Registered Nurse Peritoneal Dialysis

Position Description

Date: August 2016

Job Title: Registered Nurse

Department: Peritoneal Dialysis, Renal Service

Location: North Shore Hospital

Reports to:
1. Team Leader- Home Therapies (line manager) to provide high quality nursing care, excellent customer service, a safe environment and contributing to good patient outcomes
2. Head of Department Nursing, Medicine & Health of Older People Services for practice standards and contribution to service development

Direct Reports: None

Functional Relationships with:

**Internal**
- Consumers and Families
- Haemodialysis RNs and Clinical Physiologists
- RNs in Ward 2
- Charge Nurse Manager – Haemodialysis
- Team Leaders
- Educators
- Operations Manager
- Renal Medical staff
- Clinical Leader Renal Service
- Other Nursing staff supporting the unit functioning e.g. Clinical Nurse Specialists, Nurse Educators, Duty Nurse Manager, Director of Nursing & Midwifery
- Medical teams
- Allied Health teams

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

**Committees/Groups**
- Auckland District Kidney Society (ADKS)
- National Kidney Advisory Board (NRAB)
- Renal Society of Australasia (RSA)

Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘best care for everyone’. This promise statement is the articulation of our three-fold purpose to:
1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.
Purpose and specific responsibilities of peritoneal dialysis nurse role:

- Provides nursing care of the highest quality and designated standards within an interdisciplinary team, to meet the needs of patients and their families in the Dialysis Service / peritoneal dialysis

  - The nurse is primarily responsible for the long term management of up to 20-25 peritoneal dialysis patients
  - Responsibilities include preparation of new patients for Tenckhoff catheter insertion, training of these patients in the techniques of peritoneal dialysis (CAPD and APD), and establishing them at home on this treatment.
  - The role requires regular clinical review of patients (direct and non-direct contact), surveillance of laboratory results, trouble-shooting medical and dialysis-related problems and liaison with patient’s primary physician, and on call service for community patients. Regular home visits are also an important part of the role.
  - The nurse will work as an integral part of the WDHB renal team, interacting closely with inpatient ward, haemodialysis nursing and technical staff and renal medical staff.

### KEY ACCOUNTABILITIES

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<tr>
<th>Domain One</th>
<th>Professional responsibility</th>
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<td><strong>Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions</strong></td>
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<td><strong>Professional Leadership and Expertise</strong></td>
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<tr>
<td>- Meets all registered nurse and PDRP competencies at minimum of RN Level 2 requirements</td>
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<td>- Works in a collaborative approach to nursing care in direct care delivery, contributing to the development of interdisciplinary service delivery across the continuum of care</td>
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<td>- Role models/leads by example, seeking advice and assistance as needed</td>
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<td>- Undertakes responsibilities of a resource role within the service, optimising patient safety</td>
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<td>- Supports patients and families/whanau in the assessment of their needs pre and post-procedure</td>
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<td>- Provides education to patients and families/whanau that supports informed choices and self-care</td>
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<td>- Ensures the professional and political integrity of WDHB by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive</td>
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<td>- Shows sensitivity to cultural complexity in the workforce and patient population. Ensures cultural beliefs, practices and support of individuals, their family and carers is central to all interventions.</td>
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**KEY ACCOUNTABILITIES**

- Practice demonstrates effective, progressive and knowledgeable using professional standards, ethical, cultural safety/sensitivity and relevant legislated requirements. Nurse accepts responsibility for safety and quality of nursing practice and conduct. Accepts accountability for action, omissions and commissions. Policies are adhered to e.g. confidentiality, privacy and Codes of Conduct.
- Nursing practice 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. Practice takes into consideration Te Whare Tapa Wha. The client determines care as culturally safe.
- At all times applies the nursing process: skilled assessment, planning, implementation of best practice and evaluation. Directs, monitors and evaluates nursing care that is provided by nurse assistants, enrolled nurses and others. Delegation is appropriate.

**Professional Development of specialty**

- Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards.
- Participates in interdisciplinary case review processes and clinical supervision.
- Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio. Attends educational opportunities. Participates regularly in supervision.

**Domain Two Management of nursing care**

*Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence*

- Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk.
- Manages nursing care to the highest professional standard and provides patient-focused care for patients presenting for renal procedures, welcoming the patient and family, undertaking pre-procedure assessment and preparation and recovering the person after the procedure. Coordinates services and patient care within a Team Nursing Model.
- Works as an integral part of the WDHB renal team, interacting closely with inpatient ward, haemodialysis nursing and technical staff and renal medical staff.
- Is primarily responsible for the long term management of up to of 20-25 peritoneal dialysis patients.
- Responsibilities include preparation of new patients for Tenckhoff catheter insertion, training of these patients in the techniques of peritoneal dialysis (CAPD and APD), and establishing them at home on this treatment.
- The role requires regular clinical review of patients (direct and non-direct contact), surveillance of laboratory results, trouble-shooting medical and dialysis-related problems and liaison with patient’s primary physician, and on call service for community patients. Regular home visits are also an important part of the role.
- All practice interventions are managed in a safe and appropriate manner and according to best practice guidelines e.g. administration of interventions, treatments, medications. Responds to emergency situations. Recognises contextual factors, while demonstrating effective time management skills. Practice reflects competence in technical skills required to meet patient needs (see service technical competencies). Administers and monitor the effect of prescribed interventions, treatments and medications within a framework of current nursing knowledge.
- Has completed the peritoneal dialysis orientation programme that assures competence in assessment, review of care plan, initiating dialysis training, management of dialysis process, monitoring of complications, completion, and preparation for home dialysis.
All patients/clients receive a comprehensive and accurate nursing assessment to identify needs and risks/early warning signs that will affect care plans and interventions required. Demonstrate skill in clinical health assessment in the clinical setting: Health history, health examination, Risk assessment, review of diagnostic tests, psychosocial needs, cultural needs and patient learning needs.

Nursing care is provided in a reliable way, to meet needs in a timely manner, according to a documented care plan and the technical competencies for the specialty.

All practice interventions are managed in a safe and appropriate manner and according to best practice guidelines. Works to Peritoneal Dialysis procedures. Safe administration of medications and use of standing orders.

Teach/train patients and their family/whanau with end stage renal failure (ESRF) to effectively manage peritoneal dialysis as a self-care treatment at home.

Documentation is accurate and maintains confidentiality of information.

Assesses and provides individualised nursing care based on appropriate knowledge, research and reflective practice. Uses professional judgment, including assessment skills, to assess the client’s health status and to administer prescribed medication and/or to consult with the prescribing practitioner and/or to refer client to other health professionals.

Evaluates the effectiveness and individual response to prescribed interventions, treatments and medications and will monitor prescribing, taking remedial action and/or refer accordingly. Patient/client progress/outcomes are evaluated in partnership with the client.

Advocates on behalf of client/family in an appropriate manner. Partnerships are negotiated with the client whenever possible.

Responds appropriately to client’s requests for information or support. Information given to the client will empower them to make informed decisions. The patient has adequate explanation of the effects, consequences and alternatives of proposed treatment options. Provides patient education to patient and family to improve patient outcomes and gain participation with their treatment.

Identify patient’s readiness to learn and implements teaching appropriately.

In challenging circumstances is able to communicate effectively with clients. Nursing action is appropriate to protect the nurse and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.

Domain Three  Interpersonal relationships and enhancing the patient experience
Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.

Role models therapeutic communication, engages patient and family in care planning for self-care, improving knowledge of disease/illness, self-management, prevention of complications and promotion of recovery.

Communication skills clarify, reflect, affirm and elicit within a therapeutic partnership.

Demonstrates the communication skills of clarification, reflection, affirmation and eliciting within a therapeutic partnership.

Nursing is practiced within the boundaries of a professional relationship with the client.

Practices both independently and within a team promoting an interdisciplinary approach to meet client goals.
Domain Four  Interprofessional healthcare and quality improvement to deliver organisational objectives

Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team

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<th>Quality Improvement: Guideline and policy development</th>
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<tr>
<td>• Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships. Communicates and negotiates to ensure appropriate and timely clinical care can be provided in a cohesive manner from a range of services across tertiary, secondary and primary health settings</td>
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<tr>
<td>• Assists with evaluation, development and implementation of standards of nursing practice and supports practice improvement. Assists with development/review of best practice protocols and guidelines in the specific area of practice that are research based</td>
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<td>• Participates in clinical audits and development of protocols/policy to support care delivery and reports on the effectiveness of nursing care</td>
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<td>• Acts as a nursing resource sharing knowledge and skills formally and informally</td>
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<th>Service Development</th>
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<td>• Participates in service development to enhance the patient experience, applies the DHB values in practice.</td>
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<td>• Assists in implementation of initiatives to address differential access to healthcare services for Maori</td>
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<td>• Participates in identifying service needs and works within the team to improve overall delivery of care</td>
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<th>Workplace Health &amp; Safety</th>
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<td>To recognise individual responsibility for workplace Health &amp; Safety under the Health and Safety at Work Act 2015</td>
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<td>• Following &amp; complying with H&amp;S policies &amp; processes &amp; applying them to their own work activities, including using/wearing Personal Protective Equipment as required</td>
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<td>• Participating in activities directed at preventing harm &amp; promoting well-being in the workplace</td>
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<tr>
<td>• Identifying, reporting &amp; self-managing hazards where appropriate</td>
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<td>• Early and accurate reporting of incidents at work and raising issues of concern when identified</td>
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VERIFICATION:

Employee: ________________________________

Manager: ________________________________ Date: ________________________________

Note: This job description forms part of an individual’s contract of employment and must be attached to that contract.
## Registered Nurse Peritoneal Dialysis

### Position Title: Registered Nurse - Peritoneal Dialysis

### Education and Qualifications
- Registered Nurse (RGON, RCPN, RPN, BHSc)
- Current APC as Registered Nurse in New Zealand
- Undertaking Post Graduate study in specialty nursing practice e.g. Certificate in Adult Teaching preferred or Postgraduate Certificate/Diploma in Renal Nursing preferred
- Current clean New Zealand Drivers Licence

### Experience
- Recent relevant acute clinical practice experience. Specialty experience in the renal/dialysis service – a minimum or 3 years in renal nursing, working with people with acute care needs and long term conditions
- Experience working in a multidisciplinary team

### Skills/Knowledge/Behaviour
- Strong professional practice skills. Accountable for actions and decisions. Demonstrated contemporary nursing knowledge and skill, practice to best practice standards and has reputation of providing good nursing care. Technically competent with core nursing treatment practices
- Able to work autonomously delivering client care and co-ordination of services within a Team Nursing Model
- Well-developed time management and prioritization skills
- Upholds confidentiality with a reputation for high integrity and discretion
- Continues education to develop skills and knowledge in the provision of nursing care
- Understanding of people with health and disability issues. Promotes the concept of independence and self-care
- Promotes innovative and creative clinical nursing practice that is validated with best practice and research activities
- Understands the importance of good relationships in ensuring continuity of care: hospital and community care
- Well-developed problem solving skills

### Personal Attributes
- **Leadership**
  - Proactive attitude
  - Calm, even, consistent and mature personality
  - Excellent communicator and customer service practices. Effective written communication skills
  - Demonstrated confident collaborative approach in team practice
  - Sensitive and constructive in responding to the needs of individuals and groups
  - An active listener, has a way of valuing everyone’s opinions
  - Committed to continuous quality improvement
  - Articulate, good presentation skills
  - Self-directed and motivated but also seeks guidance and supervision
  - Strong teamwork reputation, confident collaboration
  - Resilience, flexible and willing to work across the service
  - Positive professionally mature
  - Able to influence without conflict, accepts constructive feedback
  - Culturally safe practice
  - Is courteous, diplomatic and positive in working relationships especially in stressful situations

- **People management**

- **Teamwork**

- **Cultural safety**

- **Self-management**

- **Patient/client population focused**

- **Communication / interpersonal skills**

- **Innovation**

- **Flexibility**

- **Planning and monitoring**