Name of Policy: **Staffing on the Hemodialysis Unit** **Policy Number**: 3364-118-28 **Approving Officer**: Chief Executive Officer Chief Nursing Officer **Responsible Agent**: Nursing Director Hemodialysis Unit **Scope**: The University of Toledo Medical Center	**Effective date:** October 1, 2026 **Original effective date**: July 1990
Key words:	

	New policy proposal		Minor/technical revision of existing policy
	Major revision of existing policy	X	Reaffirmation of existing policy

(A) Policy statement

To assure that sufficient staffing is available to provide safe hemodialysis procedures.

(B) Purpose of policy

To establish basic minimum requirements and qualifications for nursing staff in the hemodialysis unit.

(C) Procedure

(1) The nurse/patient staffing ratio will be determined by the patient acuity level. Basic minimum staffing will be 1 nurse to 3 patients.

(2) Dialysis staff will notify the house supervisor (HS) and/or nursing director when supplemental staffing is needed due to increased unit activity and patient acuity.

(3) On-call staffing coverage will be rotated among staff nurses who have successfully completed orientation.

(4) On-call coverage is scheduled for staff nurses once per week, and an occasional day per week, as needed.

Approved by:

/s/
Daniel Barbee, MBA, BSN, RN, FACHE
Chief Executive Officer

Date

/s/
Kurt Kless, MSN, MBA, RN, NE-BC
Chief Nursing Officer

Date

Review/Revision Completed by:
Tana Cepek, Lead RN Hemodialysis Unit

Policies Superseded by this Policy:

- *None*

Initial effective date: July 1990

Review/Revision Date:

November 1991	July 2005
January 1993	November 2006
April 1994	June 2007
March 1995	January 23, 2008
April 1996	August 2011
September 1997	August 2014
October 1998	October 2017
February 2000	September 2020
July 2002	October 2023
July 2003	October 2026

Next review date:
October 2029