**End of Orientation Objectives & Expectations – for In Center Dialysis Technicians**

(Below are expectations of a dialysis technician who successfully completed the In-Center hemodialysis orientation-may or may not have included the training program)

**At the end of the orientation, the dialysis technician will be able to:**

1. Demonstrate an understanding of the basic principles of dialysis.
2. Work within the unit’s team structure under the supervision of the delegating nurse (LPN/RN), nurse in charge (RN/LPN) and/or the unit leadership.
3. Perform accurate and complete pre dialysis patient data collection including, but not limited to general observation of demeanor; checking weights, temperature, postural blood pressures (at least two positions); and report any abnormal findings to the nurse.
4. Properly apply the “look, listen, and feel” access evaluation principles, determine correct direction of blood flow and type of access, follow puncture guidelines, report any abnormal findings to nurse, and document in EMR.
5. Successfully cannulate vascular accesses (AVF/AVG).
6. Safely couple a patient with an AVF/AVG. This includes both patient and staff wearing a mask, checking integrity and patency, troubleshooting technical problems, meticulous use of aseptic technique, hand hygiene, and knowing when to involve the nurse.
7. Successfully access a central venous catheter for hemodialysis treatment and able to perform dressing change.
8. Safely couple a patient with a central venous catheter. This includes both patient and staff wearing a mask, checking for catheter integrity and patency, troubleshooting technical problems, meticulous use of aseptic technique, hand hygiene, and knowing when to involve the nurse.
9. Calculate the patient’s fluid removal or replacement needs and correctly set the target loss. Notify the nurse if the patient requests a different target than what was calculated and document the discrepancy in EMR.
10. Complete the EMR pre-treatment screen.
11. Manage time by completing a patient assignment within 30 minutes of starting the procedure. This means to completely do an “on” from the time the patient arrives. (This includes cleaning up the work area etc.)
12. Correctly and independently draw common labs including blood sugar checks and when to notify the nurse of abnormal results.
13. Monitor the patient at least every half hour as per policy. Recognize the need to monitor the patient more frequently if necessary and modify the dialysis treatment as needed.
14. Safely handle and initiate problem-solving routine dialysis alarms (including arterial/ venous pressure, air in blood, and concentration alarms).
15. Safely uncouple the patient from the machine. This includes making sure two postural blood pressures are stable prior to disconnection.
16. Properly remove and dispose needles by engaging the needle guard prior to disposal into sharps container to prevent accidental needlesticks.
17. Safely uncouple a patient with a central venous catheter. This includes both patient and staff wearing a mask, inspecting catheter integrity, instilling heparin under positive pressure to maintain catheter patency, and knowing when to involve nurse.
18. Perform accurate and complete patient’s post-dialysis data collection including, but not limited to general observation of demeanor; checking weights, temperature, and postural blood pressures (at least two positions); comparing data with pre-treatment and report any parameter of concern to nurse.
19. Successfully monitor multiple patients at one time
    1. Safely and efficiently manage all stations of a FULL POD assignment independently. (*Applicable to all dialysis technicians regardless of experience*) (*Pod size is dependent on individual unit operations)*.
20. Knows when to ask the fellow co-workers and/or charge nurse for support due to unforeseen events.
21. Knows what to escalate to the charge nurse.
22. Demonstrate how to properly drain, tear down, dispose of the extracorporeal circuit, and disinfect the station.
23. Recognize machine technical problems, handle if able, or refer appropriately.
24. Knows how to respond to emergency dialysis situations as outlined in the emergency management procedures.
25. Consistently apply the principles of aseptic technique in the clinical setting (moving from clean to dirty). Can verbally identify areas of the unit that are clean and dirty.
26. Successfully complete orientation to the isolation rooms and Universal precautions. (Including demonstration of correct donning and doffing of isolation PPE and describing “Current” protocols for COVID-19).
27. Document all patient care in EMR following proper documentation guidelines and reports off to someone before leaving the clinical area or Unit.
28. Provide accurate and thorough documentation of all non-routine occurrences and/or problems utilizing appropriate forms found on K-Net (*SAS, Product Complaint, Machine Malfunction, etc*.)
29. Explain the principles and the value of adequate dialysis (*Kt/v and URR*).
30. Recognize the presence of physical and psychological issues and promptly refer to the appropriate IDT member for intervention. (*For example, disruptive or aggressive patient behaviors to SW*).
31. Demonstrate an understanding of the organizational policies and procedures; proper use of communication channels; and utilize K-Net, Outlook, Policy Manager and EMR appropriately.
32. Model professional behaviors (language, appearance, conduct) and abide by the 4C’s of customer service standards as they apply to both patient and staff interactions.
33. Respect cultural differences and diversity and promote equity and inclusion among patients and staff.
34. In all situations: Demonstrate an understanding of one’s own knowledge and skill limitations by asking for assistance or making referrals to other staff appropriately. (*If you don’t know how to do something*… *ASK*.)

I have read and understand the objectives listed above.

I feel that I can successfully meet these expectations.

I feel that I cannot successfully meet these expectations and need to discuss further training and/or orientation:

* Concerns =
* Plan =

**Employee Signature: Date:**

**Manager’s Signature: Date: \_**