

JOB DESCRIPTION FORM

POSITION IDENTIFICATION

Effective date of document	June 2018
Award	2010
Award Type:	Nurses Award

Title:	Dialysis Nurse – RN Level 1
Reports to:	Nurse Unit Manager
Supervision of:	Nil
Relationships Internal:	<ul style="list-style-type: none"> All Kimberley Renal Services Staff Kimberley Aboriginal Medical Service Staff
Relationships External:	<ul style="list-style-type: none"> Visiting Nephrology Specialist Aboriginal Medical Services staff throughout the Kimberley Other members of the multidisciplinary team Western Australian Country Health Service (WACHS)
Duty Statement	
<ol style="list-style-type: none"> 1 Manages a client case load and delivers culturally safe nursing care in accordance with unit protocols and best practice guidelines. 2 Supervise new staff and assist in their education 3 Provides a holistic approach to client care, contributing to the multidisciplinary team and making referrals as needed. 4 Takes a Shift Co-ordinator role 5 Contributes to the development and implementation of continuous quality improvement at the Renal Health Centre 	
Key Responsibilities	
<ol style="list-style-type: none"> 1 Manages a client case load and delivers nursing care in accordance with unit protocols and best practice guidelines. <ul style="list-style-type: none"> Delivers nursing care utilising a high level of skill in assessment, planning and implementation of dialysis care, prioritising care and initiating emergency procedures. Practices in accordance with Infection Control and Occupational Safety & Health procedures and policies. Adhere to KRS and KAMS policies and procedures at all times Ensure delivery of care is provided utilising Aboriginal Health Workers and Aboriginal Care Coordinator to ensure cultural safety at all times 	

- Evaluates and adjusts treatment parameters in relation to clients' response to treatment and monthly blood tests, in accordance with unit policies and consultation with medical staff where necessary.
- Promotes clients' health and independence by empowering clients and their families, through education and positive feedback.
- Is proactive in detecting potential dialysis access related problems by utilising assessment tools and equipment available and makes appropriate referrals.
- Take responsibility for own learning needs; ensuring individual yearly mandatory training is maintained and seek learning opportunities
- Ensure safe practice and compliance with unit protocols which includes the Renal Medication Administration Competency Assessment and standing orders in relation to the storage and administration of medication at the Renal Health Centre
- Adhere to the Kimberley Standard Drug List and Medicines and Poisons Act
- Follow machine maintenance regimes, monitor and seek technical assistance when necessary

2 Supervise new staff and assist in their education

- Supports the role of the Aboriginal Health Worker
- Supervises the care given by new staff and acts as a clinical skills resource within their scope of practice.
- Initiates informal learning opportunities for Aboriginal Health Workers, Registered and Enrolled Nurses.
- Supervises medication preparation and administration by the Aboriginal Health Worker in accordance with unit protocols and medication certification level of the Aboriginal Health Worker.
- Provide in-services up-skilling for all staff

3 Provides a holistic approach to client care, contributing to the multidisciplinary team and making referrals as needed.

- Makes referrals to other members of the multidisciplinary team.
- Takes a role in the multidisciplinary team meeting promoting a holistic approach to advocating for clients

4. Coordinate the shift and support the Level 2

- Co-ordinates the staff and clients as shift co-ordinator in the absence of Level 2 to ensure safe care and manageable workloads.
- Liaises with the driver, medical staff, and outside agencies to ensure clients attend dialysis and appointments in a timely manner.
- Responsible for ensuring KRS KAMS property is appropriately secure at all times
- Undertake higher duties in the absence of the Level 2 as required

5. Contributes to the development and implementation of continuous quality improvement

- Proactive in evaluating clinical practice and unit protocols and procedures to ensure best practice guidelines are met.
- Manages allocated portfolio and reports to Level 2 and Nurse Unit Manager
- Conducts clinical audits and initiates, plans and implements quality improvement projects under the supervision of Level 2.
- Participates in other projects as required.

Selection Criteria

Essential:

- Holds a certificate in Nursing and a current Australian Health Practitioner Regulation Agency registration

- At least 18 months current experience in haemodialysis nursing or enrolled in a recognised training program
- Experience supervising junior staff
- Commitment to the philosophy and practice of Aboriginal Community Control
- Well-developed interpersonal communication and organisational skills
- Ability to work as an effective team member and role model.
- Ability to maintain confidentiality at all levels
- Current Federal Police clearance
- Sound computer skills
- "C" class driver's license

Desirable:

- Post graduate qualification in Renal Nursing or working towards.
- Experience in working in an Aboriginal Community Controlled Health Service.
- Experience in working in rural and remote locations

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

KAMS CEO

Signature: _____ Date: ____/____/____

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name of employee: _____

Date Appointed: ____/____/____

Signature: _____ Date: ____/____/____

About KAMS and KRS

Kimberley Aboriginal Medical Services

KAMS (Kimberley Aboriginal Medical Services) is a regional Aboriginal Community Controlled Health Service (ACCHS) resource organisation providing a collective voice for a network of member ACCHS from towns and remote communities across the spectacular Kimberley region of Western Australia.

Our major role is in advocacy and support for our ACCHS members, in addition to KAMS being directly responsible for the provision of comprehensive primary health care in 5 remote Aboriginal community clinics at Balgo, Billiluna, Mulan, Beagle Bay and Bidadanga. Our member ACCHS are based in Kununurra (OVAHS – Ord Valley Aboriginal Health Service), Halls Creek (YYMS – Yura Yungi Medical Service), Derby (DAHS – Derby Aboriginal Health Service) and BRAMS (Broome Regional Aboriginal Medical Service).

The KAMS Centre for Aboriginal Primary Health Care Training Education and Research provides a model of integrated health education, incorporating accredited training for medical undergraduates and postgraduates, pharmacy trainees and Aboriginal Health Worker trainees through to Advanced Diploma level.

KAMS is also responsible for the development and management of Renal Services for the Kimberley, including satellite dialysis services and support and coordination of local primary health care services in the provision of renal education and prevention, early detection and better management of established kidney disease and coordination of care for those in advanced stages of kidney disease.

The KAMS regional collective of ACCHS is a major employer in the Kimberley, with Aboriginal people representing more than 70% of its 300+ strong workforce. KAMSC's regional support includes:

<ul style="list-style-type: none"> • Population Health • Social and Emotional Well Being • Health Promotion • Information Technology • Pharmacy Support and Training • Corporate and Financial Services 	<ul style="list-style-type: none"> • Accredited Aboriginal Primary Health Care Training and Education • Research • Regional Renal Services • Undergraduate and Postgraduate Medical Training
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Kimberley Renal Services

KRS (Kimberley Renal Services) provides specialised renal services in the Kimberley. It is a wholly owned subsidiary of the Kimberley Aboriginal Medical Service Ltd. KRS has seen rapid expansion of its services in recent years with funding from both Commonwealth and State Governments for new dialysis facilities in Derby, Kununurra and Fitzroy Crossing

Further, funding to KAMS from the WA State Government has allowed implementation of a comprehensive Kimberley Renal Support Service (KRSS) to enhance regional efforts in prevention, early detection and better management of chronic kidney disease; provide timely pre-dialysis education and preparation; enhance training and support for patients on home dialysis options; and create a skilled, robust and culturally safe regional renal workforce to ensure that Kimberley people with kidney disease have access to the best of care, as close to home as possible.

These comprehensive renal services are provided in partnership with the visiting nephrologist from RPH; Fresenius Medical Care (FMC) who provide state-wide home therapies services; WA Country Health Services (WACHS); and local health service providers.

The model developed in the Kimberley is an innovative one which brings together primary, secondary and tertiary services in a culturally safe framework which aims to provide patients, families and communities with the best possible services, whilst building regional workforce capacity and providing diverse career paths for local Aboriginal people.

Website: www.kamsc.org.au