

 <p><b>STATE OF INDIANA</b> CLASSIFICATION SPECIFICATION</p>	<b>Class Title:</b> Dialysis Nurse 3		<b>Class Code:</b> 001QC3
	<b>FLSA Status:</b> Non-exempt	<b>Salary Schedule:</b> RDS	<b>Effective Date:</b> 5/27/13
	<b>Summary</b> Incumbent is a registered nurse and is responsible for dialysis equipment and treatment of all residents requiring dialysis services in a state institution.		

**Duties:**

- Prepares patients for hemodialysis treatment according to prescription;
- Assess patients upon arrival in unit, initiates treatment and stabilizes patient;
- Monitors dialysis patients before, during and immediately after treatment;
- Observes patients and dialysis equipment for consistent treatment, watches for any inconsistencies or problems, analyzes potential problems and reacts accordingly;
- Responds to emergency, potentially life-threatening, situations efficiently and professionally;
- Gives patients inoculations, immunizations, and blood tests as needed;
- Prepares and gives medication, controlling dosage, and administering as prescribed by a physician;
- Evaluates patients' responses to actual or potential health conditions and the effect or interaction with the dialysis treatment;
- Works effectively with potentially violent, disturbed and chronically ill patients;
- Contacts patients' families regarding patient's medical conditions;
- Involves other members of health care team such as physician, optometrist, dentist, pharmacist, and dietician as needed;
- Coordinates, directs and provides guidance to lower level or less experienced nurses;
- Works with private physicians and hospital staff specializing in dialysis;
- Maintains thorough records, charts of treatment, problems, complaints of patient and medications administered;
- Performs inventory and quality checks of dialysis supplies and equipment;
- Performs related duties as required.

**Job Requirements:**

- License to practice nursing in the State of Indiana as a registered nurse;
- Successful completion of certified dialysis treatment training;
- Thorough knowledge of specialized dialysis treatment and practices;
- Specialized knowledge of, and the ability to utilize, the full range of accepted professional nursing principles and practices for in-patient, an specifically dialysis care;
- Thorough knowledge of dialysis equipment, troubleshooting, and basic quality checks;
- Thorough knowledge of procedures and safety measures required in the handling of blood, particularly potentially infected blood;
- Specialized knowledge of the practical aspects relative to handling and caring for chronically ill patients;
- Ability to provide quality dialysis treatment, make independent analysis of a given emergency situation and react accordingly;
- Ability to interpret and follow oral and written orders and directions;
- Ability to provide direction and guidance to lower-level or less experienced nursing staff.

**Difficulty of Work:**

Dialysis treatment is performed in a stressful environment. Several patients simultaneously undergo treatment which may be even hours in duration. All patients and equipment require constant monitoring. Due to the nature of the treatment, incumbent must be prepared, and know how to react to, emergency, potentially life-threatening situations independently. Treatment is being given to chronically ill patients who may be non-compliant and possibly considered dangerous.

**Responsibility:**

Duties performed are based on medical orders from a physician, however, dialysis duties are performed independently of a doctor's supervision and incumbent is legally responsible for his/her nursing actions. Incumbent receives extremely limited supervision as renal physician, or other renal experts are not available on site for direction or technical guidance. Work is reviewed for general adequacy of judgment and conformance with procedure and policy.

**Personal Work Relationships:**

Contacts are primarily with patients, facility medical and administrative staff, and outside renal experts for exchange of information, explanation and interpretation of patient care, and clarification of treatment. Persuasion may be needed in attempting to get patients to comply with prescribed treatments.