

Acute Dialysis Registered Nurse

Job Description

PURPOSE AND SCOPE:

The Acute Dialysis Registered Nurse (RN) is responsible for providing acute hemodialysis therapy. They shall independently perform critical tasks in assessing, initiating, monitoring and terminating treatment in an acute hospital setting. The nursing care being provided is under the direction and in cooperation with companies' medical director and in accordance with physician orders, HTI Policies, Procedures and Guidelines, OSHA, HCFA, AAMI, JCAHO, CMS, federal, state and local regulations.

Our Acute Dialysis RNs are expected to support Hema-Tec, Inc.'s vision, values, mission and customer service philosophy. It is expected that individuals in this position will follow all Hema-Tec, Inc.'s and all contracted hospitals' policies and procedures in order to provide the highest level of patient care and most superior customer service possible.

DUTIES / ACTIVITIES:

CUSTOMER SERVICE:

- Responsible for displaying Hema-Tec, Inc.'s culture through values and customer service standards.
- Develops and maintains effective relationships through accurate and timely communication.
- Takes initiative and action to resolve customer service issues with all customers in a timely manner, and asks for assistance if the problem cannot be solved independently.

PRINCIPAL RESPONSIBILITIES AND DUTIES:

General:

- Provides safe and effective patient care in compliance with company and contracted hospital standards, policies and procedures, as well as regulations set forth by the company, state, and federal agencies.
- Responsible for reporting all new or unusual incidents, information, complaints, or problems to the RN manager and/or CEO of the company.
- Works effectively with other Acute Dialysis RNs within the company, along with staff of contracted hospitals.

Patient Care:

- Responsible for providing the appropriate treatment technique for assigned patients as prescribed in all modality procedures.
- Assesses patients' responses to treatment therapy making appropriate adjustments and modifications to the treatment plan as indicated by the appropriately credentialed physician. Communicates problems or concerns to appropriately credentialed physician, patient hospital primary nurse and others as necessary.
- Responsible for the implementation, administration, monitoring, and documentation of patient's response to prescribed intradialytic transfusions, including appropriate notification of adverse reactions to physician and appropriate blood supplier.
- Collaborates and communicates with physicians and other staff to interpret, adjust, and coordinate patient care plan to ensure continuity of care.
- Accurately records all physician orders and treatment information in the individual patient medical record.
- Reports any significant patient information to the correct team member(s), including the physician.
- Appropriately and accurately completes any required documentation.

Maintenance/Technical:

- Promotes and assists in maintaining a safe and clean working environment in order to maintain environmental integrity and aesthetics.
- Cleans and disinfects dialysis machine surface, chair, equipment, and surrounding areas between treatments according to company policies and procedures.
- Completes all tasks necessary for the preparation of the dialysis treatment and documents where appropriate.
- Performs all required pre-treatment dialysis machine alarm testing, including Pressure Holding Test (PHT).
- Prepares, organizes, and efficiently utilizes supplies and equipment to prevent waste.
- Operates all company and/or contracted hospital equipment appropriately and safely, provides minor trouble-shooting when necessary, and follows contracted hospital emergency procedures when required.
- Understands, conducts and documents appropriately dialysis/apheresis machine safety tests/alarm tests, equipment calibration, dialysate testing, machine safety tests, functional testing, and internal and external disinfection on all water machines, and complies with documentation/notification standards per company policies.

Other:

- Other duties as assigned within state, federal and contractual standards

JOB REQUIREMENTS:

EDUCATION:

- Graduate of an accredited School of Nursing.
- Current appropriate state licensure.
- Maintains acquired knowledge and remains current in advancements in nephrology.
- Must meet the practice requirements in the State of Michigan.
- Timely completion of all required continuing education to maintain an active RN license, as well as all training/educational courses as required by each contracted hospital.

EXPERIENCE AND REQUIRED SKILLS:

- One year RN experience required and required nursing skills.
- Minimum 6 months nephrology experience required before working independently with no other Dialysis RNs.
- 6 months dialysis preferred if working alongside another Dialysis RN.
- 6 months dialysis experience required to be on-call.
- Demonstrated strong assessment skills related to the critically ill patient.
- Demonstrated ability to use critical thinking skills independently.
- Successful completion of a training course in the theory and practice of care of the ESRD patient. Basic Dialysis Education program
- BLS CPR recognition.
- Satisfactorily completes the Inpatient Renal Replacement and Apheresis Education program as described by their position.
- Demonstrates ability to complete self-directed learning, ability to delegate patient care appropriately, ability to communicate with MD's, RN's, and Hospital Personnel and ability to intercede and treat complications and emergencies independently.
- Demonstrates organizational and time management skills, and a proficiency toward completing continuing and ongoing renal/nephrology education, as well as all required competency testing and skills validation.
- Employees must meet the necessary requirements of Ishihara's Color Blindness test as a condition of employment.
- Familiarity with all emergency operational procedures

PHYSICAL DEMANDS AND WORKING CONDITIONS:

Described below are the physical demands and work environment characteristics that are representative of those an employee typically encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Day to day work includes deskwork, computer work and interaction with patients, facility/hospital staff and physicians.
- Requires travel between assigned hospitals and various locations within the community, as well as on-call rotation.
- The work environment is characteristic of a health care facility with air temperature control and moderate noise levels.
- There is potential exposure to potentially infectious material and contagious diseases/material.
- The position delivers direct patient care, which regularly involves heavy lifting, moving of patients, and assisting with ambulation (equipment aids and coworkers may provide assistance).
- It requires prolonged periods of standing, the ability to bend (provisions to reduce bending, i.e. stool can be made available), to move machines and equipment > 200 lbs., and may lift chemical and water solutions of up to 30 lbs up as high as 5 feet. There is a two-person assist program and “material assist” devices for the heavier items.