

## UW HEALTH JOB DESCRIPTION

<b>Dialysis Tech II</b>			
<b>Job Code: 540022</b>	<b>FLSA Status: Non – Exempt</b>	<b>Mgt. Approval: C. Abong</b>	<b>Date: February 2024</b>
<b>Department : 3032096 Dialysis IP</b>		<b>HR Approval: K. Fleming</b>	<b>Date: February 2024</b>

### JOB SUMMARY

In addition to performing direct patient care duties, the Dialysis Technician II performs advanced clinical and/or advanced technical duties and serves as a clinical and technical resource. The incumbent works with nursing leadership in the training, orientation and precepting of new Dialysis Tech staff. Other responsibilities include quality assurance (QA) and quality control (QC) for all technical support functions and a critical leadership role to ensure compliance with AAMI standards, CDC, CMS and TJC guidelines and I regulations. This role also trains staff and conducts audits for infection control. Advanced technical duties include sanitization of the bicarb system and RO system and monthly water cultures according to AAMI guidelines and CMS regulations. The incumbent is accountable for maintaining effective and efficient policies and procedures for inventory control of supplies and all technical support equipment, systems, services, and documentation required.

### MAJOR RESPONSIBILITIES

1. Under the supervision of Dialysis RN, initiates, monitors, records patient data and terminates hemodialysis treatments.
2. Expert in cannulation of vascular access (grafts and fistula).
3. Performs various physical audits and reports in compliance with TJC, ANSI/AMI and CMS dialysis guidelines.
4. Monitors and tests the water treatment system according to unit policy.
5. 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.
6. Completes the machine, RO, and Water Room logs.
7. Routine daily maintenance and sanitization of the dialysis machines.
8. Responds to various dialysis machine alarms, either clinical or machine related.
9. Considered the first line of trouble shooting and assists employees with technical support for the equipment.
10. Troubleshoots and performs initial diagnostics to the dialysis machine.
11. Trained to step in when Dialysis Support Service Tech is not available.
12. Works with management team to help to carry out competency trainings for yearly staff requirements.
13. Works as a mentor and/or preceptor for new employees.
14. May contribute to peer reviews for performance evaluations of other staff.
15. . Performs dialysis required laboratory procedures and quality control which include blood glucose monitor quality control and patient testing, collecting ordered laboratory specimens, and proper labeling of the specimen collected.
16. Supports patient advocacy, patient rights and responsibilities and service standards.
17. Assists with interventions for patients with behavioral health challenges.
18. Promotes a unit-based, multi-disciplinary quality improvement program that incorporates patient care standards and meets CMS and TJC regulations.
19. Performs inventory checks/expired supply audits, orders supplies, tracks receipts, faxes packing/delivery slips to fiscal.
20. Develops, maintains, monitors, and performs all relevant technical quality indicators and standards, including appropriate sanitization and QC of fluid systems.
21. In conjunction with leadership, performs QA audits to ensure compliance with CMS and TJC regulations and AAMI standards including calibration of equipment as required.
22. Works with outside consultants and contractors as needed to ensure appropriate maintenance and other services are performed on schedule.
23. Performs and/or schedules systems and equipment sanitizing as required per AAMI guidelines and CMS and TJC regulations.
24. Prepares dialysis acids and bicarbonates concentrates as prescribed.
25. Follows established safety and emergency policies and procedures in daily practice or emergency situations including handling of equipment and supplies during emergencies.
26. 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	Three (3) years of experience performing as a Certified Dialysis Technician

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	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> <li>CMS recognized certification as a Certified Dialysis Technician (CCHT - Certified Clinical Hemodialysis Technician)</li> <li>Current BLS/CPR Certification</li> </ul>
	Preferred	Additional advanced dialysis certification (CCHT- A)
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>Excellent written and verbal communication 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> <li>Expert in fluid control equipment and technical support systems used in small and large dialysis clinic settings.</li> <li>Knowledgeable of AAMI standards and CMS technical regulations for ESRD.</li> <li>Experience with dialysis related technical QA and QC policies and procedures.</li> <li>Excellent written and verbal communication skills.</li> <li>Knowledge of Standard Precaution techniques and ability to incorporate Standard Precaution techniques while providing patient care.</li> <li>Ability to understand the use of patient care equipment and supplies and the principles of infection control.</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 docket, 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.