

 Oroville Hospital	Job Description for Dialysis Registered Nurse- Supervisor	Department:	Nephrology
		Dept. #:	7740
		Last Updated:	01/17/11

Reports To

Chief Nursing Officer

Job Summary

The Registered Nurse Supervisor working in the Nephrology Unit is responsible for planning, organizing, implementing and evaluating patient care of patient of all ages pediatric to geriatric. The RN Supervisor coordinates, delegates, provides direct nursing care for patients and oversees the daily functions of the Dialysis staff. The RN Supervisor provides supervision for patient team members in accordance with their level of training and the patient's acuity.

Duties

Under the supervision of the Chief Nursing Officer, the dialysis supervisor maintains accountability for the coordination and delivery of care to patients with end stage renal disease. The responsibilities of the dialysis supervisor include:

- Oversees the preparation of the delivery system, dialysate bath, and dialyzer and confirms that all mandatory alarm tests on the dialyzer and equipment are performed.
- Reviews physician orders for dialysis patients, collects pre-treatment dialysis data, and reviews patient records prior to dialysis.
- Conducts pre-dialysis patient assessment including obtaining patient vital signs and assessing the patient's vascular access, laboratory findings, and the patient's general health.
- Verifies that patients are taking all prescribed medications and performs medication reconciliation.
- Documents findings of patient assessments and interventions and advises providers of any significant change in the patient's condition and other pertinent information.
- Discusses patient concerns and answers questions relevant to care.
- Oversees dialysis technicians in the performance of dialysis from start to finish, monitors patient reaction to treatment and performance of the dialysis machines, and demonstrates an in-depth understanding of the mechanics of dialysis.
- Assesses, prepares, and cannulates a patient's vascular access (including needle insertion in arteriovenous fistula or grafts for aseptic connection with dialysis equipment).
- Utilizes sterile techniques to assess the dialysis catheter exit site and to apply dressing on the patient's vascular access (dialysis catheter, arteriovenous access) per protocols.

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- Maintains skills necessary to perform surveillance on dialysis access (catheter, fistula, graft) for early signs of failure or infection; this includes (if needed and after receiving the appropriate training) the ability to perform arteriovenous access monitoring using ultrasound machine per protocol.
- Reviews patient' s electronic/paper records for orders as appropriate and administers dialysis-related intra-venous and/or oral medications as prescribed and/or per protocol.
- Conducts post dialysis assessment and patient discharge by evaluating treatment, documenting medication administration utilizing the appropriate protocols, assessing condition of vascular access, discharging the patient when vital signs are stable, and documenting and recording patient treatment data.
- Provides patient education/teaching applicable to the patient' s medical condition.
- Refers patient to other disciplines or services as needed (nutrition, social work, etc).
- Performs other treatments and diagnostic tests such as blood sugar testing and other tests required as part of patient treatment.
- Oversees disassembly and disinfection of dialysis equipment.
- Maintains skills necessary to do regional heparinization, separate and store blood samples, set up oxygen, administer saline, and maintain dialysis equipment.
- Performs surveillance and testing of dialysis water treatment equipment and dialysis water (such as chlorine, hardness, conductivity, water cultures) to ensure that these machines are operating within the parameters set in the facility's written protocols.
- Demonstrates a working knowledge of dialysis laboratory tests and dialysis medications.
- Demonstrates an in-depth understanding of infection control and prevention of transmission of blood borne pathogens.
- Participates in quality improvement activities to include collection of data for the dialysis unit Quality Assurance Performance Improvement (QAPI) plan.
- Responds appropriately and provides assistance in emergency situations.
- Provides leadership in improving patient care, maintaining standards of care, directing and teaching personnel in a variety of settings, and providing charge nurse responsibilities as needed.
- Works closely with others on the dialysis team and participates in interdisciplinary team meetings.
- Maintains responsibility for providing coverage to the dialysis department.

Supervisor Duties

- Responsible for implementing and maintaining the dialysis policy and procedure manual.
- Maintains competencies and skills check list for dialysis staff.

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- Monitors and ensures dialysis machines are properly maintained.
- Evaluates the performance of dialysis staff.
- Provides orientation to new dialysis staff members.
- Provides an easy access to dialysis services by maintaining the physician order and contact system through the staffing office.
- Maintains appropriate supply level of specialized dialysis products.

Qualifications

- Graduate of an accredited school of professional nursing and licensed to practice as a registered nurse in the State of California
- Minimum of 3 years nursing experience
- Minimum of 1 year supervisory experience
- Current BLS Certification
- Current ACLS Certification
- Demonstrates basic computer skills and proficiency in MS Word and Outlook
- Prior experience providing nursing care to patients on acute dialysis preferred
- Demonstrates high level of personal and professional accountability and responsibility
- Self-directed and performs duties independently
- Ability to problem-solve and apply critical thinking skills
- Must have the proven ability to maintain confidentiality in the care of patients.
- Ability to effectively communicate and coordinate patient care activities with the interdisciplinary team

Lifting Requirements

Heavy: frequent lifting, not more than 100 pounds (with help) and/or carrying objects weighing up to 50 pounds.

