



UNION JOB DESCRIPTION

JD980

JOB TITLE:	Registered Nurse - Renal	JOB DESCRIPTION NO.:	80120/N.VI.21136.001
CLASSIFICATION:	General Duty Nurse - Nephrology/Renal	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21136
UNION:	BCNU	JOB/CLASS CODE:	SI: 80120 CI/NI: 21136
PROGRAM/DEPARTMENT:	Medicine, Renal Services	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager, Renal Services		
FACILITY/SITE:	RJH and KDS Sites		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient safety is a priority and a responsibility shared by everyone at VIHA; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reports to the Manager, Renal Services. Provides nursing care to patients with chronic and acute renal failure undergoing hemodialysis. Works both independently and interdependently as a member of the multidisciplinary team with other care providers. Establishes therapeutic relationships with patients and their families through assessment of bio-psycho-social and learning needs and works collaboratively with patients/families to support and facilitate informed choice and self care.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Provides individualized nursing care to patients receiving hemodialysis by performing functions such as: care planning; assessing patient health status; identifying patient/family priorities and goals; planning, implementing and evaluating methods of care/nursing interventions; analyzing blood work and assesses fluid balance; initiating and discontinuing dialysis; administering scheduled medications; conducting nursing interventions during dialysis treatments; assessing and responding to hemodialysis machine alarms and observes, monitors; evaluating client progress, symptoms, and behavioural changes during dialysis; recognizing and responding to anticipated and unanticipated client responses to care and treatment including urgent/emergent situations during dialysis.
2. Collaborates with patients/families and team members, identifies care issues, re-evaluates priorities and revises care plans to assure coordination and integration of care. Acts as client advocate to promote and protect the patients right to autonomy, respect, privacy, dignity, and access to information.
3. Establishes therapeutic relationships with patients/families by providing emotional support and performing assessment of patient/family learning needs, readiness and ability to learn. Provides information and explanations in-order to teach and involve patients/families in care activities. Utilizes health promotion and self-care philosophy to support optimal health and informed decision-making as it relates to end stage renal failure.
4. Through observations and activities documents/maintains complete and accurate records in accordance with established policies and procedures.
5. Collaborates with technical staff to assist with problem solving of equipment malfunction.
6. Participates in unit/team activities (e.g. chart review, data collection, task group/committees) to ensure quality assurance and quality improvement of care delivery and program operations. Identifies and reports unusual occurrence and critical incidents.

7. Guides clinical experience/participates in orientation of assigned new nursing staff.

8. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant.

Current Basic Cardiac Life Support (BCLS) certification required.

Recent (within past 5 years) hemodialysis experience or completion of recognized program in Nephrology Nursing or equivalent combination of education, training, and experience.

Skills And Abilities

- Ability to communicate effectively both verbally and in writing.
- Ability to work as a member of an interdisciplinary team and to deal effectively with others.
- Ability to organize and prioritize workload.
- Ability to teach patients/families.
- Ability to apply decision-making and analytical skills.
- Ability to operate related equipment.
- Ability to assess, plan, implement, and evaluate care for acute and chronic renal failure patients undergoing hemodialysis.
- Physical ability to perform the duties of the position.