equipment such as sliding boards, transfer belts and Hoyer lifts per policy and procedure.
- 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.
- Maintain effective communication with the patient and the Interdisciplinary team (IDT) and refer patient needs to members of the (IDT) as necessary.
- 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 demonstrations of job skill and technique, by sharing expertise with the trainee to encourage thorough acquisition of job skills and knowledge.

**OTHER FUNCTIONS**

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

**REQUIREMENTS**

**Physical Demands**

- Required to stand and walk for long periods of time.
- Lifting, positioning, or physically moving patients.
- Pushing 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.
- Required to work up to 13 continuous hours.
- Near visual acuity is needed to perform various clinical tasks.
- Talking and hearing are necessary for communication with patients, staff, and others.

**Mental Demands**

- Occasional stress from dealing with ill people.
- Determining and communicating departmental needs.
- Occasional stress due to work demands.
Evaluating appropriateness of documentation.
Interpret laboratory reports of test results.

Other Requirements
- Work at any PSKC facility.
- Maintain the confidentiality of patient and employee information.
- Successfully complete mandatory in-service trainings.
- Successfully complete the PSKC Patient Care Training and Orientation course.
- Able to maintain professional relationships and boundaries with patients.
- Dedication to professionalism, maturity, caring, and diplomacy.

EQUIPMENT & SOFTWARE USED
- Hemodialysis machine
- Cardiac monitor
- Automatic and manual BP cuffs
- Centrifuge
- Stethoscope
- IV pump
- Thermometer
- Computer equipment
- Glucometers
- Suction equipment
- Standard office equipment
- Sonic Window Hand-held Ultrasound Device
- 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
Supervision by: Direct Care Manager
Workers supervised: 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.