POSITION DESCRIPTION / PERFORMANCE EVALUATION

Job Title: Dialysis Services Staff RN
Supervised by: Dialysis Services Nurse Manager
Prepared by: ____________________________  Approved by: ____________________________
Date: ____________________________  Date: ____________________________

Job Summary: Under the general supervision of the Dialysis Services Nurse Manager, the Dialysis Services Staff RN is responsible and accountable for the dialysis of patients in this facility. Is able to respond quickly and accurately to changes in condition or response to treatment of the patient. Participates in performance improvement activities.

DUTIES AND RESPONSIBILITIES:

3 = Exceeds Performance  2 = Expected Performance  1 = Needs Improvement

Demonstrates Competency in the Following Areas:

Able to demonstrate competency required to serve the complex needs of dialysis patients and must have the ability to sustain and demonstrate the skills needed to perform the specific duties of their positions.

Able to perform hemodialysis and peritoneal dialysis.

Stays current with Dialysis Services procedures and techniques.

Relays correct and pertinent patient information to responsible physician.

Ability to perform a head-to-toe assessment on all patients and reassessments as per policy. This includes: pediatric, geriatric and the general patient population.

Ability to adequately assess and reassess pain. Utilizes appropriate pain management techniques. Educates the patient and family regarding pain management.

Ability to revise plan of care as indicated by the patient’s response to treatment and evaluate overall plan daily for effectiveness.

Ability to perform waived testing (point-of-care testing) per Clinical Laboratory’s and the Dialysis Services’ policies and procedures.

Ability to interpret results of waived tests; take appropriate action on waived tests results.

Performs patient care responsibilities considering needs specific to the standard of care for patient’s age.

Knowledge of medications and fluids their correct administration based on age and weight of the patient and their clinical condition.

Follows the seven (7) medication rights and reduces the potential for medication errors.

Formulates a teaching plan based upon identified learning needs and evaluates effectiveness of learning, family is included in teaching as appropriate.

Demonstrates an ability to assist physicians with procedures and performs services requiring technical and manual skills.

Demonstrates ability to perform treatments and provide services to level licensure.
POLICY:

- ____________________ (organization name) shall follow the manufacturer’s instructions for feed water treatment and monitoring to ensure that the reverse osmosis (RO) is operated within its design parameters.

- ____________________ shall be responsible for monitoring the water treatment system; documenting all results and reporting problems and solutions to the Dialysis Services Medical Director/Dialysis Services Nurse Manager.

- Reverse osmosis devices shall be equipped with on-line monitors that allow determination of rejection rates and product water conductivity.
  
  - If the RO device does not have a means of preventing unsafe product water from entering the dialysis machines (e.g., diversion of product water to drain), the product water conductivity monitor activates audible and visual alarms when the product water conductivity exceeds the preset alarm limit.

  - The limit shall be set at ____________________ to activate the alarms.

  - The alarms shall be situated within the patient care area to ensure prompt staff response.

  - Audible alarms must:

    - Be at least 65 decibels ("A" scale) at three (3) meters.

    - Be unable to silence for longer than 180 seconds.

  - In the absence of an automatic divert to drain valve for the RO, facility staff must demonstrate knowledge of the requirement to manually stop water flow to the dialysis machines and other dialysis related equipment (i.e., concentrate mixing stations, reprocessing equipment) should the water quality alarm sound.

- Other parameters that shall be measured daily include:
  
  - Product and reject stream flow rates

  - Internal pressures to the extent permitted by RO instrumentation
PURPOSE:
To ensure the correct set up of the dialysis machine. To ensure the equipment and monitors are functioning properly.

POLICY:
• _________________ shall ensure that machine functions have been checked and that they work correctly.

• The nephrologist will prescribe the appropriate dialyzer, dialysate/dialysis fluid concentration and other specific dialysis parameters.

• Prior to the initiation of each treatment, extracorporeal alarms shall be tested to ensure they respond appropriately.

• Arterial pressure venous pressure and air detector alarms should all cause the blood pump to stop and the venous line to clamp closed.

PROCEDURE:
• Review current lab work (BUN, creatinine and electrolytes) before setting up machine to assure correct dialyzer and dialysate/dialysis fluid concentration.

• Conductivity and temperature of dialysate/dialysis fluid shall be checked to confirm they are in proper range.

• A machine preassessment shall be conducted, including:
  • Dialyzer membrane checked for patency and integrity
  • Blood tubing is intact and without leaks
  • Dialysate/dialysis fluid composition is per physician order and within safe limits
DEFINITION:

Disequilibrium syndrome is due to the rapid or high volume shifts in water, pH and osmolality between cerebral tissue and blood. It is related to the use of rapid, efficient dialysis. Swelling of brain tissue occurs because urea does not leave brain tissue and spinal fluid as rapidly as it does other body tissues. This causes water to enter the brain because solute or urea content is higher in the brain than it is in the rest of the body.

POLICY:

__________________ (organization name) shall safely and appropriately management patients with disequilibrium syndrome

RISK FACTORS:

• Preexisting neurological condition
• Young age
• Severe Azotemia
• Low dialysate/dialysis fluid sodium concentration

SIGNS AND SYMPTOMS:

• Nausea, vomiting, headache, backache
• Agitation, twitching, confusion
• Seizures, obtundation, coma

NURSING OBSERVATIONS AND DOCUMENTATION:

• Vital signs:
  • Observe changes in blood pressure
DEFINITIONS:

- **Home Dialysis**: dialysis performed at home by an end stage renal disease (ESRD) patient or caregiver (also called a helper) who has completed an appropriate course of training as described in §494.100(a).

- **Self-Dialysis**: dialysis performed with little or no professional assistance by an ESRD patient or helper who has completed an appropriate course of training as specified in §494.100(a).

POLICY:

- The interdisciplinary team shall oversee the training of the home dialysis patient, the designated caregiver or self-dialysis patient before the initiation of home dialysis or self-dialysis, and when the home dialysis caregiver or home dialysis modality changes.

- Retraining shall be provided whenever there is a change in home dialysis helper, treatment modality or home dialysis equipment. Retraining may also be indicated if there are problems, such as repeated episodes of peritonitis, vascular access infections, or a failure to achieve expected outcomes, including goals for dialysis adequacy and anemia management.

- A Registered Nurse is responsible for home dialysis training. Requirements include:
  - Must be a registered nurse who meets the practice requirements of the State in which he or she is employed and
  - Have at least 12 months experience in providing nursing care and
  - An additional three (3) months of experience working as a nurse in the specific modality (hemodialysis or peritoneal dialysis) for which the nurse will provide patient/helper training