



THE EASTERN REGIONAL HEALTH AUTHORITY

POSITION DESCRIPTION

1. JOB TITLE	2. DIVISION	3. DEPARTMENT
NURSE (RENAL)	<div><input type="checkbox"/> SANGRE GRANDE HOSPITAL</div> <div><input type="checkbox"/> NARIVA/MAYARO</div>	NURSING
4. ORGANIZATIONAL RELATIONSHIP	5. NATURE & SCOPE	
The Nurse (Renal) will report to the Head Nurse.	The Nurse (Renal), in keeping with the vision of the Authority, is responsible for working along with the Nurse in Charge to perform Hemodialysis in adherence with policies and protocols. Some supervision is exercised over sub-professional staff such as Enrolled Nursing Assistants, Dialysis Technicians, Patient Care Assistants or other workers engaged in the care and treatment of patients. Work involves administering medicines and other similar duties in the care and treatment of patients.	
6. SPECIFIC ACCOUNTABILITIES		
<div>The Nurse (Renal):</div> <div><div><input type="checkbox"/> Performs general nursing duties such as taking temperatures, pulse and respiration, blood pressure; obtain sputum, urine, blood and other specimens for laboratory examination.</div><div><input type="checkbox"/> Ensures that patient management is done in accordance with the practice and policies of the Dangerous Drug Act.</div><div><input type="checkbox"/> Upkeeps ward/unit protocols and policies.</div><div><input type="checkbox"/> Takes over clients from previous shift and give over pertinent information.</div><div><input type="checkbox"/> Accompanies doctors during ward rounds and documents all patients’ clinical finding and recommended treatment plans.</div><div><input type="checkbox"/> Provides regular updates to doctors on client status (general condition of clients).</div><div><input type="checkbox"/> Orders stores (general stores, medical stores, pharmacy drugs, dietary needs of clients) as required.</div><div><input type="checkbox"/> Consults with heads of departments e.g. Nephrologist, Nursing Supervisor, Transport Department, Dietician, Physiotherapist, Social Worker, Community Liaison Officer, Operation Manager, Lab Technician, and X-Ray Technician as part of delivery of patient care.</div><div><input type="checkbox"/> Administers medication as prescribed by attending Doctor.</div><div><input type="checkbox"/> Accompanies patients in ambulance for various diagnostic investigations and transfer to other health facility.</div><div><input type="checkbox"/> Applies nursing principles and techniques during care of client, checks and record the administration of medications and treatments and prepare other reports as appropriate during assigned shifts.</div><div><input type="checkbox"/> Performs routine patient care activities as instructed by doctors such as but not limited to preparation of station, chair and supplies for Hemodialysis.</div><div><input type="checkbox"/> Prepares patient for Dialysis treatment such as conducting an assessment of patient’s vitals pre and post dialysis, preparing Dialysate accordingly and connecting and disconnecting patient to and from hemodialysis machine via access such as Fistula or catheter.</div><div><input type="checkbox"/> Ensures that all equipment meets standards to maintain safety of patients.</div><div><input type="checkbox"/> Ensures that dialysis treatment prescription is met for each patient.</div><div><input type="checkbox"/> Adheres to infection control and prevention guidelines.</div><div><input type="checkbox"/> Monitors patient for complications and machine for malfunction during dialysis.</div><div><input type="checkbox"/> Administers holistic care to client, that is, physically, mentally, spiritually and socially.</div><div><input type="checkbox"/> Advocates for patient rights inclusive of educating and counseling patients and relatives about illness and treatment.</div><div><input type="checkbox"/> Keeps inventory of equipment delivered to ward/unit.</div><div><input type="checkbox"/> Maintains standard of practice inclusive of implementing nursing care plan and code of conduct and ethics.</div><div><input type="checkbox"/> Performs any other related work as required by the Authority.</div></div>		
7. KEY KNOWLEDGE, SKILLS AND ABILITIES		
<div><div><input type="checkbox"/> Knowledge of General, Psychiatric and Renal Nursing theory and practice.</div><div><input type="checkbox"/> Has considerable knowledge of the Dangerous Drug Act of Trinidad and Tobago.</div><div><input type="checkbox"/> Knowledge of Hospital Rules and Regulations.</div><div><input type="checkbox"/> Ability to administer detailed therapeutic prescriptions.</div><div><input type="checkbox"/> Ability to apply nursing techniques to routine and complex patient care situations.</div><div><input type="checkbox"/> Some knowledge of material medical, house-keeping, personal hygiene and bedside nursing.</div><div><input type="checkbox"/> Ability to establish and maintain effective working relationships with other employees and the public.</div><div><input type="checkbox"/> Strong critical thinking skills.</div><div><input type="checkbox"/> Good documentation skills.</div><div><input type="checkbox"/> Ability to demonstrate patience and empathy.</div><div><input type="checkbox"/> Must be mentally and physically fit.</div></div>		

8. MINIMUM TRAINING AND EXPERIENCE <ul style="list-style-type: none"><input type="checkbox"/> Training as evidence by the possession of a Bachelor of Science Degree in Nursing or a Certificate in Basic General Nursing.<input type="checkbox"/> Post Basic training/certification in the field of Renal Nursing.<input type="checkbox"/> Registration with the Nursing Council of Trinidad and Tobago.<input type="checkbox"/> Experience in Hemodialysis Unit would be an asset.
9. SUPERVISORY RESPONSIBILITIES <ul style="list-style-type: none"><input type="checkbox"/> Nursing Assistant<input type="checkbox"/> Dialysis Technician<input type="checkbox"/> Patient Care Assistant<input type="checkbox"/> Student Nurse
10. COMMUNICATION AND WORKING RELATIONSHIP <p><i>Internal:</i></p> <ul style="list-style-type: none"><input type="checkbox"/> All Clinical and Nursing personnel<input type="checkbox"/> Community Liaison Department<input type="checkbox"/> Laboratory Department<input type="checkbox"/> Hospital Attendant<input type="checkbox"/> Pharmacy<input type="checkbox"/> Other members of staff <p><i>External:</i></p> <ul style="list-style-type: none"><input type="checkbox"/> Public<input type="checkbox"/> Clients<input type="checkbox"/> Other Regional Health Authorities