

POSITION DESCRIPTION

REGISTERED NEPHROLOGY NURSE

Reports to: Unit Manager

Position Status: Non-Exempt

Supervises: No One

Effective Date: 10/01/2019

GENERAL SUMMARY

The Nephrology Nurse is accountable for the delivery and documentation of care of patients dialyzing at NKC. The nurse is self-directed, able to delegate and follows leadership from the designated charge nurse, supervisor or manager.

DUTIES AND RESPONSIBILITIES

1. Provide accurate and complete patient assessments pre and post dialysis.
2. Collect data in a timely, organized and systematic manner utilizing observation, examination and intervention techniques.
3. Continuous assessment of patient's overall physical and psychological condition to determine nursing care needs during the dialysis run.
4. Provides clinical oversight of the dialysis technician and assists in performing double check of prescription and machine settings.
5. Document all pertinent data into the patient's permanent medical record. Included, but not limited to new patient assessment, patient care notes, and assessment of daily patient care and dialysis parameters.
6. Utilizes nursing assessment and critical thinking to care for and intervene on behalf of NKC patients with an array of complex clinical and social conditions.
7. Review lab work and patient outcomes.
8. Coordinate with other members of the IDT to ensure that patient is educated regarding lab values and plan of care.
9. Participates as a member of the interdisciplinary team.
10. Is able to develop and implement patient plan of care plans.
11. Performs and documents nursing assessments including, but not limited to: fall risk assessments, diabetes assessments, access monitoring, medication reconciliation, immunizations, etc.
12. Safely monitors, administers and adjusts medications.
13. Completes nursing pieces of new patient admissions.
14. Maintain current patient problem lists.
15. Maintain current patient hospitalization data.

16. Provides post hospitalization transition of care.

Secondary Job Functions:

- Include multidisciplinary input in planning care by conducting care conferences and soliciting information from the patient care team.

Essential Job Functions:

1. Implement the plan of care for patients.
2. Provides clinical oversight of dialysis techs and can trouble shoot the following tasks:

Performing all hemodialysis tasks including setting up dialysis machines, checking equipment, coupling patients on dialysis, monitoring treatment, uncoupling patients etc.

3. Implement physician orders. Perform appropriate procedures for dialysis-related emergencies.
4. Initiate emergency interactions based on assessment.
5. Implement protocols and standing orders to assure optimal patient outcomes for anemia and bone disease management.
6. Determine relevance of nursing interventions. Determine causes of significant differences between patient responses and the expected response.
7. Provide care that communicates acceptance of the patient's and/or family' belief, religion and socioeconomic background, and provide care consistent within the patient's rights and responsibilities.
8. Assure protection of patient's privacy.
9. Respect and guard the patient's confidentiality. Respect other staff and visitors.
10. Secure informed consent when indicated.
11. Provide pertinent data to charge nurse and communicate all pertinent patient care data to physicians.
12. Document results of nursing interventions and related pertinent data in the medical records.
13. Refer patient issues to appropriate personnel such as Social Work, Nutrition, etc. with necessary hand-offs of information.
14. Seek assistance when needed.
15. Facilitate communications on an interdisciplinary level as indicated.
16. Determine relevance of nursing interventions. Determine causes of significant differences between patient responses and the expected response.

Patient Education

1. Determine learning needs and assess patient's readiness and ability to learn.
2. Assure teaching is an ongoing process by providing an environment conducive to learning and utilizing principles of adult learning.

3. Provide health care education to the patient and family as needed.
4. Provide teaching to co-workers as indicated.
5. Assist in additional projects, committee assignments or tasks. Attend in-services as provided.

Environment

Essential Job Functions:

1. Comply with infection control practices and all other workplace regulations.
2. Know emergency procedures.
3. Provide a safe, supportive environment for other staff and patients.
4. Collaborate with other disciplines in the evaluation and selection of equipment and supplies and in procedures for their use and maintenance.

Professionalism

Essential Job Functions:

1. Be knowledgeable of rules and regulations governing the nursing care of patients.
2. The Registered Nephrology Nurse must be currently licensed to practice in Washington State and become certified in basic life support. Be responsible for demonstration of attainment of a defined body of knowledge.
3. Continuing Education - Recognize their own continuing learning needs, and be responsible for meeting those needs to maximize professional development and optimal nephrology nursing practice.
4. Quality Assurance - Registered Nephrology Nurses shall participate in a program for ongoing evaluation of the quality and appropriateness of patient care. This program will include monitoring of, but not limited to:
 - a. Current licensure credentials.
 - b. Adherence to standards of practice.
 - c. Standard precautions and isolation techniques.
 - d. Equipment safety.
 - e. Infections.
 - f. Unusual occurrences.

JOB CONDITIONS

1. Must be able to communicate effectively on the phone, in writing, and in person.
2. Must be able to use a computer keyboard, mouse, and be familiar with Windows. Must be able to demonstrate use of appropriate software after training.
3. Duties and responsibilities are performed in a clinical dialysis unit. The Registered Nephrology Nurse is exposed to fumes from chemicals, blood, other body fluids and temperature changes.

4. Physical activities require the ability to stoop, kneel, crouch, reach; stand, walk; push, pull, lift; fingering, grasping, feeling; talking, hearing; and repetitive motions of hands, wrists, fingers.
5. The physical requirements include the ability to lift/move objects weighing up to 100 pounds occasionally, and lift/move objects weighing up to 50 pounds frequently. The position requires visual acuity to read, inspect dialysis machines, and provide patient care.
6. The Registered Nephrology Nurse must be willing to work with hepatitis and HIV-positive patients and those isolated for medical reasons following NKC recommended guidelines.
7. Nurses are also required to receive or provide documentation of vaccination against hepatitis B.

CUSTOMER SERVICE STANDARDS

Staff is responsible for demonstrating good customer service and professionalism.

1. **CONSIDERATION:** Greet customers promptly; show courtesy; recognize customer's needs; respect privacy.
2. **CONCERN:** Listen to customers; express appreciation, be non-judgmental; take responsibility.
3. **CONFIDENCE:** Show a positive attitude; take personal initiative; inform; educate and reassure; provide prompt follow-up.
4. **CONDUCT:** Hold appropriate conversations; maintain a professional appearance; establish teamwork; show professional competency.

EDUCATION AND EXPERIENCE

The Registered Nephrology Nurse should have the equivalent of associate or baccalaureate nursing degree and current registered nursing license in the state of Washington. One year of previous nursing experience is preferred.

PREFERRED SKILLS and ABILITIES

Ability to work with technical equipment, charge nurse experience, and the ability to perform venipunctures.

The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. They are not to be considered as an exhaustive list of all job tasks performed by people so classified.

REVIEW AND APPROVAL



Vice President of Patient Care Services, CNO

10/01/19
Date



Vice President of Human Resources
& Chief HR Officer

10/01/19
Date