

Job Title: Dialysis Caregiver

Department: Dialysis

Reports To: Chief of Clinical Operations

Salary Level: DOE

FLSA Status: Non-Exempt

Approved By: Chief of Clinical Operations

Approved Date: **December 2, 2025**

Summary: The Dialysis Caregiver provides care to patients with end-stage renal disease, supporting the patient throughout the dialysis treatment process to deliver prescribed treatments. This encompasses critical tasks such as operating hemodialysis equipment, monitoring patient health, and maintaining sterile conditions. All responsibilities are carried out in accordance with the established policies and procedures of the Dialysis Den for at home treatment.

Functions and Responsibilities:

In collaboration with the patient, nursing and the medical team the Dialysis Caregiver is responsible for:

1. Setting up the dialysis machine for treatment, which involves a thorough understanding of the machine's assembly and operation.
2. Initiation and termination of treatments, including insertion and removal of fistula needles.
3. Ensure an optimal dialysis process by monitoring blood flow rates and all machine safety parameters are correctly set and maintained. Report malfunctioning or unsafe equipment immediately to the supervisor.
4. Assist in positioning, lifting and turning of patients using proper body mechanics.
5. Perform and document water quality checks
6. Overseeing patients during dialysis and monitoring their vital signs: temperature, heart rate, respiratory rate, and blood pressure at regular intervals.
7. Administer normal saline per physician order and protocol
8. Making necessary adjustments in fluid removal rates.
9. Promptly responding to any arising medical issues through continuous patient monitoring.
10. Maintaining cleanliness and safety within the dialysis den.
11. Sanitizing surfaces and proper disposal of biohazard waste.
12. Ensuring overall hygiene of the treatment environment.
13. Educating and supporting patients with their dialysis treatment.

14. Promote adherence to treatment plans.
15. Participating in a critical role of infection prevention and patient safety.
16. Offering emotional support and building trust
17. Following recommended protocols for managing blood samples during treatment, ensuring that samples are handled with care and in adherence with Universal Precautions with proper labeling and completed laboratory requisitions. Spin blood in a centrifuge, as required.
18. Restock supplies in designated areas, assist with supply inventory.
19. Receive and verify shipments of supplies, report discrepancies and submit packing slips promptly.
20. Clean and maintain dialysis machines and associated equipment.
21. Establish and maintain positive relationships with patients, visitors and other staff while preserving patient confidentiality.
22. Attend required educational sessions to maintain competence and stay current on new procedures and standards of care.

Minimum Education/Experience:

- High school diploma or equivalent required
- Minimum of one year experience in a healthcare setting, preferable involving direct patient care – preferred.

License/Certification:

- Current Basic Life Support (BLS) certification from the American Heart Association.
- Currently certification as CCHT- highly preferred
- Valid California Drivers License

Required Skills/Abilities:

- Ability to apply specialized knowledge related to the care of patients in American Indian/Alaska Native communities.
- Ability to read, write and speak English fluently
- Knowledge of the principles, practices, and standards of care for patients with renal failure requiring hemodialysis treatments.
- Ability to communicate effectively with a variety of audiences using a variety of mediums.
- Understand the social and culture context of American Indian/Alaska Native communities served by the KMC.

- Understand HIPAA
- Ability to establish and maintain cooperative, supportive relationships with patients and families.
- Excellent oral and written communication skills; highly organized.
- Good computer skills including word processing, email, internet, spreadsheet, and database usage.

CONFIDENTIALITY: Employee must be aware of and adhere to Ki'ma:w Medical Center's Confidentiality Policy and deal appropriately with patient confidentiality at all times.

CONDITIONS OF EMPLOYMENT: Employment with K'ima:w Medical Center is subject to Title 21, the Hoopa Valley Tribe's Drug and Alcohol Policy, and the Drug-Free Workplace Act. All new employees must successfully complete the 90-day introductory period and will participate in both introductory and annual performance evaluations. Preference will be given to qualified Indian applicants pursuant to the Tribe's TERO Ordinance, Title 13.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee Signature DATE

Supervisor Signature DATE

Human Resources Signature DATE