



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

Registered Nurse, Dialysis

Salary: Range 16 \$95,784 to \$114,426 per year (\$49.12 to \$58.68/hour)

Status: Full-time, Indeterminate

Competition #: 072-23

Closing Date: February 22, 2023

A temporary recruitment and retention supplement will be offered to front line Registered Nurse, Nurse Practitioner, Midwifery, Occupational Therapist and Physiotherapist positions within the Hay River Health and Social Services Authority. The successful incumbent will receive a \$6000 supplement upon hire and an additional \$6000 supplement after completion of 12 months of continuous employment contingent on remaining employed in an eligible position for a further 12 months. This is a taxable benefit and will be subject to applicable deductions

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.

Qualifications:

- 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.).
- Must be able to acquire within a reasonable time frame and remain current with the Non-Violent Crisis Intervention certification

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 [College of Nurses of Northwest Territories and Nunavut \(CANN\)](#)

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



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Desirable training and/or certifications include:

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

In addition to an attractive salary, we offer a Northern Allowance of \$2.42 per hour up to \$4,711 per year. All job offers are subject to references, a satisfactory Criminal Records Check (including vulnerable sector search) and an Employee Health Risk Assessment. Only those candidates selected for an interview will be contacted.

For full job description, including required knowledge, skills & abilities, please see job posting/job description on our website at www.hayriverhealth.ca under the 'Careers' section.

How to apply:

Applicants should send their resume via email to hrhssa_competitions@gov.nt.ca or via Fax to (867) 874-8345