



CARE STAFFING

P r o f e s s i o n a l s

Care Staffing Professionals Job Description

Position: Registered Nurse – Dialysis

This position description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications which may be required of the employee assigned to the position. Depending on the size of the facility the job duties may vary. Receipt of the job description does not imply nor create a promise of employment, nor an employment contract of any kind; my employment with the Company is at-will.

Position Summary

Registered Nurses (RNs) care for people who are sick, injured, convalescent or disabled. Under general supervision, they deliver care to patients utilizing the nursing process of assessment, planning, intervention, implementation, and evaluation, in accordance with established philosophy. RNs collaborate with other professional disciplines to ensure effective patient care delivery and achievement of desired patient outcomes. RNs effectively interact with patient and significant others, while maintaining the standard of professional nursing. The nature of the direction and supervision required for this position varies by State and job setting. Dialysis Nurses provide care and support for patients suffering from acute and chronic renal (kidney) failure. They assist pre- and during dialysis procedures, following physician orders.

Position Responsibilities

Dialysis Nurses provide direct and individualized nursing care to patients based on the application of scientific nursing principles. In addition to general nursing care, responsibilities of Dialysis Nurses include (but are not limited to):

- Primes dialyzer and bloodlines
- Records patients' medical information and vital signs
- Readies dialysis equipment
- Oversees the dialysis treatment from start to finish
- Cannulates accesses
- Demonstrates the ability to remove femoral sheaths & administer medications, including thrombolytic
- Cleans and dresses permanent and temporary catheters
- Monitors patient and adjusts specialized equipment used on patients, and interprets and records information
- Identifies irregular dialysis reactions and notifies appropriate medical team members
- Secures blood works
- Teaches patients and significant others how to manage their illness, by explaining: post-treatment home care needs, diet/nutrition/exercise programs, self-administration of medication, if needed
- Maintains medical inventory

- Provides pre- and post-procedure care to patients within the Hemodialysis Unit
- Performs other position-related duties as assigned, depending on assignment setting

Depending on setting, may also:

- Float among various clinical services, where qualified and competent

Other Responsibilities

- Completes required orientation as directed by facility
- Follows facility and OSHA safety rules and procedures while on assignment
- Follows facility and Care Staffing Professionals Unusual Occurrence Protocol
- Respects cultural and religious practices of patients
- Upholds HIPAA regulations
- Punctual and dependent for assigned/confirmed shifts

Position Requirements

- Graduate of an accredited RN/LPN program
- Current RN/LPN license, in good standing with the State licensing board
- Minimum of one (1) year Dialysis nurse experience
- Federal-, State- and Care Staffing Professionals-required credentials current and on file
- Cognitive skills as related to the position

Working Conditions

Because patients need round-the-clock care, working hours include days, nights, weekends and holidays. The number of patients assigned per shift will vary with facility and specialty, if applicable. RNs/LPNs spend considerable time walking, bending, stretching and standing; they assist in patient transfers. Nurses must guard against back injury because they may have to assist in patient lifts and transfers; they must follow proper body mechanics and procedures for lifting/moving patients. Nurses may face hazards from exposure to chemicals and infectious diseases.

Physical Demands

- Ability to lift twenty (20) pounds. Moving, lifting or transferring of patients may involve lifting of up to fifty (50) pounds, as well as assist with weights of more than one-hundred (100) pounds.
- Ability to stand for extended periods
- Fine motor skills
- Visual acuity

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand and talk or hear. The employee is frequently required to walk; use hands to finger, handle, or feel; and reach forward with hands and arms. The employee is occasionally required to sit and stoop, kneel, or crouch. The employee must frequently lift and/or move up to 20 pounds and occasionally lift or move 50 lbs. Specific vision

abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

The overall physical demand rating for a job of the Dialysis Nurse falls within the **Medium** classification (exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are more than those for Light Work) according to the Dictionary of Occupational Titles.

*Physical demands as published by the US Department of Labor, 1991 in the Dictionary of Occupational Titles, 4th, Edition. You may contact Care Staffing Professionals' Human Resources Department for a comprehensive list of physical demands.

Signature: _____

Print Name: _____

Date: _____