

At Central Maine Healthcare our team members are committed to providing exceptional care and experiences for our community and for each other every day.

Dialysis Technician

Position Summary:

Functions as part of the hemodialysis health care team in providing safe and effective dialysis therapy for patients under the direct supervision of a licensed registered nurse in alignment with CMH policies procedures and training Responsible for the setup and operation of hemodialysis machines. Assist in the maintenance of a safe and clean working environment.

DUTIES / ACTIVITIES:

CUSTOMER SERVICE:

- + Responsible for adhering to the CMH service standards and promoting a positive environment
- + Accountable for outstanding service to all external and internal points of contact.
- + Develops and maintains effective relationships through effective and timely communication.
- + Takes initiative and action to respond resolve and follow up regarding customer service issues with all customers in a timely manner.

PRINCIPAL RESPONSIBILITIES AND DUTIES

PATIENT CARE:

- + Assist other health care members in providing patient specific detailed education regarding adequacy measures where appropriate “ Online Clearance Monitoring (OLC) Adequacy Monitoring Program (AMP) Urea Kinetic Modeling (UKM) and regarding disease process/access.
- + Welcome assigned patients and inquire as to their well-being since their last treatment. Report any complaints or observations to the primary registered nurse
- + Evaluate vascular access for patency and report any unusual findings to primary registered nurse.
- + Obtain necessary pre and post treatment vital signs and weight. Report unusual findings to primary registered nurse.
- + Perform vascular access evaluation pre-treatment and report unusual findings to primary registered nurse.
- + Perform vascular access cannulation and report any difficulties in cannulation or unusual findings to nurse supervisor.
- + Perform administration of Heparin as delegated or as allowed by state law.
- + Obtain vital signs prior to reinfusion; perform all relevant functions necessary for the discontinuation of treatment “ document.
- + Discontinue dialysis treatment according to established procedures
- + Obtain Hemostasis and apply appropriate dressings.

- + Perform and record Pre and Post dialysis evaluation weight and vital signs with initial identification.
- + Responsible for calculating and entry of individual patients'™ dialysis machine programming for Ultrafiltration (UF) goal; treatment time; Sodium (Na) modeling; and UF modeling as prescribed if delegated by RN
- + Responsible for ensuring appropriate safety alarms are enabled.
- + Record accurate and timely information regarding vital signs and treatment parameters onto the Hemodialysis Treatment Sheet with initial identification.
- + Responsible for accurate documentation of information related to patient treatment including completion of Hemodialysis Treatment Sheet and if applicable progress notes.
- + Report any significant information and/or change in patient condition directly to the nurse supervisor.
- + Observe patient and conduct machine safety checks according to facility policy. Report any change or unusual findings to the nurse supervisor.
- + Perform and document any intervention for unusual patient status and document patients'™ response to intervention.
- + Evaluate patients'™ vascular access during treatment including arterial and venous monitoring pressures provide appropriate intervention as needed document and report any unusual findings to the primary registered nurse.
- + Obtain all prescribed laboratory testing and prepare specimens for collection.
- + Demonstrates knowledge of emergency evacuation procedures per care of the patient initiated in response to unsafe environmental situations.
- + Establishes and maintains effective communication and good working relationship with co-workers for the patient's™ benefit.
- + Treats patients and their families with respect and dignity. Identifies and addresses psychosocial, cultural, ethnic and religious/spiritual needs of patients and their families.
- + Maintains a basic understanding of individualized care specific to normal growth and development of age specific groups.
- + Acts as a role model at all times. Supervises, precepts, and mentors'™ new staff.
- + Notifies appropriate licensed personnel when patient complains of pain.
- + Provides patient with explanations and verbal reassurance, as necessary.
- + Performs all aspects of patient care in an environment that optimizes patient safety and reduces the likelihood of medical/health care errors.
- + Protects patient's™ sensitivities and right to privacy; closely observes patient with minimal disturbance.
- + Maintains self-accountability practices for added responsibilities to enhance the

CUSTOMER SERVICE:

- + Interacts with all individuals in a consistent manner, providing attention, support, and assistance to foster an environment of exceptional personal service.
- + Maintains a pleasant and helpful demeanor, and presents a professional appearance toward all internal and external customers at all times.
- + Consistently initiates interaction to provide assistance to individuals who may not be direct customers of the employee (i.e. asks patients who appear to be lost if they need assistance in finding their way).
- + Takes appropriate action to recover from a service difficulty, ensuring that the necessary action is taken to affect a resolution to the customer's problem.
- + Conducts all work activities with respect for coworkers, including the maintenance of a pleasant and professional environment, fostering calmness during stressful situations.
- + Interacts with supervisory personnel in a professional, supportive and courteous manner.
- + Demonstrates a commitment to service by consistent attendance and punctuality, scheduling absences according to departmental requirements, and incurring unplanned absences only when unavoidable circumstances exist

MAINTENANCE/TECHNICAL:

- + Maintain environmental integrity and aesthetics – ensure all areas are safe and clean.
- + Clean and disinfect dialysis machine surface chair equipment and surrounding area between treatments according to CMH policy.
- + Conduct all tasks necessary for preparation for dialysis treatment and document where appropriate.
- + Perform all required pretreatment dialysis machine alarm testing
- + Ensure that all blood spills are immediately cleaned with appropriate disinfectant according to facility policy.
- + Prepare organize and efficiently utilize supplies and equipment to prevent wastage.
- + Ensure completion of required periodic maintenance of equipment and reports any abnormal findings to primary registered nurse or Nurse Leader.

CLERICAL & ADMINISTRATIVE:

- + Complete and document ongoing participation in Continuous Quality Improvement (CQI) activities.
- + Enters all treatment data into the designated clinical application accurately and in a timely manner.
- + Review treatment sheets for completeness ensure nursing signatures are documented and ensure omitted entries are completed or corrected where appropriate.
- + Prepare initial patient chart for admission and compile paperwork for appropriate placement in

chart.

- + Prepare lab requisitions for prescribed or stat Lab specimens according to laboratory destination.

- + Collect label appropriately prepare and store lab samples according required laboratory specifications.

- + Ensure collection and delivery of lab specimens

OTHER:

Assisting the HT RN:

- + Reinforces PD /HHD education under supervision of qualified RN

- + Schedules and contacts departments regarding appointments

- + Weigh patient and obtain vital signs

- + Collect treatment records and review for completion. Notify RN of incomplete / missing records.

- + Cleaning and prepping tre