

**STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATION  
HEMODIALYSIS TECHNICIAN**

**I. INTRODUCTION**

A. Purpose of This Classification Specification

This classification specification is the basic authority under Wis. Admin. Code ER2.04 for making classification decisions relative to present and future positions which perform technical work related to initiating, monitoring, and discontinuing dialysis treatments. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision making in this occupational area.

Classification decisions must be based on the "best fit" of the duties within the existing classification structure. The "best fit" is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification encompasses positions employed by the Department of Corrections, which, for a majority of the time, prepare patients for, initiate, monitor and discontinue dialysis treatment for patients with kidney failure or end-stage renal disease.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions which are not employed by the Department of Corrections.
2. Positions which meet the statutory definition(s) of supervisor, confidential and/or management as defined in Wis. Stats. 111.81 (19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
3. All other positions which are more appropriately identified by other classification specifications, including positions which do not provide hemodialysis patient care for the majority of the time and are more appropriately classified as a Phlebotomist.

D. Entrance Into This Classification

Employees enter positions within this classification by competitive examination.

## II. DEFINITIONS

### HEMODIALYSIS TECHNICIAN

Positions spend a majority of the time providing direct care to dialysis patients under the guidance of the primary nurse. Responsibilities include: position patient for procedure; explain procedure and equipment to patient; take and record patient's vital signs; clean area of access using antiseptic techniques, insert dialysis needle and connect dialysis machine to access location; inspect equipment setting, including pressures, conductivity and temperature, to ensure conformance to safety standards; start the blood flow pump at the prescribed rate, and inspect venous and arterial pressures as registered on equipment to ensure pressures are within prescribed limits; calculate fluid removal or replacement; monitor patient for adverse reactions and hemodialysis machines for malfunctions. Positions may also clean and sterilize dialysis machines, reprocess dialyzers, mix dialysates and test water treatment systems. Positions function under the general supervision of a technical or professional health-care supervisor.

## III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

## IV. ADMINISTRATIVE INFORMATION

This classification was created effective September 8, 2002, and announced in Bulletin MRS-SC-143 to reflect new technologies and changes in patient treatment at the Department of Corrections.

BAF/JD  
35500