

UW HEALTH JOB DESCRIPTION

RN – Dialysis Access Navigator

Job Code: 800072	FLSA Status: Non-Exempt	Mgt. Approval: T. Morin	Date: March 2019
Department: Kidney Clinic		HR Approval: J. Tokarski	Date: May 2019

JOB SUMMARY

The RN – Dialysis Access Navigator works closely with Nephrology providers, surgeons, other care team members, and patients and families to educate, encourage, and facilitate the placement and use of the safest patient access option for dialysis treatments. This may include either vascular access or peritoneal dialysis (PD) catheter access. The RN Navigator is responsible for tracking and reporting data related to catheter rates, infection rates, and any other access concerns for quality improvement and reporting as required.

MAJOR RESPONSIBILITIES

Technical Skill: Incumbent performs his/her job demonstrating technical ability, understanding of job expectations, and compliance with organizational policies and procedures.

I. Clinical Practice/Quality of Care

The RN – Dialysis Access Navigator ensures coordination of care related to vascular access for dialysis.

- With the care team and patient and family, establishes a plan for dialysis vascular access based on multiple factors including medical history, physical examination, and diagnostic testing.
- Works with patients and family to identify learning needs and preferred learning methods to develop an individual and comprehensive educational plan related to vascular access care.
- Evaluates effectiveness of teaching interventions, patient/family level of understanding and adjusts teaching/plan of care accordingly.
- Routinely participates with the provider and other multidisciplinary team members to evaluate patient progress and plans.
- Documents vascular access history in the EHR e.g., date of placement, surgeon, nephrologists, infections, interventions, thrombosis, infiltrations or related hospitalizations.
- Routinely assesses access by physical exam. Schedules and reviews diagnostic screening tests including: venography, vein mapping, doppler ultrasound, MRI, Vasc Alert results, arteriograms, radiology and surgical op reports.
- Schedules pre-access and follow up appointments with nephrologist/surgeon as indicated.
- Collaborates with the care team to ensure core indicator quality measures and other objective quality outcomes are monitored and met on a consistent basis.
- Implements safe, competent, and efficient patient care within policies, procedures, protocols, standards, and interventions as noted on the interdisciplinary plan of care.

II. Collaboration

The RN – Dialysis access Navigator collaborates with the patient, family, and health care team to implement the determined plan for vascular access.

- Initiates multidisciplinary collaboration to positively impact the outcomes of care provided.
- Communicates effectively with patients, families, and care team members.
- Coordinates timing of vascular access/ PD catheter placement based on creatinine clearance/lab review and patient need for dialysis.
- Follows up on referrals made to surgeons; communicates regularly with individual patients and support staff, including vascular access management team, nephrologists, surgeon, radiologist, hospital and dialysis facility.
- Follows up on referrals made to interventional radiologist or nephrologists. Facilitates communication among nephrologists, surgeons, radiologists, hospitals and dialysis units.

All duties and requirements must be performed consistent with the UW Health Performance Standards.

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JOB REQUIREMENTS		
Education	Minimum	Bachelor's degree in Nursing
	Preferred	Master's degree in Nursing, Healthcare Administration, or other health related field
Work Experience	Minimum	<ul style="list-style-type: none"> Five (5) years of experience working in a healthcare environment Two (2) years of experience in dialysis or nephrology
	Preferred	<ul style="list-style-type: none"> Experience working with a multi-disciplinary team in a complex health care environment such as an academic medical center or large health care organization Work experience leading initiatives using quality improvement methodology
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> BLS certification
	Preferred	<ul style="list-style-type: none"> Certification as a Nephrology Nurse (CNN) or Dialysis Nurse (CDN)
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Advanced communication skills including verbal and written communication. Excellent organizational skills. Strong interpersonal skills to work productively with all levels of hospital personnel and patients and families and manage complex relationships over time. Strong active listening skills. Highly flexible with the ability to manage and respond to changing priorities. Strong computer and technology-related skills. Proficient with Microsoft Word, PowerPoint, Excel, Publisher, etc. Ability to read, analyze and interpret medical and scientific data. Ability to define problems, collect data, establish facts, and draw valid conclusions. Expert dialysis vascular access assessment skills. Solid understanding of process improvement methodologies. Ability to work in an independent and self-directed manner.

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
	Sedentary: 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
X	Light: 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
	Medium: 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#
	Heavy: 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#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#

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Other - list any other physical requirements or bona fide occupational qualifications not indicated above:	
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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.