



Hay River Health & Social Services Authority | Administration des services de santé et des services sociaux de Hay River
37911 MacKenzie Highway | 37911, route MacKenzie
Hay River, NT X0E 0R6

Job Description

IDENTIFICATION

<i>Position Number</i>	<i>Position Title</i>	
	Registered Nurse – Dialysis	
<i>Department</i>	<i>Position Reports To</i>	<i>Site</i>
Acute & Ambulatory Care	Manager, Acute & Ambulatory Care	Hay River Regional Health Center

PURPOSE OF THE POSITION

Provides advanced nursing care to clients of the Dialysis Unit in accordance with established standards of nursing practice and the philosophy and objectives of the Hay River Health & Social Services Authority to ensure that the clients' physical, emotional, psycho-social, spiritual and educational needs are met.

SCOPE

This position may be located at one of the Hay River Health & Social Services Authority (HRHSSA) locations. They include the Hay River Regional Health Center (HRRHC), the Gensen Building, Woodland Manor, Supportive Living Services and/or H.H. Williams Memorial Hospital (HHWMH). The HRHSSA is an accredited, integrated health authority that provides the following services: 19 acute inpatient beds (14 Community Support Beds, 1 Family Suite (Palliative), 2 Secure Rooms, 2 Observation beds), Emergency and Ambulatory Care, including dialysis and endoscopy; Midwifery Care and Delivery; 25 Long Term Care beds; Supportive Living Campus, a Territorial campus providing 11 permanent residences; Diagnostic Services (Diagnostic Imaging, Ultrasound, Mammography); Laboratory; Medical and Specialty Clinics including Diabetes programming; Social Programs (Community Counselling, Healthy Families and Child and Family Services) Community Health and Home Care, Rehabilitation which include Physiotherapy, Occupational Therapy and Speech Language Pathology; and a full range of Support Services.

Located within the HRHSSA and reporting directly to the Manager, Acute & Ambulatory Care, the Registered Nurse (RN), Dialysis provides culturally sensitive care to inpatients

and outpatients living with renal disease. The RN, Dialysis may also be required to assist with the management and teaching for clients with renal insufficiency on hemodialysis as well as to individuals with chronic renal disease not yet on dialysis. The RN, Dialysis provides direct nursing care (hemodialysis) to clients who require 3 four-hour treatments per week. The days per week and hours of work may be adjusted to accommodate an increase or decrease in the number of clients or other unusual occurrences. The RN Dialysis will refer to the Clinical Coordinator, for clinical direction (ie. in unfamiliar situations, etc.).

The RN, Dialysis is a member of the nursing team who provides direct nursing care to inpatients and outpatients receiving treatment for renal disease (ie. hemodialysis, change an artificial kidney, etc.) as well as counseling and educating those at risk. A specialist/physician is not always readily available. When necessary, the RN, Dialysis will contact the Clinical Coordinator NWT Program, specialists, southern hospitals and/or transplant labs to address out of the ordinary complications (may be done via telehealth technology). As a result, the RN, Dialysis independently makes day-to-day decisions regarding individual nursing care plans based on standing orders. The RN, Dialysis may be responsible for multiple clients at any one time, using sound judgement to provide advanced care through independent nursing interventions and standing orders from the physician. When changes in the client condition are detected (ie. vital sign, abnormal lab results, pulmonary edema, etc.) the RN, Dialysis may adjust the treatment accordingly.

The RN, Dialysis may act as a client advocate and facilitate communication between the client, family, physician, specialist and any other health care professional, to help the voluntary process of relocation occur as smoothly as possible, if required Clients, family members and external caregivers of clients (ie. Community Health Nurses, physicians, etc.) will often contact the Unit on a regular basis for advice or direction prior, during and/or after the dialysis treatment. This results in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the long term needs of the client.

Based on client census and acuity throughout HRHSSA the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of an RNs practice.

Within six months of hire the incumbent will be required to take responsibility of the client care and unit operations in the absence of the Dialysis Coordinator.

RESPONSIBILITIES

- 1. As part of a multi-disciplinary health care team the RN, Dialysis provides advanced nursing care to clients using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to clients of the Dialysis Unit.**

Main Activities:

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the client.
- Ensure that dialysis equipment (ie. dialysis machine, water purifier, etc.) is working properly by testing, calibrating and troubleshooting before initiating care.
- Assist clients to achieve their optimum level of health in situations of normal health, illness, injury or through the process of dying.
- Advocate the dignity and self-respect of clients.
- Promote the autonomy of clients and help them to express their health needs and value to obtain appropriate information and services.
- Safeguard the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required.
- Apply and promote principles of equity and fairness to assist Casual clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Organize and facilitate the visiting Nephrologist clinic in collaboration with or in the absence of the Dialysis Coordinator.
- Coordinate the care for Hay River Renal Insufficiency Clinic (RIC) clients upon direction from Nurse Practitioner/Clinical Coordinator of the NWT Program in the absence of the Dialysis Coordinator.

2. The RN, Dialysis facilitates implements and modifies client and family education/teaching based on the needs of the client.

Main Activities:

- Use a holistic approach to facilitate individual learning of client and their families upon admission and transfer or discharge in relation to renal disease (ie. self-care, health promotion, etc.).
- Assess the client for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support client.
- Coordinate the admission and transfer or discharge of client. This includes explaining and ensuring that the client understands the admission or discharge plan (established by the Health Care Team for the client care and treatment).

3. Advocate practice environments that have the organizational and human support systems, and the resource allocations necessary for safe, competent and ethical nursing care.

Main Activities:

- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of client and others in the setting.
- Orientate new employees to specific specialty programs.
- Participate in committees, task forces, and research projects as related to the Dialysis Unit.
- Communicate with nurses and other members of the health care team regarding the client's health status and care plan in order to provide continuity of care and promote a collaborative effort directed toward quality care.

Position Role in Client & Staff Safety:

The HRHSSA is committed to creating a culture of safety throughout the organization. A culture of safety is necessary to provide optimal care to our clients, and a health workplace for staff. An organization with a culture of safety is characterized by several elements:

- Client-centered care;
- Healthy workplace;
- Open communication; and a
- Blame-free and accountable environment.

All staff throughout the organization shares the responsibility for client and staff safety by:

- Demonstrating a commitment to safety;
- Complying with safety policies, procedures and best practices;
- Identifying and reporting safety issues; and
- Participating in safety initiatives.

Commitment to Client Centered Care:

Recognizing that our clients are the experts for their own lives, the Hay River Health & Social Services Authority (HRHSSA) is committed to support our clients as leaders to accomplish the goals that they have set out for us in their personal care. The (HRHSSA) will endeavor to provide client centered care through the following:

- Involving clients in their care by reducing barriers that may inhibit our ability to help them.
- Providing a culture that will ensure clients have a voice and participate in their own personal care.
- Empowering clients through improving client satisfaction, enhancing the quality of care and ultimately the quality of life for our clients.
- Focusing on the experience of the client from their perspective and listening to their needs.
- Fostering collaboration between the client and organization by working together to

- achieve our goals.
- Providing continuous dialogue with the clients to ensure that each and every client is seen as a unique individual.
- Ensuring staff are provided with the training and tools required to complete the best job possible.

Criminal Record Check

Employment with the Hay River Health & Social Services Authority is contingent on providing a satisfactory criminal record check including the vulnerable sector check to the Human Resources Office prior to the official start date of a position.

KNOWLEDGE, SKILLS AND ABILITIES

- The RN, Dialysis must have knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the clients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- The RN, Dialysis must have specialized knowledge in the area of nephrology (the study of diseases and disorders of the kidney) and must be capable of sharing this information to both clients and caregivers.
- Knowledge of and an ability to operate, calibrate and clean the dialysis specific tools and machines required during the dialysis of clients (ie. including but not limited to the dialysis machines, water purification system, artificial kidneys, pumps, etc.).
- An ability to educate clients and their families (where applicable) on appropriate self-care methods and techniques.
- An ability to deliver presentations that are well structured and easy to understand and are presented in a relaxed, self-confident style is required.
- Knowledge of an ability to operate telehealth equipment, computer programs such as the Healthnet viewer and word processing programs.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Knowledge of advanced biological, physical and behavioural sciences in order to recognize interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside the HRHSSA (ie. Social Services, Public Health, etc.) in order to ensure support of clients and their families.
- An ability to operate and/or use standard medical equipment (such as but not limited to – Central Venous Catheters (CVC) lines, Intravenous Venous pumps and lines, stretchers, Electrocardiogram-machine, thermometers, sphygmomanometers, blood glucose monitors, sharps, etc.).

Within the appropriate scope for the position:

- **Self Control (Responds Calmly)** – Feels strong emotions in the course of conversations or other tasks, such as anger extreme frustration or high stress, controls emotions and continues to talk or act calmly.

- **Flexibility (Adapts Normal Procedures)** – Alters normal procedures or ways of working to fit a specific situation to get the job done and/or meet HRHSSA goals, (ie. performs co-workers' tasks when needed),
- **Valuing Diversity (Monitors and Modifies Own Behaviour)** – An ability to monitor and evaluate own beliefs and behaviours with regard to prejudices and personal bias, and practice new behaviour as appropriate,
- **Initiative (Addresses Current Opportunities or Problems)** – An ability to recognize and act upon present opportunities or address present problems (usually completed within a shift or two),
- **Analytical Thinking (Sees Basic Relationships)** – An ability to take apart a problem into pieces and link those pieces together (ie. A leads to B leads to C) and an ability to sort into order of importance,
- **Conceptual Thinking (Sees Patterns)** – When looking at information, sees patterns, trends, or missing pieces and notices when a current situation shows some similarities to a past situation, and identifies the similarities,
- **Listening, Understanding & Responding (Listens responsively)** – An ability to demonstrate objective and active listening. This includes an ability to seek out the facts and pertinent information before drawing conclusions,
- **Client Service Orientation (Addresses Underlying Needs)** – An ability to seek information about the real, underlying needs of the client, beyond those expressed initially, and matches these to available services,
- **Teamwork & Cooperation (Cooperates)** – An ability to participate willingly and support team decisions (ie. is a good team player). This includes doing one's own share of the work and sharing all relevant and useful information,
- **Expertise (Answers Questions)** – An ability to answer questions as an expert when asked. This includes telling people about current understanding of technical issues,
- **Developing Others (Gives Behavioural Feedback)** – An ability to give specific positive or mixed feedback for developmental purposes. This includes giving negative feedback in behavioural rather than personal terms, and expresses positive expectations for future performance
- **Client Safety** – Participates in and demonstrates an understanding of client safety principle and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to client safety.
- **Ethics** – Advocates the dignity and self-respect of clients. Promotes the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services. Safeguard the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required. Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.

TYPICALLY, THE ABOVE QUALIFICATIONS WOULD BE ATTAINED BY:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree, hemodialysis training from a hospital approved course, and two years of directly related experience in a healthcare setting.

Must be registered with the RNA NT/NU

Must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- Non-Violent Crisis Intervention
- Blood Glucose Monitoring
- WHMIS
- Internet and e-mail applications
- Fire training and
- BLS Certification
- Hand Hygiene

Desirable training and/or certifications include:

- Nephrology (Canadian Nurses Associations Certification)
- Advanced Cardiac Life Support

WORKING CONDITIONS

Working Conditions identify the *unusual and unavoidable*, externally imposed conditions under which the work must be performed and which create hardship for the incumbent. Express frequency and duration of occurrence of physical demands, environmental conditions, sensory demands and mental demands.

Physical Demands

The Incumbent will be required to bend and stand in an awkward position while performing client assessment or care. As treatments require the constant observation and attention the RN, Dialysis is often unable to eat meals or access washroom facilities at regular intervals.

Environmental Conditions

During their shift (75% to 100% of time) an incumbent will have significant levels of exposure to communicable diseases, blood, and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risks to the incumbent.

The RN, Dialysis is exposed to toxic and unpleasant fumes that can result in potential severe health risks.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of clients within the Dialysis Unit.

Mental Demands

The incumbents may be exposed to death/dying and other emotionally disturbing experiences. The RN, Dialysis is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate care and compassion to the family and other member of the health care team.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and predictable situations.

CERTIFICATION

Position Number:

<hr/> <p>Employee Signature</p> <hr/> <p>Printed Name</p> <hr/> <p>Date</p> <p>I certify that I have read and understand the responsibilities assigned to this position.</p>	<hr/> <p>Supervisor Title</p> <hr/> <p>Supervisor Signature</p> <hr/> <p>Date</p> <p>I certify that this job description is an accurate description of the responsibilities assigned to the position.</p>
<hr/> <p>Director/Chief Executive Officer Signature</p> <p>I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.</p>	<hr/> <p>Date</p>

“The above statements are intended to describe the general nature and level of work being performed by the incumbents of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position”.

September 2015
February 2017 – scope, commitment statement