

HAWAII HEALTH SYSTEMS CORPORATION

Job Description

Dialysis Technician

(Position Description, Class Specification & Minimum Qualification Requirements)

Entry Level Work	HE-06	6.825
Full Performance Work	HE-08	6.826

Function and Location

This position works in a nursing unit of a hospital, clinic or long term care facility, and is responsible for providing paraprofessional nursing care and performing various extracorporeal therapies in an acute setting. The acute dialysis technician will function autonomously with minimal direct supervision while following physicians orders for treatment. The position may be required to work on shifts, including evenings, and weekends and holidays.

Key Duties and Responsibilities

1. Provides dialysis and other extracorporeal treatment for acutely ill, hospitalized patients.
2. Prepares dialysis machines, dialyzers, portable R.O., and other equipment and transports from individual hospital storage area to patient care area.
3. Checks physician's orders, patient consent, lab result chloramines, and machine conductivity prior to initiating treatment.
4. Ensures that hospital nursing staff has documented pre-dialysis patient weight prior to initiating treatment.
5. Responsible to stock dialysis machines.
6. Demonstrates correct protocol for initiating and discontinuing dialysis treatment using a fistula, graft or catheter.
7. Troubleshoots catheter problems and change dressings per policy.
8. Monitors patient continuously throughout treatment and reports significant occurrences to RN/physician.
9. Recognizes signs and symptoms indicating the need to check ACTs.
10. Performs treatment with various heparin protocols.
11. Performs dialysis, plasmapheresis, and CVVH as ordered by the nephrologists.
The acute hemodialysis technician will: a) understand indications for the use of all,

HAWAII HEALTH SYSTEMS CORPORATION

Job Description

Dialysis Technician

(Position Description, Class Specification & Minimum Qualification Requirements)

- b) understand and be able to set up and prime all therapies, c) recognize signs and symptoms of complications.
12. As directed by the RPN, take action to affect vital signs. Respond to emergency codes.
 13. Obtains machine cultures and LALs and water analysis. Disinfects machines monthly and submit reports to the supervisor.
 14. Documents and tracks machine information and submit report to the supervisor.
 15. Develops a rotation use and documentation system for all dialysis machinery.
 16. Adhere to safety/infection control policies and procedures. Report unsafe equipment.
 17. Maintain a clean, well-stocked, safe environment for patients and staff. Keep patient care and utility areas neat and clean.
 18. Communicate and interact with patients and families in a positive and courteous manner.
 19. Use the principles of growth and development to assess each patient's age-specific needs and provide age-specific treatment and care.
 20. Maintain the strictest confidentiality of all facility and facility-related employee information.

Other Duties

In addition to the key duties and responsibilities, this position may be assigned to:

Take inventory and restock all supplies and equipment in accordance with established inventory levels, utilize tag-out procedures for malfunctioning equipment. Participate in fire and disaster drills; uses the principles of pain management in assisting each patient to be as comfortable and pain-free as possible by assessing, treating and educating patient and family; uses knowledge of different cultures to assess each patient's cultural specific needs and provide cultural specific treatment and care; maintains competencies through continuing education and credentialing, inservices and/or unit/hospital competencies within appropriate timeframe; and perform other duties as assigned.

HAWAII HEALTH SYSTEMS CORPORATION

Job Description

Dialysis Technician

(Position Description, Class Specification & Minimum Qualification Requirements)

Knowledge and Abilities used in Performing Key Duties at the Full Performance Level

Demonstrated proficiency in the application of all of the knowledge and abilities, specified below for the Full Performance level, in providing the full range of services to the clientele of the work site, independently. Knowledge of the policies, procedures and work rules of the work site.

Controls Exercised over the Work

A Registered Professional Nurse provides supervision to the position.

Instructions Provided: Entry level employees are provided specific and detailed instructions; full performance employees are provided general instructions, and specific instructions in new and unusual situations.

Assistance Provided: Entry level employees are provided close guidance in performing tasks; full performance employees perform work independently, receiving specific guidance only in new and unusual situations.

Review of Work: Entry level employees receive close and frequent review of work performed; the work of full performance employees is reviewed periodically to ensure that acceptable practices are followed.

Prerequisite Qualifications Required for the Entry Level

Experience and Essential Knowledge and Abilities: Two (2) years of work experience which involved independently observing and reporting on a variety of physical and/or mental symptoms and conditions and implementing care and/or treatment procedures for a caseload of acute care. Such experience must have demonstrated knowledge of basic nursing skills (i.e., taking vital signs, measuring output, recognition of abnormal signs and symptoms, etc.); first aid; patients' rights; universal precautions; infection control; body mechanics; basic medical and nursing terminology; and the ability to read, write, speak and understand simple sentences in English; follow oral and written instructions precisely; and assist in providing paraprofessional nursing care to dialysis patients and patients receiving care on an outpatient basis.

Substitutions Allowed:

1. Completion of a professional nursing curriculum from an accredited school

HAWAII HEALTH SYSTEMS CORPORATION

Job Description

Dialysis Technician

(Position Description, Class Specification & Minimum Qualification Requirements)

- substitutes for the experience required for the entry level.
2. Outpatient dialysis experience, which provided knowledge of hemodialysis treatment and procedures, may be substituted on a year-for-year basis (up to 2 years) for the entry level.

Certification Required: Basic Life Support (BLS) for Healthcare Workers must be obtained within six (6) months of employment.

Physical Requirements: All employees must be physically able to perform the essential duties of the position. The general types of physical abilities involved, and examples of the tasks requiring these abilities, follows:

Sensory: Read typewritten and/or handwritten orders and notes in patient charts; measure medications; distinguish colors; observe changes in a patient's skin color and condition; hear through a stethoscope to measure a patient's blood pressure and listen for heart and lung sounds.

Coordination and Dexterity: Assist patients with personal care activities and subdue uncontrolled patients.

Strength and Stamina: Lift up to fifty-five (55) pounds; push/pull up to one hundred fifty (150) pounds; lift and transfer patients; stand on your feet for periods as long as six (6) hours.

Mobility: Move freely throughout the work setting and respond to emergency situations quickly.

(These requirements are supplemented by the Physical Requirements, for the Nurse Aide classes.)

Prerequisite Qualifications Required for the Full Performance Level

In addition to the qualifications required at the entry level:

Experience and Essential Knowledge and Abilities: One (1) year of work experience in an acute hospital or outpatient dialysis unit which provided knowledge of hemodialysis treatment and procedures. Such experience must have demonstrated the acquisition of a good working knowledge of disinfection procedures; procedures for maintenance and care of equipment; knowledge of hemodialysis treatment and procedures; and assist and participate in the activities of the treatment team.

HAWAII HEALTH SYSTEMS CORPORATION

Job Description

Dialysis Technician

(Position Description, Class Specification & Minimum Qualification Requirements)

Desirable Qualifications: Ability to handle emergency situations in a calm manner; ability to communicate and work effectively with acute and chronically ill individuals.