Date: February 2014

Job Title: Registered Nurse

Department: Renal Service/ Satellite haemodialysis

Location: Waitemata DHB Dialysis units

Reporting To:

1. Charge Nurse Manager Satellite and Home Therapies and Clinical Director for Renal Service meeting management performance objectives as regards financial, team/people management and clinical service strategies
2. Director Allied Health, for advanced practice, practice standards and contribution to service development

Direct Reports: None

Functional Relationships with:

Internal:
- Clinical Dialysis Technicians
- Dialysis Nurses
- Lead Technician
- Haemodialysis Staff Trainer/Tech Educator
- Renal Clinical Nurse Educator
- Charge Nurse Managers
- Clinical Leader Renal Service
- Operations Manager Renal
- Director Allied Health
- Other Renal Physicians and Junior Doctors
- Other Nursing staff supporting the unit functioning e.g. Clinical Nurse Specialists, Director of Nursing & Midwifery
- Renal Dieticians, Pharmacist, Social Workers
- Medical Teams
- Allied Health team

External:
- Patients and their families
- GP’s and practice nurses
- Colleagues in other DHBs
- Government Agencies
- Other Healthcare providers

Committees/Groups:
- New Zealand Board of Dialysis Practice (NZBDP)
- National Renal Advisory Board (NRAB)
- Renal Society of Australasia (RSA)
- Auckland District Kidney Society (ADKS)
- National Kidney Foundation (NKF)

Purpose of Registered Nurse Role:

To perform dialysis for renal patients with both acute and chronic renal failure in hospital and satellite setting. They provide assessment and care associated with dialysis, and contribute to training for patients undertaking their own dialysis. They also monitor and maintain haemodialysis machines and water purification systems.
## KEY ACCOUNTABILITIES

**Demonstrate professional responsibility within scope of practice**
- Patient privacy
- Cultural safety
- Maintenance of standards
- Professional Development

## EXPECTED OUTCOMES

- Able to incorporate the principles of patient privacy, patient rights and confidentiality into practice independently.
- Accepts responsibility for ensuring that his/her dialysis practice and conduct meets the standards of the professional, ethical and relevant legislative requirements.
- Accepts responsibility for action and decision making within scopes of practice.
- Dialysis care is provided in a culturally safe manner and supports the principles of the Treaty of Waitangi/Te Tiriti o Waitangi: protection, participation and self determination. The client determines care as culturally safe.
- Maintains ongoing professional development relevant to area of expertise.
- Contribute to relevant professional activities eg. professional organizations, presenting papers and publishing.
- Attends appropriate study days, conferences and participates in in-service education sessions.
- Contribute to the education and professional development of colleagues/students.
- Supports activities of appropriate professional organisations.

## Clinical and Technical Practice

- Administration of specific medication and blood products

## EXPECTED OUTCOMES

- Demonstrates ongoing dialysis competence in providing to patient/client care in chronic, acute, satellite settings and participate in acute on call service.
- Demonstrates competence in dialysis skills and patient training and reflects on own practice and identifies areas for further development.
- Demonstrates ongoing competence in the administration of a defined list of medicines and blood products according to WDHB policy.
- Demonstrates competence in patient care by participating in medical rounds and primary team practice.
- Implement organisational policies in clinical practice.
- Primary care for dialysis patients as allocated with collaboration with medical team and MDTs.
- Evaluation, interpretation and decision making based on assessment of patient’s condition and dialysis parameters.
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<thead>
<tr>
<th>KEY ACCOUNTABILITIES</th>
<th>EXPECTED OUTCOMES</th>
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<tbody>
<tr>
<td>Incorporated into an on-going treatment plan</td>
<td>Monitors and maintains dialysis water quality standards effectively.</td>
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<tr>
<td>• Monitors and maintains dialysis water quality standards effectively.</td>
<td>• Demonstrates competence in routine &amp; preventative maintenance of dialysis machines and water treatment units and records.</td>
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**Interpersonal relationships**
- Relationships with patients/clients is appropriate and therapeutic to achieve agreed health outcomes
- Good customer service skills
- Maintaining boundaries
- Partnership
- Caring
- Value-oriented: respectful, open, compassionate, integrity
- Communicate professionally and effectively with clients and members of the health care team in all interactions.
- Environment is managed to facilitate calmness so the patient/client can make sense of what is happening for them.
- Produces all assigned/allocated documents to an acceptable standard of presentation

**Quality Improvement and service delivery**
- Integrates quality assurance/improvement into dialysis practice.
- Seeks assistance as required.
- Identify improvement opportunities and assist in the development of appropriate strategies.
- Clinical safety is a key priority in practice. Completes orientation, undertakes inservice education, and uses the policies and procedures to guide practice. Is alert to early warning signs and acts proactively.
- Participating in, and contributing to, relevant research undertaken in the Unit.
- Develop and implement effective work practice approaches to provide efficient and thoughtful service delivery.
- Accountability is taken for action, omissions and commissions.
- Works positively with other staff. Shares information and resources with colleagues
- Collaborates with fellow team members and other work groups to achieve service objectives. Actively contributes to and accepts consensus decisions.
- Seeks opportunities to support others in achieving goals.
- Recognises and respects individual differences

**Culturally sensitive to practice**
- Shows understanding of and commitment to the principles of the Treaty of Waitangi (partnership, protection, participation) and importance of Whare Tapa Wha (the four cornerstones of health) te taha wairua (spiritual aspects); te taha hinegaro (mental and emotional aspects); te taha whanau (family and community aspects); and te taha tinana (physical aspects).
- Assists in the leadership and management of projects to improve Maori access to healthcare services.
- Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Maori.

**Workplace Health and Safety**
- Organisational health and safety policies are read and understood and relevant procedures applied to their own work activities.
- Refers to work practices that are evidence based current and adhered to.
- Workplace hazards are identified and reported, including self management of hazards where appropriate.
- Can identify health and safety representative for area.
Registered Nurses utilise nursing knowledge, reflective practice and professional judgment to provide competent care and advice in health promotion, maintenance and restoration of health, preventative care, rehabilitation, and care of the terminally ill. This occurs in a range of settings with individuals or groups (NCNZ, 2001b).

PERSON SPECIFICATION

POSTION TITLE: Clinical Dialysis Technician/Registered Nurse

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<tr>
<th>Minimum Qualification</th>
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<tr>
<td>Dialysis qualification</td>
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<tr>
<td>Clinical Dialysis Technician</td>
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<tr>
<td>• Completed NZBDP approved certification exam</td>
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<tr>
<td>• NZBDP-registered Clinical Dialysis Technician</td>
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<tr>
<td>Registered Nurse</td>
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<td>• Nursing Council registered RN</td>
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<tr>
<th>Experience</th>
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<tr>
<td>Minimum 2 years of current haemodialysis experience</td>
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<tr>
<td>Demonstrates and provides expert clinical knowledge of haemodialysis</td>
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<td>Working with people with long term conditions</td>
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<td>Cultural awareness</td>
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<th>Skills / Knowledge / Behavior</th>
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<td>Haemodialysis knowledge and skill learned in a formal education programme; clinically and technically competent with core treatment practices including administration of a specific medication and blood products.</td>
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<td>Knowledge of renal failure both acute and chronic and delivers safe, effective dialysis care.</td>
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<td>Ability to teach and train patients in the techniques of haemodialysis to self care and assisted care levels.</td>
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<td>Is aware of contemporary standards and has reputation of providing good patient care.</td>
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<td>Good communication skills and customer service practices</td>
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<td>Practice shows understanding of and commitment to the principles of the Treaty of Waitangi</td>
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<td>Positive manner, able to influence without conflict</td>
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<td>Calm, even, consistent and mature personality</td>
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<td>Upholds confidentiality with a reputation for high integrity and discretion</td>
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<td>Demonstrated confident collaborative approach in team practice</td>
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<td>Sensitive and constructive in responding to the needs of individuals and groups</td>
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<td>An active listener, has a way of valuing everyone’s opinions</td>
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<td>Committed to continuous quality improvement</td>
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<td>Continues education to develop skills and knowledge in the provision of patient care</td>
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<td>Demonstrated ability to share clinical knowledge with others</td>
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<td>Seeks guidance and supervision</td>
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<td>Understands the importance of good relationships in ensuring continuity of care: hospital and community care</td>
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