Standards of Care

1 Standard 1 Assessment
2 Standard 2 Diagnosis
3 Standard 3 Outcomes Identification
4 Standard 4 Planning
5 Standard 5 Implementation
6 Standard 5a Coordination of Care
7 Standard 5b Health Teaching and Health Promotion
8 Standard 5c Consultation
9 Standard 5d Prescriptive Authority and Treatment
10 Standard 6 Evaluation

Standards of Professional Performance

11 Standard 7 Ethics
12 Standard 8 Education
13 Standard 9 Evidence-based Practice and Research
14 Standard 10 Quality of Practice
15 Standard 11 Communication
16 Standard 12 Leadership
17 Standard 13 Collaboration
18 Standard 14 Professional Practice Evaluation
19 Standard 15 Resource Utilization
20 Standard 16 Environmental Health
STANDARD 1. ASSESSMENT

The nephrology registered nurse collects comprehensive data pertinent to the healthcare consumer’s health and/or the situation.

Competencies

The nephrology registered nurse:

- Provides individualized comprehensive interdisciplinary assessment of healthcare consumers and their care needs.
- Adheres to the CMS Conditions of Coverage and Interpretive Guidelines and applicable, state department of health regulations for assessment criteria and frequency for healthcare consumers undergoing kidney replacement therapies (KRTs).
- Collects comprehensive data including but not limited to:
  - current presentation and health status,
  - medical condition related to kidney disease,
  - co-morbid conditions,
  - activity level/ physical capabilities,
  - functional,
  - psychosocial,
  - emotional, mental,
  - sexual,
  - cultural,
  - age-related,
  - environmental,
  - spiritual/transpersonal,
  - economic assessments,
  - in a systematic and ongoing process while honoring the uniqueness of the person.
• Assesses functional level to the extent necessary to determine whether the healthcare consumer is a candidate for referral for further evaluation and possible rehabilitation services.

• Involves the healthcare consumer, family/support system, interdisciplinary team along with other healthcare providers, and environment, as appropriate, in holistic data collection.

• Assesses family composition, history, dynamics and impact on healthcare consumer health and wellness.

• Elicits healthcare consumer abilities, interests, values, preferences for conservative management, modality, setting, and self-care, expressed needs, knowledge of the healthcare situation, goals and expectations for care outcomes.

• Identifies barriers (such as psychosocial, financial, cultural, language, and educational) to effective communication and makes appropriate adaptations.

• Recognizes impact of personal attitudes, values and beliefs on care when assessing healthcare consumers with diverse backgrounds or situations.

• Recognizes the healthcare consumer as the authority on his/her own health and honors their preferences in regards to their care.

• Prioritizes data collection activities based on the healthcare consumer's immediate condition, or anticipated needs of the healthcare consumer or situation.

• Uses appropriate evidence-based assessment techniques, monitors, instruments, and tools in collecting pertinent data.

• Synthesizes available data, information, and knowledge relevant to the situation to identify patterns and variances.

• Documents relevant data in a retrievable format.

• Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, use and dissemination of data and information.
Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Initiates and interprets diagnostic tests and procedures relevant to the healthcare consumer's current status.
- Completes comprehensive assessments that identify the needs of the healthcare consumer with kidney disease.
- Assesses the effect of interactions among individuals, family, community, and social systems on health and illness.

STANDARD 2. DIAGNOSIS

The nephrology registered nurse analyzes the assessment data to determine the nursing diagnoses.

Competencies

The nephrology registered nurse:

- Derives the diagnoses or issues based on available assessment data.
- Uses terminology recognized within the specialty and by related organizations when documenting and reporting findings.
- Validates the diagnoses or issues with the healthcare consumer, family, and interdisciplinary team when possible and appropriate or during comprehensive care planning development.
- Documents nursing diagnoses or issues in a manner that facilitates the determination of the plan and expected outcomes that meet requirements of dialysis related licensing and regulatory agencies.
- Focuses on healthcare consumer response to conservative management, kidney replacement therapy, prevention or slowing progression of kidney disease, renal complications and co-morbidities.
Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Evaluates risks and potential risks of kidney disease in individuals, families and the community.
- Provides, guides, and evaluates care delivered to individuals diagnosed with kidney disease, their families, and the community. Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis and intervenes when appropriate.
- Utilizes complex data and information obtained during interview, examination, and diagnostic procedures in identifying diagnoses.
- Uses the CKD Staging classification system to document specific CKD diagnosis.
- Orders diagnostic tests and procedures to assist in appropriate diagnosis.
- Participates during comprehensive care planning in developing diagnoses, problem lists, and plan of approach to meet agreed upon goals and outcomes for the healthcare consumer.

STANDARD 3. OUTCOMES IDENTIFICATION

The nephrology registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.

Competencies

The nephrology registered nurse:

- Utilizes individual healthcare consumer comprehensive assessment data to derive outcome criteria.
- Involves the healthcare consumer, family/support system, interdisciplinary team along with other healthcare providers in formulating expected outcomes when possible and appropriate.
Utilizes the healthcare consumer’s needs, wishes, and goals in developing outcome criteria.

Derives ethnic and culturally appropriate expected outcomes from the nursing diagnoses.

Considers associated risks, benefits, costs, expected trajectory of the condition, and clinical expertise when formulating expected outcomes.

Develops outcomes consistent with current scientific evidence-based practice and clinical practice standards and applicable regulatory guidelines.

Uses established tools such as the CMS Measures Assessment Tool (MAT) (required) during review of records for a ready reference of the current professionally accepted clinical practice standards to establish targets for individual healthcare consumer clinical outcomes for healthcare consumers undergoing kidney replacement therapy (KRT).

Defines expected outcomes in terms of the individual healthcare consumer, the healthcare consumer’s culture, values, ethical considerations, environment, and/or situation in relationship to the associated risks, benefits, cost, and scientific evidence.

Includes a time estimate for attainment of expected outcomes.

Develops expected outcomes that provide direction for continuity of care.

Modifies expected outcomes based on changes in the status of the healthcare consumer or evaluation of the situation.

Documents expected outcomes as measurable goals.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Identifies expected outcomes that incorporate scientific evidence and are achievable through implementation of evidence-based practices.
• Identifies expected outcomes that incorporate cost and clinical effectiveness, healthcare consumer satisfaction, and continuity and consistency among providers.

• Supports the use of clinical guidelines and evidence-based practices linked to effective individual healthcare consumer outcomes.

• Differentiates outcomes that require care process interventions from those that require system-level interventions.

• Participates in the development of evidence-based outcomes.

STANDARD 4. PLANNING

The nephrology registered nurse develops a plan that determines strategies and alternatives to attain expected outcomes.

Competencies

The nephrology registered nurse:

• Develops an individualized plan that establishes goals and priorities for care while considering healthcare consumer characteristics, such as the stage of CKD, vascular access type, acuity, and other unique healthcare consumer needs (e.g., age, developmental level, readiness to learn, culture, and coping style).

• Includes strategies within the plan that address each of the identified nursing diagnoses or issues. These strategies may include, but are not limited to, strategies for promotion and restoration of health; prevention of illness, injury, and disease; alleviation of suffering and provision of supportive care for those who are dying.

• Provides for and promotes continuity of care.

• Incorporates an implementation pathway or timeline within the plan.

• Establishes the plan priorities with the healthcare consumer, family, the interdisciplinary team, and others, as appropriate.

• Utilizes the plan to provide direction to other members of the healthcare team.

• Defines the plan to reflect best practices, current local state and federal statutes, rules and regulations, and standards.
• Integrates current trends and research affecting care in the planning process.
• Considers the economic impact of the plan.
• Uses standardized language or recognized terminology to document the plan.
• Modifies the plan based on the ongoing assessment of the healthcare consumer’s response and other outcome indicators.
• Explores practice settings, staffing resources and safe space and time to analyze suggested potential and alternative options.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

• Identifies assessment strategies, diagnostic strategies, and therapeutic interventions within the plan that reflect current evidence, including data, research, literature, and expert clinical knowledge.
• Selects or designs strategies to meet the multifaceted needs of complex healthcare consumers.
• Includes the synthesis of healthcare consumer’s priorities, values and beliefs regarding nursing and medical therapies within the plan.

STANDARD 5. IMPLEMENTATION

The nephrology registered nurse implements the identified plan.

Competencies

The nephrology registered nurse:

• Partners with the healthcare consumer, family, significant others, interdisciplinary team and others to implement and integrate the plan in a safe, realistic and timely manner.
• Demonstrates caring behaviors towards healthcare consumers, significant others and groups of people receiving care.

• Utilizes technology to measure, record and retrieve healthcare consumer data, implement the nursing process and enhance nursing practice.

• Documents implementation and any modification, including changes or omissions, of the identified plan.

• Utilizes evidence-based interventions and treatments specific to the nursing diagnosis or problem.

• Facilitates the delivery of holistic care according to the stage of kidney disease while addressing the needs of the diverse healthcare consumer across the lifespan.

• Uses community resources and systems to implement the plan.

• Assumes responsibility for safe and efficient implementation of the plan.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

• Facilitates utilization of systems and community resources to implement the plan.

• Supports collaboration with nursing colleagues and other disciplines to implement the plan.

• Incorporates multiple ways of knowing (empirical, personal, and aesthetic) and strategies to initiate change in nursing care practices if desired outcomes are not achieved.

• Uses effective communication skills to promote relationships between nurses and healthcare consumers, to provide a context for open discussion of the healthcare consumer's experiences and to improve healthcare consumer's outcomes.

STANDARD 5a. COORDINATION OF CARE
The nephrology registered nurse coordinates care delivery.

Competencies

The nephrology registered nurse:

- Organizes the components and coordinates the implementation of the plan.
- Communicates plan with other health care providers and the healthcare consumer through documentation and verbal communication, as necessary.
- Coordinates and manages care to meet the special needs of the healthcare consumers with kidney disease to maximize independence and quality of life.
- Assists the healthcare consumers to identify options for alternative care.
- Advocates for the delivery of dignified and humane care by the interdisciplinary team.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Provides leadership in the coordination of interdisciplinary healthcare for integrated delivery of healthcare consumer care services.
- Synthesizes data and information to prescribe necessary system and community support measures, including environmental modifications.

STANDARD 5b. HEALTH TEACHING AND HEALTH PROMOTION

The nephrology registered nurse employs strategies to promote health and a safe environment.

Competencies

The nephrology registered nurse:
• As a member of an interdisciplinary team, takes an active role in development and implementation of culturally sensitive health promotion strategies that address:
  o health-related lifestyle,
  o health-related beliefs,
  o health behaviors that put healthcare consumers at risk,
  o how desired changes will improve quality of life (Pender, 2006),
  o readiness to learn,
  o health literacy.

• Comprehends the patterns of knowing:
  o empirical, the science of nursing;
  o esthetics, the art of nursing;
  o experiences both professional and personal knowing;
  o incorporates ethics, a component of moral knowledge,
  o when teaching healthcare consumer/family health promotion strategies.
    (refer to Standard 5 Implementation)

• Designs and provides early chronic kidney disease education in advance of kidney replacement therapy (KRT) which includes information on self-care dialysis modalities and timely access placement.

• Uses health promotion and health teaching methods appropriate to the situation, stage of CKD, treatment modality, the healthcare consumer’s developmental level, learning needs, readiness, ability to learn, language preference, culture, and socioeconomic status.

• Seeks opportunities for feedback and evaluation of the effectiveness of the strategies used.

• Uses information technologies to communicate health promotion and disease prevention information to the healthcare consumer in a variety of settings.
Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Synthesizes empirical risk behaviors, learning theories, behavioral change theories, epidemiology and other relate theories and frameworks when designing health education information and programs,
- Designs health information and healthcare consumer education appropriate to the healthcare consumer’s development level, learning needs, readiness to learn, and cultural values and beliefs.
- Provides anticipatory guidance to healthcare consumers, families, groups, and communities to promote health and prevent or slow progression of disease and treat co-morbidities in persons with CKD Stage 1-5 before initiation of KRT
- Evaluates health information resources, such as the Internet, within the area of practice for accuracy, readability, and comprehensibility to help healthcare consumer’s access quality health information.

STANDARD 5c. CONSULTATION

The nephrology nurse provides consultation to influence the identified plan, enhance the abilities of others, and effect change.

Competencies

The nephrology registered nurse:

- Participates in care conferences with other health providers.
- Educates healthcare consumers with kidney disease and their families on conservative management, kidney replacement options and rationale for the medical management plan.
- Provides education on CKD to the public, people at risk of CKD, and other community groups.
Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Synthesizes clinical data, theoretical frameworks, and evidence when providing consultation.
- Facilitates the effectiveness of a consultation by involving the healthcare consumer and other stakeholders in decision making and negotiating role responsibilities.
- Communicates consultation recommendations. As a coordinator of care, prepares healthcare consumers for kidney replacement therapy or end of life care using an organized, interactive approach.

STANDARD 5d. PRESCRIPTIVE AUTHORITY AND TREATMENT

The nephrology advanced practice registered nurse uses prescriptive authority, procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations.

Competencies for the Nephrology Advanced Practice Registered Nurse

The nephrology advanced practice registered nurse:

- Prescribes evidence-based treatments, therapies, and procedures, considering the healthcare consumer’s comprehensive health care needs.
- Prescribes in accordance to federal and state regulations
- Prescribes pharmacologic agents based on State Practice Acts, current knowledge of pharmacology and physiology.
- Prescribes specific pharmacologic agents and/or treatments based on clinical indicators, the healthcare consumer’s status and needs, known contraindications
including allergies and when appropriate, the results of diagnostic and laboratory
tests.

- Prescribes pharmacologic agents taking into account the effects of abnormal kidney
  function and drug metabolite accumulation.
- Evaluates therapeutic and potential adverse effects of pharmacologic and
  nonpharmacologic treatments.
- Provides healthcare consumers with information about intended effects and
  potential adverse effects of proposed prescriptive therapies.
- Provides information about costs, alternative treatments and procedures, as
  appropriate.

STANDARD 6. EVALUATION

The nephrology registered nurse evaluates progress toward attainment of outcomes.

Competencies

The nephrology registered nurse:

- Conducts a systematic, ongoing, and criterion-based evaluation of the outcomes in
  relation to the structures and processes prescribed by the plan and the indicated
  timeline.
- Complies with the CMS Conditions of Coverage and Interpretive Guidelines health-
  care consumer reassessment standard for “stable” vs. “unstable” when developing
  evaluation timelines for healthcare consumers undergoing KRTs.
- Collaborates with the individual healthcare consumer and others involved in the
  care or situation in the evaluative process.
- Evaluates, in partnership with the individual healthcare consumer, the effectiveness
  of the planned strategies in relation to healthcare consumer responses and the
  attainment of the expected outcomes.
- Complies with evaluation and outcome criteria listed in the CMS Conditions of
  Coverage and Interpretive Guidelines for healthcare consumers undergoing KRTs.
• Re-evaluates the appropriateness and adequacy of the dialysis prescription, dialysis access type, current modality, ability for self-care, referral to vocational and physical rehabilitation services, and all other criteria mandated by the CMS Conditions of Coverage and Interpretive Guidelines for healthcare consumers undergoing KRTs.

• Documents the results of the evaluation/re-evaluations.

• Uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation, as needed.

• Disseminates results to the healthcare consumer, family, and others involved in the care or situation, as appropriate, in accordance with state and federal laws and regulations.

• Uses results of the evaluation analyses to make or recommend process or structural changes, including policy, procedure or protocol documentation, as appropriate.

• Actively participates in assessing and assuring the responsible and appropriate use of interventions, equipment, and monitors in order to minimize unwarranted or unwanted treatment and healthcare consumer suffering.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

• Evaluates the accuracy of the diagnosis and effectiveness of the interventions in relationship to the healthcare consumer's attainment of expected outcomes.

• Synthesizes the results of the evaluation analyses to determine the impact of the plan on the affected healthcare consumers, families, groups, communities, and institutions, networks, and organizations.

• Adapts the plan of care for the trajectory of treatment based on evaluation of response.

• Uses the results of the evaluation analyses to make or recommend process or structural changes, including policy, procedure, or protocol documentation and revision, as appropriate.
STANDARD 7. ETHICS

The nephrology registered nurse integrates ethical reasoning and decision making in all areas of practice.

Competencies

The nephrology registered nurse:

- Uses the Code of Ethics for Nurses with Interpretive Statements (ANA, 2001) to guide practice.
- Delivers care in a manner that preserves and protects healthcare consumer autonomy, dignity, and rights, values and beliefs.
- Upholds and advocates for healthcare consumer confidentiality within legal and regulatory parameters.
- Serves as a healthcare consumer advocate assisting healthcare consumers in developing skills for self-advocacy including those with behaviors that harm only themselves.
- Maintains therapeutic and professional healthcare consumer-nurse relationship with appropriate professional role boundaries.
- Recognizes an awareness of self and others, utilizes stress-reduction strategies and promotes and practices self-care.
- Contributes to resolving ethical issues/moral distress of healthcare consumers, colleagues, or systems, as evidenced in such activities as participating on ethics committees, comprehensive healthcare consumer care conference, and Quality Assessment and Performance Improvement meetings.
- Takes appropriate action regarding instances of illegal, unethical, or inappropriate behavior that can endanger or jeopardize the best interests of the healthcare consumer or situation.
- Recognizes that nephrology professionals have frequent encounters with ethical dilemmas due to the nature of the specialty (appropriateness of kidney
replacement therapy including initiation, withdrawal/withholding of treatment, decisional capacity, pre-existing advance directives and resource allocation)

• If unable to provide care to a healthcare consumer due to personal ethical/moral values will provide the healthcare consumer with a timely referral to an alternate healthcare provider.

• Participates in educational opportunities to enhance ethical decision making

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

• Provides information on the risks, benefits, and outcomes of healthcare regimens to allow informed decision-making by the healthcare consumer, including informed consent and informed refusal.

• Practices with interdisciplinary teams that address ethical risks, benefits and outcomes.

STANDARD 8. EDUCATION

The registered nephrology nurse attains knowledge and competency that reflects current nursing practice.

Competencies:

The registered nephrology nurse:

• Participates in ongoing educational activities related to appropriate knowledge bases and professional issues.

• Demonstrates a commitment to lifelong learning through self-reflection and inquiry to address learning and personal growth needs.

• Seeks experiences that reflect current practice to maintain knowledge, skills, abilities and judgment in clinical practice or role performance.
• Acquires knowledge and skills appropriate to the nephrology role, practice setting, or situation.

• Uses technology to support evidence-based nursing practice that facilitates improved healthcare consumer outcomes.

• Seeks formal and independent learning experiences to develop and maintain professional skills and knowledge.

• Identifies learning needs based on nursing knowledge, the various roles the nurse may assume, and the changing needs of the population.

• Stays informed of local and national issues that would impact public and social policy and professional nursing practice.

• Maintains professional records that provide evidence of competency and lifelong learning.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

• Uses current healthcare research findings and other evidence to expand clinical knowledge, skills, abilities and judgment to enhance role performance, and increase knowledge of professional issues.

• Provides education and serves as a resource to nurses and other groups on the subject of CKD management

STANDARD 9. EVIDENCED-BASED PRACTICE AND RESEARCH

The nephrology registered nurse integrates research findings into practice.

Competencies

The nephrology registered nurse:

• Utilizes current evidence-based nursing knowledge, including research findings, to guide practice.
• Participates, as appropriate education level and position, in the development of evidenced-based practice through research activities.
• Uses current healthcare research findings and other evidence to expand clinical knowledge, skills, abilities and judgment to enhance role performance, and increase knowledge of professional issues.
• Shares personal or current evidence-based research findings from reputable sources with peers and others.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:
• Contributes to nursing knowledge by conducting or synthesizing research and other evidence that discovers, examines, and evaluates knowledge, theories, criteria, and creative approaches to improve healthcare practice.
• Disseminates research findings through activities, such as presentations, publications, consultation, and journal clubs.
• Promotes a climate of clinical research inquiry.

STANDARD 10. QUALITY OF PRACTICE

The nephrology registered nurse contributes to quality nursing practice.

Competencies
The nephrology registered nurse:
• Participates in professional association activities.
• Demonstrates quality by documenting the application of the nursing process in a responsible, accountable, and ethical manner.
• Uses the results of quality improvement activities, designed to create positive, sustainable change, in nursing practice and in the healthcare delivery system.
• Uses creativity and innovation in nursing practice to improve care delivery.
• Repeat Participates in quality improvement activities. Such activities may include:

  • Identifying aspects of practice important for quality monitoring (e.g. early and ongoing healthcare consumer education regarding vascular access care).
  • Using indicators developed to monitor quality and effectiveness of nursing practice (e.g. intradialytic and post treatment hypotensive episodes)
  • Collecting data to monitor quality and effectiveness of nursing practice.
  • Analyzing quality data to identify opportunities for improving nursing practice and care of the healthcare consumer with kidney disease.
  • Formulating evidence-based recommendations to improve nursing practice or outcomes.
  • Implementing activities to enhance the quality of nursing practice.
  • Developing, implementing, and evaluating policies, procedures, and/or guidelines to improve the quality of practice.
  • Participating in interdisciplinary teams to evaluate clinical care or health services for healthcare consumers with kidney disease.
  • Participating in efforts to minimize costs and unnecessary duplication.
  • Analyzing factors related to safety, satisfaction, effectiveness, and cost/benefit options.
  • Analyzing organizational systems for barriers.
  • Implementing processes to remove or decrease barriers within organizational systems.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

• Provides leadership in the design and implementation of quality improvement activities.
• Designs innovations to effect change in practice and improve health outcomes.
• Evaluates the practice environment and quality of nursing care rendered in relation to existing evidence, relevant professional standards, and regulations, identifying opportunities for the generation and use of research.

• Identifies opportunities for the generation and use of research and evidence.

• Uses the results of quality improvement activities to initiate changes in nursing practice and in the healthcare delivery system.

STANDARD 11. COMMUNICATION

The registered nurse uses a wide variety of communication skills and formats in all areas of practice.

Competencies:

The registered nurse:

• Communicates effectively in a variety of written, spoken and technological formats

• Assess communication format preferences of the healthcare consumer, families and colleagues.

• Identifies barriers (e.g. psychological, literacy, financial, cultural) to effective communication and makes appropriate adaptations.

• Assesses own level of communication skill in encounters with healthcare consumers and families.

• Models effective communication and promotes cooperative behaviors.

• Initiates requests for assistance when situation warrants. Uses available resources

Understands the principles of group process, conflict resolution, and negotiation.

e.g., Dealing with Challenging Dialysis Health care consumer Situations Decreasing Dialysis Health care consumer-Provider Conflict; Renal Networks.

• Participates in building consensus or resolving conflict in the context of healthcare consumer care.

• Maintains effective communication with other providers and information sharing across and within disciplines and throughout transitions in care.
• Identifies problems that occur in day to day work routines and participates in deriving solutions to inefficiencies and deficiencies.
• Contributes own professional perspective in discussions with the interdisciplinary team. Questions the rationale supporting routine approaches to care processes and decisions when they do not appear to be in the best interest of the healthcare consumer.
• Discloses observations or concerns related to hazards and errors in care or practice environment.

STANDARD 12. LEADERSHIP

The registered nephrology nurse demonstrates leadership in the professional practice setting and the profession.

Competencies
The registered nephrology nurse:
• Oversees the nursing care given by others while retaining accountability for the quality of care given to the healthcare consumer
• Promotes healthy work environments in local, regional, national, or international communities.
• Displays the ability to define a clear vision, the associated goals, and a plan to implement and measure progress.
• Demonstrates a commitment to continuous, lifelong learning education for self and others.
• Mentors colleagues for the advancement of nephrology nursing practice, the nursing profession and quality healthcare.
• Treats other with respect and dignity.
• Participates in key roles on committees, councils, and administrative teams.
• Participates in designing systems that support effective teamwork and positive outcomes.
Seeks ways to advance nursing’s professional autonomy, accountability, and self-
regulation.

Participates in efforts to influence health care policy on behalf of consumers and the
profession.

**Additional competencies for the graduate-level prepared nephrology specialty nurse**
and the nephrology advanced practice registered nurse

*The graduate-level prepared nephrology specialty nurse and the nephrology advanced
practice registered nurse:*

- Influences decision-making bodies to improve the nephrology nursing practice
  environment and healthcare consumer outcomes.
- Assists in enhancing the effectiveness of the interdisciplinary team.
- Promotes advanced practice nursing and role development by interpreting its role
  for healthcare consumers, families and others.
- Models expert practice to nurses, other interdisciplinary team members and
  healthcare consumers.
- Mentors colleagues in the acquisition of clinical knowledge, skills, abilities and
  judgment.

**STANDARD 13. COLLABORATION**

The registered nephrology nurse collaborates with healthcare consumer, family and
others in the conduct of nursing practice.

**Competencies**

*The nephrology registered nurse:*

- Partners with others to effect change and generate positive outcomes through the
  sharing of knowledge of the healthcare consumer and/or situation.
• Communicates with healthcare consumers, family, and healthcare providers regarding healthcare consumer care and the nurse’s role in the provision of that care.
• Documents referrals including provisions for continuity of care.
• Applies group process and negotiation techniques with healthcare consumers and colleagues.
• Adheres to standards and applicable codes of conduct that govern behavior among peers and colleagues to create a work environment promoting cooperation and respect.
• Collaborates in creating a documented plan focused on outcomes and decisions related to care and delivery of services that indicates communication with healthcare consumers, families, and others.
• Engages in team work and team-building processes.

Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:
• Partners with other disciplines to enhance healthcare consumer outcomes through interdisciplinary activities, such as education, consultation, management, technological development, or research opportunities.
• Invites the contribution of the healthcare consumer, family, and team members in order to achieved optimal outcomes.
• Leads in establishing, improving, and sustaining collaborative relationships to achieve safe, quality healthcare consumer care.
• Documents plan of care communications, rationales for plan of care changes, and collaborative discussions to improve healthcare consumer outcomes.

STANDARD 14. PROFESSIONAL PRACTICE EVALUATION
The nephrology registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statues, rules and regulations.

**Competencies**

*The nephrology registered nurse:*

- Applies knowledge of current practice standards, scope of practice, state licensure and other rules and regulations to nephrology practice.
- Provides age-appropriate, culturally sensitive care while considering pertinent ethical issues.
- Engages in self-evaluation of practice on regular basis, identifying areas of strength, as well as areas in which professional development would be beneficial.
- Obtains informal feedback regarding one's own practice from healthcare consumers, peers, professional colleagues and others as part of self-reflection of practice.
- Participates in peer review, as appropriate.
- Provides peers with formal or informal constructive feedback regarding their practice or role performance.
- Provides the evidence for practice decisions and actions as part of the informal and formal evaluation processes.
- Interacts with peers and colleagues to enhance one's own professional practice or role performance.
- Provides rationale for practice beliefs, decisions and actions as part of the informal and formal evaluation process.

**Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse**

*The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:*

...
• Engage in formal and informal processes of evaluation regarding one's own practice from healthcare consumers, peers, professional colleagues, and others as part of self-reflection of practice

Standard 15. RESOURCE UTILIZATION

The nephrology registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective and financially responsible.

Competencies

The nephrology registered nurse:

• Assesses individual healthcare consumer care needs and resources available to achieve desired outcomes.
• Identifies healthcare consumer care needs, potential for harm, complexity of the task, and desired outcome when considering resource allocation.
• Delegates elements of care to appropriate healthcare workers in accordance with any applicable legal or policy parameters or-principles.
• Identifies the evidence when evaluating resources.
• Advocates for resources, including technology, that enhance nursing practice.
• Modifies practice when necessary to promote a positive interface between healthcare consumers, care providers and technology.
• Assists the healthcare consumer and family in identifying and securing appropriate and available services to address needs across the healthcare continuum.
• Assists the healthcare consumer and family in factoring costs, risks, and benefits in decisions around treatment and care.
Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Utilizes organizational and community resources to formulate interdisciplinary plans of care.
- Develops innovative solutions for healthcare consumer care problems that reflect effective resource utilization and maintenance of quality.
- Develops evaluation strategies to demonstrate cost effectiveness, cost benefit, and efficiency factors associated with nephrology nursing practice.

STANDARD 16. ENVIRONMENTAL HEALTH

The nephrology registered nurse practices in an environmentally safe and healthy manner.

Competencies:

The nephrology registered nurse:

- Attain knowledge of environmental health concepts, such as implementation of environmental health strategies.
- Promote a practice environment that reduces environmental health risks of workers, healthcare consumers and the general public.
- Assesses the practice environment for factors such as air quality, sounds, odor, noise obstacles, temperature and light that negatively affect health.
- Advocates for the judicious and appropriate use of products used in healthcare.
- Advocates for appropriate staffing patterns that will provide safe quality care and reduce staff burnout.
- Communicates environmental health risks and exposure reduction strategies the healthcare consumers, families, colleagues and communities.
- Utilizes scientific evidence to determine if a product or treatment is a potential environmental threat.
Participates in strategies to promote healthy communities. Takes actions to prevent/report a hostile work environment. Immediately seeks help to resolve potentially volatile situations.

Promotes and monitors the practice environment for appropriate infection control practices including consumer safety, environmental and equipment concerns which impact the healthcare consumer.

**Additional competencies for the graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse**

The graduate-level prepared nephrology specialty nurse and the nephrology advanced practice registered nurse:

- Creates partnerships that promote sustainable environmental health policies and conditions.
- Analyzes the impact of social, political, and economic influences upon the environment and human health exposures.
- Critically evaluates the manner in which environmental health issues are presented by the popular media.
- Advocates for implementation of environmental principles for nursing practice.
- Supports nurses in advocating for and implementing environmental principles in nursing practice.

**References**


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