

## UW HEALTH JOB DESCRIPTION

### Dialysis Tech I

Job Code: 540021	FLSA Status: Non – Exempt	Mgt. Approval: C. Abong	Date: February 2024
Department : 3032096 Dialysis IP		HR Approval: K. Fleming	Date: February 2024

### JOB SUMMARY

The Dialysis Technician I is responsible for direct patient care. Direct patient care includes performance of basic hemodialysis techniques and procedures, daily patient care and observations under the direct supervision and guidance of a registered nurse. This position is responsible for minimal water room testing. The Dialysis Tech I will draw blood samples and prepare them for transport to the laboratory. This position is also responsible for performing both simple and complex laboratory tests as well as the required quality controls. The Dialysis Tech I participates in quality improvement activities to maintain patient care standards.

### MAJOR RESPONSIBILITIES

1. Under the supervision of a Dialysis RN, provides direct patient care including performing hemodialysis patient treatment from start to finish and handling daily operations between patient and dialysis machine.
2. Responsible for basic water room testing related tasks.
3. Responsible for opening and closing the unit and water room.
4. Responds to machine alarms according to established procedures.
5. Responds to emergency situations with appropriate treatment as directed by the RN.
6. Assists in the patient discharge and transfer practices, as directed by the RN, including but not limited to: gathering patient belongings and transporting patient to transportation vehicle, amongst others.
7. Performs dialysis required laboratory procedures and quality control which include blood glucose monitor quality control and patient testing, collection of ordered laboratory specimens, and proper labeling of the specimen collected.,
8. Documents all care delivered to the patient accordingly to established protocols.
9. Participates in quality improvement activities, including voluntary unit council activities and unit work groups.
10. Supports patient advocacy, patient rights and responsibilities and service standards.
11. Follows established safety and emergency policies and procedures in daily practice or emergency situations including handling of equipment and supplies during emergencies.
12. Attends in-service programs provided by the Clinical Department and uses job-related guidance assistance from leadership.
13. Successfully completes annual competencies in vascular access cannulation, central line care, sterile central line dressing changes, phlebotomy, dialysis machine priming, blood glucose monitoring, and hemoglobin CRIT line monitoring.
14. Float to other units including Meriter IP dialysis and EMH as needed for operational staffing needs.
15. Monitors and tests the water treatment system according to unit policy.
16. Monitors and tests water treatment system for water hardness, chlorine, and system pressures with each patient care shift and documents parameters accordingly. Notifies appropriate vendor personnel when parameters are outside of standard range.
17. Completes the machine, RO and Water Room logs.
18. Routine daily maintenance and sanitization of the dialysis machines.
19. Other duties as assigned.

**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.**

### JOB REQUIREMENTS

Education	Minimum	High School Diploma or equivalent.
	Preferred	
Work Experience	Minimum	Prior experience in medical setting or customer service environment

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	Preferred	One (1) year recent experience as a Dialysis Technician, Certified Medical Assistant, Certified Nursing Assistant, Phlebotomist, Surgical Technician, First Responder, EMT, ED Tech or LPN
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> <li>Complete the Dialysis Technician certification (CCHT – Certified Clinical Hemodialysis Technician) within 18 months of hire</li> <li>Current BLS/CPR Certification</li> </ul>
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>Excellent written and verbal communication skills.</li> <li>Ability to interact with others professionally and positively.</li> <li>Excellent fine motor skills.</li> <li>Ability to prioritize and complete work in a timely manner.</li> <li>Ability to work in a team environment and to collaborate with a variety of staff members in a positive manner.</li> </ul>

### AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

**Instructions:** Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

	Infants (Birth – 11 months)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	X	Young Adult (20 – 40 years)
	Preschool (4 – 5 years)	X	Middle Adult (41 – 65 years)
	School Age (6 – 12 years)	X	Older Adult (Over 65 years)

### JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

### PHYSICAL REQUIREMENTS

**Indicate the appropriate physical requirements of this job in the course of a shift.** *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	<b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	<b>Light:</b> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
X	<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:		Frequent, handling of needles and other small medical device components requiring the use of fine motor skills to perform essential job functions.		

**Note:** The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.