Nephrology Nursing Scope and Standards of Practice

Nephrology Nursing Scope

Definition of Nephrology Nursing

Nephrology nursing is a specialty practice addressing the protection, promotion, and optimization of health abilities, prevention of illness and injury, facilitation of healing, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, groups, communities and populations affected by kidney disease.

Scope of Practice for Nephrology Nursing

The purpose of the scope of practice for nephrology nursing is to describe, for the public and the profession, the nature of this specialty’s nursing practice. The specialty’s scope is derived from the scope of nursing practice as defined by the American Nurses Association (ANA) (2015) and builds on the previous versions published by the American Nephrology Nurses Association (ANNA).

Nephrology nursing encompasses the primary, secondary, and tertiary care of individuals with potential and progressive chronic kidney disease (CKD), end-stage renal disease (ESRD), acute kidney injury (AKI), and other health care conditions requiring nephrologic intervention. Nephrology nursing practice spans the continuum of care for patients with kidney disease. Nephrology nurses provide care to neonatal, pediatric, adult, and geriatric individuals from a variety of ethnic groups. The nursing care can be complex as this patient population may have various comorbid conditions including cardiovascular disease, diabetes, hypertension, infectious disease, and/or mineral and bone disease. In addition, many face psychosocial issues.

The term kidney replacement therapies (KRT) is now being used in the nephrology community in place of the term renal replacement therapies (RRT). These terms identify all therapies used to treat kidney disease including dialysis, transplantation, and palliative care. Throughout this publication, the terms healthcare consumer and patient will be used interchangeably. Healthcare consumer is defined as the patient, person, client, family, group, community, or population who is the focus of attention and to whom the registered nurse is providing services as sanctioned by the state regulatory bodies (ANA, 2010b). The term family relates to the family origin or significant others as identified by the patient. The term interprofessional has been defined by ANA as reliant on the overlapping knowledge, skills, and abilities of each professional team member. The ANNA work group determined to continue the usage of interdisciplinary as reflected in the Centers for Medicare and Medicaid Services (CMS) Conditions for Coverage (CfCs) (CMS, 2008).
Nephrology nurses and members of various disciplines in the nephrology community periodically exchange knowledge and ideas about how to deliver high-quality health care, resulting in overlaps and constantly changing professional practice boundaries.

The interdisciplinary team is comprised of a diverse group health care professionals. The members are recognized for their expertise and individual roles. Issues may be referred for collaboration to professionals within or outside one’s own profession as warranted. (ANA, 2010c). Interdisciplinary collaboration within the nephrology community may impact professional practice boundaries in an effort to improve the quality of health care delivery.

**Nephrology Nursing Standards of Practice**

**Standards**

A professional nursing organization has a responsibility to its members and to the public it serves to develop standards of practice. As the professional organization for all nephrology nurses, ANNA has assumed the responsibility for developing standards that apply to the practice of nephrology nurses.

The standards of nephrology nursing practice are authoritative statements of the duties that all nephrology registered nurses are expected to perform competently. The standards contained in this document may serve to gauge the quality of care provided to patients with the understanding that the application of the standards is context dependent. The standards are subject to change with the dynamics of the nursing profession, nephrology practice, and local, state, and federal regulations. In addition, specific conditions and clinical circumstances may affect the application of the standards at a given time (e.g., during a natural disaster). The standards are subject to formal periodic review and revision.

The competencies that accompany each standard may be evidence of compliance with the corresponding standard. The list of competencies is not exhaustive. Whether a particular standard or competency applies depends upon the circumstances. For example, a nephrology nurse providing treatment to a comatose patient with acute kidney injury who has no family present still has a duty to collect comprehensive data pertinent to the patient’s health (Standard 1. Assessment). However, that nurse would not be expected to assess family composition, history, and dynamics and the impact of those dynamics on the patient’s health and wellness (Standard 1. Assessment: Competencies). The standard may include additional competencies for the graduate-level prepared nurse and/or the advanced practice registered nurse (APRN) specializing in nephrology nursing.

**Definitions and Concepts Related to Competence** (ANA, 2015)

- An individual who demonstrates competence is performing at an expected level.
A competency is an expected level of performance that integrates knowledge, skills, abilities, and judgment.

The integration of knowledge, skills, abilities, and judgment occurs in formal, informal, and reflective learning experiences.

Knowledge encompasses thinking, understanding of science and humanities, professional standards of practice, and insights gained from context, practical experiences, personal capabilities, and leadership performance.

Skills include psychomotor, communication, interpersonal, and diagnostic skills.

Ability is the capacity to act effectively. It requires listening, integrity, knowledge of one's strengths and weaknesses, positive self-regard, emotional intelligence, and openness to feedback.

Judgment includes critical thinking, problem solving, ethical reasoning, and decision making.

**Competence and Competency in Nephrology Nursing Practice**

The competent practice of nephrology nursing can be influenced by the nature of the situation, which includes consideration of the setting, resources, and the person. Situations can either enhance or detract from the nephrology registered nurse’s ability to perform. The nephrology registered nurse positively influences factors that facilitate and enhance competent practice. Similarly, the nephrology registered nurse seeks to deal with barriers that constrain competent practice. The expected level of performance reflects variability depending upon context and the selected competence framework or model.

The ability to perform at the expected level requires a process of lifelong learning. Nephrology registered nurses must continually reassess their competencies and identify needs for additional knowledge, skills, personal growth, and integrative learning experiences.

**Standards of Nephrology Nursing Practice**

The standards of nephrology nursing practice describe a competent level of nursing care as demonstrated by the application of the nursing process. The standards may be utilized as the standard of care for the nephrology practitioner with the understanding that they are context dependent.

**Standard 1**  
**Assessment**

The nephrology registered nurse collects pertinent data and information relative to the healthcare consumer's health or the situation.
Competencies

The nephrology registered nurse:

- Adheres to applicable federal, state, and local regulations for assessment criteria and frequency for healthcare consumers undergoing kidney replacement therapies (KRTs).
- Collects pertinent data, including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of the patient with kidney disease.
- Recognizes the importance of the assessment parameters identified by WHO (World Health Organization), Healthy People 2020, or other organizations that influence nephrology nursing practice.
- Integrates knowledge from global and environmental factors into the assessment process.
- Elicits the healthcare consumer, values, preferences, expressed and unexpressed needs, and knowledge of the healthcare situation.
- Engages the healthcare consumer and other interdisciplinary team members in holistic, culturally sensitive data collection.
- Identifies barriers to effective communication based on psychosocial, literacy, financial, and cultural considerations.
- Recognizes impact of one’s own personal attitudes, values, and beliefs on the assessment process.
- Assesses the impact of family dynamics on health and wellness.
- Uses evidence-based assessment techniques, instruments, tools, available data, information, and knowledge relevant to the situation to identify patterns and variances.
- Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, use, and dissemination of data and information.
- Recognizes the healthcare consumer as the authority on their own health by honoring their care preferences.
-Documents relevant data accurately, timely, and in a manner accessible to the interdisciplinary team.

Additional competencies for the graduate-level prepared registered nurse specializing in nephrology.

In addition to the nephrology registered nurse competencies, the graduate-level prepared registered nurse specializing in nephrology:

- Evaluates risks and potential risks of kidney disease in individuals, families, and the community.
• Synthesizes the results and information leading to clinical understanding.
• Assesses the effect of interactions among individuals, family, community, and social systems on health and illness.

Additional competencies for the advanced practice registered nurse specializing in nephrology.

In addition to the nephrology registered and graduate nurse competencies, the advanced practice registered nurse specializing in nephrology:
• Initiates diagnostic tests and procedures relevant to the healthcare consumer’s current status.
• Uses advanced assessment, knowledge, and skills to maintain, enhance, or improve health conditions.

Standard 2
Diagnosis
The nephrology registered nurse analyzes the assessment data to determine actual or potential diagnoses, problems and issues.

Competencies
The nephrology registered nurse:
• Uses assessment data, standardized classification systems, technology, and clinical support tools to articulate actual or potential diagnoses, problems and issues.
• Verifies the diagnoses, problems, and issues with the individual, family, group, community, population, and interdisciplinary colleagues.
• Identifies actual or potential risks to the healthcare consumer’s health and safety or barriers to health, which may include, but are not limited to interpersonal, systematic, technological, cultural, or environmental circumstances.
• Prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the healthcare consumer with kidney disease across the health-illness continuum which includes a focus on prevention, slowing progression of kidney disease, management of renal complications/comorbidities, and palliative care.
• Documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and the plan that meets requirements of dialysis-related licensing and regulatory agencies.

Additional competencies for the graduate-level prepared registered nurse specializing in nephrology.
In addition to the competencies of the nephrology registered nurse, the graduate-level registered nurse specializing in nephrology:

- Uses information and communication technologies to analyze diagnostic practice patterns of nurses and other members of the interdisciplinary healthcare team.
- Employs aggregate-level data to articulate current and potential diagnoses, problems, and issues of healthcare consumers and organizational systems.

**Additional competencies for the advanced practice registered nurse specializing in nephrology.**

In addition to the competencies of the registered nurse and graduate-level registered nurse specializing in nephrology the advanced practice registered nurse specializing in nephrology:

- Formulates a differential diagnosis based on the assessment, history, physical examination, and diagnostic test results.
- Uses the KDOQI (National Kidney Foundation Kidney Disease Outcomes Quality Initiative) Chronic Kidney Disease (CKD) staging classification system and/or the KDIGO (Kidney Disease Improving Global Outcomes) to document specific CKD diagnosis.

**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:

- Engages the healthcare consumer, interdisciplinary team, and others in partnership to identify expected outcomes.
- Formulates culturally sensitive expected outcomes from assessments and diagnoses.
- Uses clinical expertise and current evidence-based practice to identify health risks, benefit, costs, and/or expected trajectory of kidney disease.
- Uses evidence-based tools during review of records for a ready reference of the current professionally accepted clinical practice standards to establish targets for individual clinical outcomes for healthcare consumers undergoing kidney replacement therapy (KRT).
- Collaborates with the healthcare consumer with kidney disease to define expected outcomes integrating the healthcare consumer’s culture, values, socioeconomic and ethical considerations.
- Generates a time frame for attainment of expected outcomes.
Develops expected outcomes that facilitate coordination of care.

Modifies expected outcomes based on the evaluation of the status of the healthcare consumer and situation.

Evaluates the actual outcomes in relation to expected outcomes, safety, and quality standards.

**Additional competencies for the graduate-level prepared registered nurse, including the APRN specializing in nephrology**

In addition to the competencies of the nephrology registered nurse, the graduate-level registered nurse and advanced practice registered nurse specializing in nephrology:

- Integrates scientific evidence and best practices to achieve expected outcomes.
- Defines expected outcomes that incorporate cost, clinical effectiveness, and are aligned with the outcomes identified by members of the interdisciplinary team.
- Advocates for outcomes that reflect the healthcare consumer’s culture, values, socioeconomic and ethical considerations.
- Differentiates outcomes that require care process interventions from those that require system-level interventions.

**Standard 4**

Planning

The nephrology registered nurse develops a plan that prescribes strategies to attain expected, measurable outcomes.

**Competencies**

The nephrology registered nurse:

- Develops an individualized, holistic, evidence-based plan in partnership with the healthcare consumer and interdisciplinary team that establishes goals and priorities for care while considering healthcare consumer characteristics (e.g., stage of CKD, vascular access type, acuity, transplant status, and/or other unique healthcare consumer needs).
- Incorporates an implementation pathway that describes steps and milestones.
- Establishes the plan priorities with the healthcare consumer and interdisciplinary team.
- Includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues. These strategies may include but are not limited to:
  - Promotion and restoration of health
Prevention of illness, injury, and disease
Facilitation of healing
Alleviation of suffering
Supportive care.

- Identifies cost and economic implications of the plan.
- Advocates for responsible and appropriate use of interventions related to kidney disease to minimize unwarranted or unwanted treatment and/or healthcare consumer suffering.
- Prioritizes elements of the plan based on the assessment of the healthcare consumer’s level of risk and safety needs.
- Develops a plan that reflects current standard of care, statutes, rules and regulations, and standards.
- Modifies the plan according to the ongoing assessment of the healthcare consumer’s response and other outcome indicators.
- Documents the plan using standardized language or recognized terminology.
- Identifies barriers to care, assessment strategies, diagnostic strategies, and therapeutic interventions within the plan that reflect current evidence, including data, research, literature, and expert clinical knowledge.

Additional competencies for the graduate-level prepared registered nurse specializing in nephrology.

In addition to the competencies of the nephrology registered nurse, the graduate-level registered nurse specializing in nephrology:

- Designs strategies and tactics to meet the multifaceted and complex needs of healthcare consumer with kidney disease and/or others.
- Leads the design and development of interdisciplinary processes to address the identified diagnoses, problems, or issues.
- Actively participates in the development and continuous improvement of systems that support the planning process.
- Designs innovative nursing practices.

Additional competencies for the advanced practice registered nurse specializing in nephrology

In addition to the competencies of the nephrology registered nurse, the advanced practice registered nurse specializing in nephrology:

- Integrates assessment strategies, diagnostic strategies, and therapeutic interventions that reflect current evidence-based knowledge and practice.

Standard 5
Implementation
The nephrology registered nurse implements the identified plan.

Competencies

The nephrology registered nurse:

- Partners with the healthcare consumer to implement the plan in a safe, effective, efficient, timely, patient-centered and equitable manner (IOM, 2010).
- Demonstrates caring behaviors to develop therapeutic relationships.
- Integrates critical thinking, patient preferences, and technology solutions to enhance nephrology nursing practice and healthcare consumer's outcomes.
- Documents implementation and any modification, including changes or omissions, of the identified plan.
- Uses evidence-based interventions and strategies to achieve the mutually identified goals and outcomes specific to the problem or needs.
- Provides culturally congruent, holistic care that focuses on the healthcare consumer and addresses and advocates for the needs of the CKD population across all stages and lifespan.
- Integrates interdisciplinary team partners in implementation of the plan through collaboration and communication across the continuum of care.
- Delegates according to the health, safety, and welfare of the healthcare consumer and considering the circumstance, person, task, direction, or communication, supervision, evaluation, as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care.

Additional competencies for the graduate-level prepared registered nurse specializing in nephrology.

In addition to the competencies of the nephrology registered nurse, the graduate-level registered nurse specializing in nephrology:

- Uses systems, organizations, and community resources to lead effective change and implement the plan.
- Applies quality principles while articulating methods, tools, performance measures, and standards as they relate to implementation of the plan.
- Translates evidence into practice.
- Leads interdisciplinary teams to communicate, collaborate, and consult effectively.
- Demonstrates leadership skills that emphasize ethical and critical decision-making, effective working relationships, and a systems perspective.
- Serves as a consultant to provide additional insight and potential solutions for patients with kidney disease.
- Uses theory-driven approaches to effect organizational or system change.
In addition to the competencies of the nephrology registered nurse, the advanced practice registered nurse specializing in nephrology:

- Uses prescriptive authority, procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations.
- Prescribes traditional and integrative evidence-based treatments, therapies, and procedures that are compatible with the healthcare consumer’s cultural preferences and norms.
- Collaborates with the interdisciplinary team when prescribing using evidence-based pharmacological agents, procedures, and treatments according to clinical indicators and results of diagnostic and laboratory tests to reduce or eliminate the impact of kidney disease complications.
- Provides clinical consultation for healthcare consumers and professionals related to complex clinical cases to improve care and patient outcomes.

Standard 5a
Coordination of Care
The nephrology registered nurse coordinates care delivery.

Competencies
The nephrology registered nurse:

- Organizes the components of the plan.
- Collaborates with the consumer with kidney disease to help manage healthcare based on mutually agreed upon outcomes.
- Manages the healthcare consumer with kidney disease care in order to meet and/or reach mutually agreed upon goals.
- Engages healthcare consumers in self-care to achieve preferred goals for quality of life.
- Assists the healthcare consumer with kidney disease to identify options for care.
- Communicates with the healthcare consumer, interdisciplinary team, and community-based resources to effect safe transitions in continuity of care.
- Advocates for the delivery of dignified and holistic care by the interdisciplinary team.
- Documents the coordination of care.

In addition to the competencies of the nephrology registered nurse, the graduate-level prepared registered nurse specializing in nephrology:

- Uses prescriptive authority, procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations.
- Prescribes traditional and integrative evidence-based treatments, therapies, and procedures that are compatible with the healthcare consumer’s cultural preferences and norms.
- Collaborates with the interdisciplinary team when prescribing using evidence-based pharmacological agents, procedures, and treatments according to clinical indicators and results of diagnostic and laboratory tests to reduce or eliminate the impact of kidney disease complications.
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- Assists the healthcare consumer with kidney disease to identify options for care.
- Communicates with the healthcare consumer, interdisciplinary team, and community-based resources to effect safe transitions in continuity of care.
- Advocates for the delivery of dignified and holistic care by the interdisciplinary team.
- Documents the coordination of care.
• Provides leadership in the coordination of interdisciplinary healthcare for integrated delivery of healthcare consumer care services to achieve safe, effective, efficient, timely, patient-centered, and equitable care (IOM, 2010).

**Additional competencies for the advanced practice registered nurse specializing in nephrology**

In addition to the competencies of the nephrology registered nurse, the advanced practice registered nurse specializing in nephrology:

• Manages identified consumer panels or populations.
• Serves as the healthcare consumer’s primary and/or specialty care provider and coordinator of healthcare services in accordance with state and federal laws and regulations.
• Synthesizes data and information to prescribe and provide necessary system and community support measures, including modifications of environments.

**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:

• Provides opportunities for the healthcare consumer to identify healthcare promotion, disease prevention, and self-management topics.
• Uses health promotion and health teaching methods in collaboration with the CKD healthcare consumer’s values, beliefs, health practices, developmental level, learning needs, readiness, ability to learn, language preference, spirituality, culture, and socioeconomic status, stage of CKD, and treatment modality.
• Uses feedback and evaluations from the healthcare consumer to determine the effectiveness of the employed strategies.
• Uses technologies to communicate health promotion and disease prevention information to the healthcare consumer.
• Provides healthcare consumers with information about intended effects and potential adverse effects of the plan of care.
• Engages consumer alliance and advocacy groups in health teaching and health promotion activities for the CKD healthcare consumers.
• Collaborates in the design and provides early chronic kidney disease education in advance of kidney replacement therapy (KRT) that includes information on all modalities including self-care dialysis and transplantation.
• Educates healthcare consumers with kidney disease and their families on kidney replacement options, palliative/end of life care, and rationale for the medical management plan.
• Provides anticipatory guidance to healthcare consumers to promote health and prevent or reduce the risk of negative health outcomes.

Additional competencies for the graduate-level prepared registered nurse, including the APRN specializing in nephrology

In addition to the competencies of the nephrology registered nurse, the graduate-level registered nurse, including the APRN specializing in nephrology:
• Synthesizes empirical evidence on risk behaviors, gender roles, learning theories, behavioral change theories, motivational theories, translational theories for evidence-based practice, epidemiology, and other related theories and frameworks when designing health education information and programs.
• Evaluates health information resources for applicability, accuracy, readability, and comprehensibility to help healthcare consumer’s access quality health information.
• Provides anticipatory guidance to healthcare consumers, families, groups, and communities to promote health and prevent or slow progression of disease and treat comorbidities in persons with CKD Stage 1–5 before initiation of KRT.

Standard 6: Evaluation
The nephrology registered nurse evaluates progress toward attainment of goals and outcomes.

Competencies
The nephrology registered nurse:
• Conducts a holistic, systematic, ongoing, and criterion-based evaluation of the goals and outcomes in relation to the structure, processes, and timeline prescribed in the plan of care.
• Collaborates with the healthcare consumer (e.g. individual with chronic kidney disease) and others (e.g. family, healthcare professionals) involved in the care or situation in the evaluation process.
• Determines, in partnership with the healthcare consumer and other stakeholders (e.g. interdisciplinary team, family), the person-centeredness, effectiveness, efficiency, safety, timeliness, and equitability (IOM, 2001) of the strategies in relation to the responses to the plan of care and attainment
of outcomes. Other defined criteria (e.g. Quality and Safety Education for Nurses [QSEN]) should be considered as appropriate.

• Uses ongoing assessment data to revise the diagnoses, outcomes, plan of care, and implementation of person-centered strategies.

• Shares evaluation data and conclusions with the healthcare consumer and other stakeholders in the accordance with federal and state laws and regulations.

• Participates in assessing and assuring the responsible and appropriate use of interventions, equipment (e.g. dialysis machine), and monitors to promote safety and quality of care and to minimize unwarranted or unwanted treatment and healthcare consumer suffering.

• Collaborates with the healthcare consumer and other stakeholders to reevaluate the appropriateness of the current modality ability for self-care, referral to vocational and physical rehabilitation services, and all other criteria mandated by the CMS Conditions for Coverage and Interpretive Guidelines for healthcare consumers undergoing KRT.

• Documents the results of the evaluation to enhance communication within and across healthcare settings and among healthcare professionals.

Additional competencies for the graduate-level prepared registered nurse, including the APRN specializing in nephrology.

In addition, to the competencies of the registered nurse, the graduate-prepared registered nurse or the advanced practice registered nurse:

• Synthesizes evaluation data from the healthcare consumer, family, interdisciplinary team, community, population and/or institution, networks, and organizations to determine the effectiveness of the plan of care.

• Engages in a systematic evaluation process to revise the plan of care that considers trajectory of illness, life transitions, and treatments based in an effort to achieve quality of care, enhance individual experience of care and lower healthcare costs.

• Uses the results of the evaluation to make or recommend process, policy, procedure, or protocol revisions as appropriate.

Standards of Professional Performance

The Standards of Professional Performance describe a competent level of behavior in the professional role, including activities related to ethics, culturally congruent practice, communication, collaboration, leadership, education, evidence-based practice and research, quality of practice, professional practice evaluation, resource utilization, and environmental health.
All registered nurses are expected to engage in professional role activities, including leadership, appropriate to their education, experience, and position. Nephrology registered nurses are accountable for their professional actions to themselves, their healthcare consumers, their peers, and ultimately, to society.

Standard 7: Ethics
The nephrology registered nurse practices ethically.

Competencies
The nephrology registered nurse:

- Integrates the Code of Ethics for Nurses and Interpretive Statements (ANA, 2015) to guide nursing practice and articulate the moral foundation of nephrology nursing.
- Practices with compassion and respect for the inherent dignity, worth, and unique attributes of individuals receiving nephrology care whether an individual, family, group, community, or population.
- Recognizes the centrality of the healthcare consumer and family as core members of the healthcare interdisciplinary team.
- Upholds and advocates for healthcare consumer confidentiality within ethical, legal and regulatory parameters and assures that safeguards are in place to protect their personal health data and information.
- Advocates for healthcare consumers’ rights to be involved in shared decision making about treatment choices for acute and chronic kidney conditions which includes rights for supportive care and rights to informed decision making and self-determination.
- Seeks guidance in situations where the rights of the individual conflicts with public health guidelines.
- Endorses the understanding that the primary commitment is to the healthcare consumer regardless of the healthcare setting or situation (e.g. dialysis center protocols).
- Maintains therapeutic and professional healthcare consumer-nurse relationship with appropriate professional role boundaries.
- Advocates for the rights, health, quality, and safety of healthcare consumer and others.
- Recognizes that nephrology professionals have frequent encounters with ethical dilemmas due to the nature of the specialty for example: appropriateness of kidney replacement therapy which includes initiation of KRT, withholding treatment and implementation of supportive care.
- Providing a time-limited trial of dialysis, withdrawal from dialysis with
hospice care, consumers who discontinue treatment before prescribed time or at prescribed frequency, honoring preexisting advanced directives, or resource allocation.

- Advocates for equitable healthcare consumer care. Collaborates with interdisciplinary team and others and the public to protect human rights, promote diplomacy, enhance cultural sensitivity, and congruence to reduce health disparities.

- Advances nephrology nursing as a profession through scholarly inquiry (e.g. nursing research and evidence-based practice projects), professional nephrology standards development, and the generation and/or contribution to policy as it relates to ethical issues.

- Contributes to resolving ethical issues/moral distress of healthcare consumers, colleagues, or systems, as evidenced in such activities as participating as members of ethics committees, comprehensive healthcare consumer care conferences, Quality Assessment and Performance Improvement (QAPI) meetings, and development of policies and procedures.

- Articulates nephrology nursing values to maintain personal integrity and the integrity of nephrology professional practice.

- Integrate principles of social justice into nephrology nursing practice and policy related initiatives.

- Owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

- Through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality KRT care.

**Additional competencies for the advanced practice registered nurse specializing in nephrology**

- Engages in collaborative practice with interdisciplinary teams that address ethical risks, benefits, goals, and outcomes.

- Provides information regarding the risks, benefits, goals, and outcomes of healthcare regimens in support of informed decision making by the healthcare consumer that includes the right to agree or refuse aspects of the treatment regimen.

- Collaborates and contributes with the interdisciplinary team to provide ethically sound palliative/end of life care for patients with CKD.

**Standard 8: Culturally Congruent Practice**

The nephrology registered nurse practices in a manner that is congruent with cultural diversity and inclusion principles.
Competencies

The registered nurse practicing in nephrology:

- Demonstrate knowledge and understanding of the perspectives, traditions, values and practices and family systems of culturally diverse populations, families and communities of individuals with acute and chronic kidney conditions across the care continuum.

- Participate in life-long learning to achieve cultural competence that promotes understanding of cultural preferences, global diversity, and culturally congruent decision making that considers the influence of health traditions (e.g. folk medicine, complementary and alternative medicine) on health and well-being.

- Possess cultural humility by recognizing limitations of one's own cultural perspective, values, beliefs, and heritage. Being aware of inherent barriers that may exist to providing better nursing care and through critical reflection is able to demonstrate respect, equity, and empathy in actions and interactions with all healthcare consumers.

- Utilizes cross-cultural knowledge (e.g. variations in health beliefs, practices, and communication patterns) and cultural sensitivity skills to deliver culturally competent care.

- Identifies the stage of the healthcare consumer's acculturation and accompanying patterns of need and engagement.

- Considers cultural influences (e.g. beliefs, values) on decision making regarding treatment modalities (e.g. dialysis, transplant) and supportive care and end-of-life care.

- Uses skills and available tools that are vetted for the culture, literacy level, and language of the population served.

- Considers the effects and impact of discrimination and oppression on practice within and among vulnerable cultural groups which includes lesbian, gay, bisexual, and transgender groups.

- Assess healthcare consumers' fluency in English (e.g. ask person to repeat back explanation or instructions) and engages in cross-cultural communication with appropriate language and non-verbal behaviors, including use of medical interpreters and translators in accordance to healthcare consumers preferences.

- Identifies the cultural-meaning of interactions, terms, and content.

- As a member of an interdisciplinary team advocates for person-centered care that embraces individual's cultural beliefs and values.
• Promotes equality for access to services, diagnostic tests, interventions, health promotion and disease prevention, enrollment in research and/or evidence-based practice projects, education, and other opportunities.

• Educates nurse colleagues and members of interdisciplinary teams regarding racial and ethnic disparities and other bias and prejudices that may exist in healthcare. Promote cross-cultural education that enhances health professionals' and other members of nephrology care community (e.g. dialysis technicians) awareness of cultural and social influences on health and quality care and strategies to improve health outcomes.

**Additional competencies for the graduate-level prepared registered nurse specializing in nephrology care**

In addition to the competencies of the registered nurses practicing nephrology, the graduate-level prepared registered nurse:

- Evaluates tools and instruments for validity and reliability in culturally diverse populations.

- Advocates for culturally competent organization that provides services aimed at meeting the cultural and linguistic needs of healthcare consumers.

- Advances organizational policies, programs, services, and practice that reflect respect, equity, and values for diversity and inclusion.

- Establishes internal and external cross-cultural partnerships with healthcare consumers, key stakeholders, and others.

- Collaborates with other organizational members to develop recruitment and retention strategies that promote diversity of nursing and healthcare workforce (e.g. dialysis technicians).

- Conducts research and/or evidence-based practice projects to improve healthcare and health outcomes of culturally diverse populations.

**Additional competencies for the advanced practice registered nurse specializing in nephrology**

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

- Promotes shared decision-making strategies regarding planning, prescribing, and evaluating care processes in situations when the healthcare consumer’s cultural preferences and norms may not be congruent with the best available evidence (e.g. research, clinical practice guidelines) and APRN expertise.

- Assume a leadership role in interdisciplinary teams to identify the cultural and linguistic needs of healthcare consumers with acute and chronic kidney conditions.
The nephrology registered nurse communicates effectively in all areas of nephrology practice.

Competencies

The nephrology registered nurse

- Assesses communication format preferences of healthcare consumers, families, and interdisciplinary team members* (e.g. physician, advanced practice provider, social worker, dialysis technician, pharmacist).
- Assess one’s own communication skills and cross-cultural effectiveness.
- Demonstrates cultural empathy when communicating.
- Assess communication ability, health literacy, available resources, and preferences of healthcare consumers to help inform the interdisciplinary team and others.
- Uses language assistance for individuals with limited English proficiency to ensure effective communication.
- Incorporates appropriate alternative strategies to communicate effectively with healthcare consumers who have visual, hearing, speech, language or other communication difficulties.
- Incorporates a culturally sensitive communication style and methods that demonstrate caring, compassion, empathy, respect, authentic presence through active listening, and trust.
- Seeks continuous improvement of one’s communication skills and conflict resolution skills.
- Conveys accurate information that demonstrates cultural competence.
- Maintains communication with interdisciplinary team and others in care coordination efforts to facilitate safe and quality transitions of care and continuity of care delivery.
- Questions rationale supporting care processes and decisions when they don’t appear to be in the best interest of the healthcare consumer.
- Discloses observations or concerns related to potential or actual hazards and error in care or practice environment to appropriate level.
- Contributes the nursing perspective in interactions with others and discussions with the interdisciplinary team.
- Demonstrates continuous improvement of communication skills.

Additional competencies for the nephrology graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the nephrology registered nurse, the nephrology graduate-prepared or APRN:
• Provides person-centered care recognizing cultural diversity and incorporates cultural and spiritual preferences, values and beliefs by engaging in shared decision-making to mutually establish an acceptable plan of care.

• Assumes a leadership role to influence effective cross-cultural communication to promote health in culturally diverse populations with acute and chronic kidney conditions across nephrology care settings.

Standard 10
Collaboration
The nephrology registered nurse collaborates with the healthcare consumer, family, and other key stakeholders in the conduct of nephrology nursing practice.

Competencies
The nephrology registered nurse:
• Identifies the areas of expertise and contribution of other professionals and key stakeholders.
• Clearly articulates the nephrology nurse’s role and responsibilities within the team.
• Uses the unique and complementary abilities of all members of the team to optimize attainment of desired outcomes.
• Partners with the healthcare consumer and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care.
• Uses appropriate tools and techniques, including information systems and technologies, to facilitate discussion and team functions, in a manner that protects dignity, respect, privacy, and confidentiality.
• Promotes engagement through consensus building and conflict management.
• Uses effective group dynamics and strategies to enhance team performance.
• Exhibits dignity and respect when interacting with others and giving and receiving feedback.
• Partners with all stakeholders to create, implement, and evaluate a comprehensive plan.

Additional competencies for the graduate-level prepared registered nurse, including the APRN
In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse, or advanced practice registered nurse:

• Participates in interdisciplinary activities, including but not limited to education, consultation, management, technological development, or research to enhance outcomes.
• Provides leadership for establishing, improving, and sustaining collaborative relationships to achieve safe, quality care for healthcare consumers.

• Advances interdisciplinary plan-of-care documentation and communications, rationales for plan-of-care changes, and collaborative discussions to improve healthcare consumer outcomes.

Standard 11
Leadership
The nephrology registered nurse leads within the professional practice setting and the profession.

Competencies
The nephrology registered nurse:

• Contributes to the establishment of an environment that supports and maintains respect, trust, and dignity.

• Encourages innovation in practice and role performance to attain personal and professional plans, goals, and vision.

• Communicates to manage change and address conflict.

• Mentors colleagues for the advancement of nephrology nursing practice and the nursing profession to enhance safe, quality healthcare.

• Retains accountability for delegated nursing care.

• Contributes to the evolution of the profession through participation in professional organizations.

• Influences policy to promote health.

Additional competencies for the graduate-level prepared registered nurse, including the APRN
In addition to the competencies of the nephrology registered nurse, the graduate-level registered nurse or advanced practice registered nurse specializing in nephrology:

• Influences decision-making bodies to improve the nephrology nursing practice environment and healthcare consumer outcomes.

• Enhances the effectiveness of the interdisciplinary team.

• Promotes advanced practice nursing in nephrology and role development by interpreting its role for healthcare consumers and policy makers.

• 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 12
The nephrology registered nurse seeks knowledge and competence that reflects current nursing practice and promotes futuristic thinking.

Competencies

The nephrology registered nurse:

• Identifies learning needs based on nursing knowledge and the various roles the nurse may assume.
• Participates in ongoing educational activities related to nursing and interdisciplinary knowledge bases and professional issues.
• Mentors nurses new to their roles in nephrology for the purpose of ensuring successful enculturation, orientation, and emotional support.
• Demonstrates a commitment to lifelong learning through self-reflection and inquiry to address learning and personal growth.
• Seeks experiences that reflect current practice to maintain and advance knowledge, skills, abilities, and judgment in clinical practice or role performance.
• Acquires knowledge and skills relative to the nephrology role, practice setting and global or local health situation.
• Participates in formal consultation or informal discussions to address issues in nephrology nursing practice as an application of education and knowledge.
• Identifies modifications or accommodations needed in the delivery of education based on healthcare consumer and family members’ needs.
• Shares educational findings, experiences, and ideas with their peers and the interdisciplinary team.
• Facilitates a work environment supportive of ongoing education of healthcare care professionals.
• Supports acculturation of nephrology nurses new to their roles by role modeling, encouraging, and sharing pertinent information relative to optimal care delivery.
• Maintains professional records that provides evidence of individual competency and lifelong learning.

Standard 13

Evidence-Based Practice and Research

The nephrology registered nurse integrates evidence and research findings into practice.

Competencies

The nephrology registered nurse:

• Articulates the values of research and its application relative to the nephrology healthcare setting and practice.
• Identifies questions in the nephrology healthcare setting and nephrology practice that can be answered by nursing research.
• Uses current evidence-based knowledge, including research findings, to guide nephrology practice.
• Incorporates evidence when initiating changes in nephrology nursing practice.
• Participates in the formulation of evidence-based practice through research.
• Promotes ethical principles of research in nephrology practice and the healthcare setting.
• Appraises nursing research for optimal application in nephrology practice and the healthcare setting.
• Shares peer reviewed research findings with colleagues to integrate knowledge into nephrology nursing practice.

**Additional competencies for the graduate-level prepared registered nurse, including the APRN**

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse or advanced practice registered nurse:

• Integrates research-based practice in all settings.
• Uses current healthcare research findings and other evidence to expand knowledge, skills, abilities, and judgment; to enhance role performance; and to increase knowledge of professional issues related to nephrology practice.
• Uses critical thinking skills to connect theory and research to practice.
• Integrates nursing research to improve quality in nursing practice.
• Contributes to nursing knowledge by conducting or synthesizing research and other evidence that discovers, examines, and evaluates current practice, knowledge, theories, criteria, and creative approaches to improve healthcare outcomes for patients with kidney disease.
• Encourages other nurses to develop research skills.
• Performs rigorous critique of evidence derived from databases to generate meaningful evidence for nephrology nursing practice.
• Advocates for the ethical conduct of research and translational scholarship with particular attention to the protection of the healthcare consumer as a research participant.
• Promotes a climate of research and clinical inquiry.
• Disseminates research findings through activities, such as knowledge sharing with the interdisciplinary team, presentations, publications, consultation, and journal clubs.

Standard 14
Quality of Practice
The nephrology registered nurse contributes to quality nephrology nursing practice.

Competencies
The nephrology registered nurse:
• Ensures that nursing practice is safe, effective, efficient, equitable, timely, and patient-centered (IOM, 1999; IOM, 2001).
• Identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and patient-centeredness.
• Recommends strategies to improve nephrology nursing quality.
• Uses creativity and innovation to enhance nephrology nursing care.
• Participates in quality improvement initiatives.
• Collects data to monitor the quality of nephrology nursing practice.
• Contributes in efforts to improve healthcare efficiency.
• Provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of healthcare.
• Engages in formal and informal peer review processes.
• Collaborates with the interdisciplinary team to implement and review quality improvement plans and interventions.
• Documents nursing practice in a manner that supports quality and performance improvement initiatives.
• Achieves professional certification, when available.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies for the registered nurse, the graduate-level prepared registered nurse:
• Analyzes trends in healthcare quality data, including examination of cultural influences and factors.
• Incorporates evidence into nephrology nursing practice to improve outcomes.
• Designs innovations to improve outcomes for patients with kidney disease.
• Provides leadership in the design, implementation, and monitoring of quality improvement activities.
• Designs innovations to effect change in nephrology nursing practice and improve health outcomes.
• Evaluates the practice environment and quality of nephrology nursing care rendered in relation to existing evidence.
• Promotes a practice environment that supports evidence-based healthcare.
• Contributes to nursing and interdisciplinary knowledge through scientific inquiry.
• Encourages professional or specialty certification.
• Engages in development, implementation, evaluation, and/or revision of policies, procedures, and guidelines to improve healthcare quality.
• Uses data and information in system-level decision-making.
• Influences the organizational system to improve outcomes.

**Additional competencies for the advanced practice registered nurse**

In addition to the competencies for the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

• Engages in comparison evaluations of the effectiveness and efficacy of diagnostic tests, clinical procedures and therapies, and treatment plans, in partnership with healthcare consumers, to optimize health and healthcare quality.
• Designs quality improvement studies, research, initiatives, and programs to improve health outcomes in patients with kidney disease.
• Applies knowledge obtained from advanced preparation, as well as current research and evidence-based information, to clinical decision-making at the
point of care to achieve optimal health outcomes for patients with kidney disease.

- Uses nephrology nursing standards of practice and available benchmarks as a means to evaluate practice at the individual, departmental, or organizational level

Standard 15
Professional Practice Evaluation
The nephrology registered nurse evaluates one's own and others' practice.

Competencies
The nephrology registered nurse:
- Engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial.
- Adheres to the guidance about professional practice as specified in the *Nursing: Scope and Standards of Practice* and the *Code of Ethics for Nurses with Interpretive Statements* and the *Nephrology Nursing Scope and Standards of Practice*.
- Ensures that nephrology nursing practice is consistent with regulatory requirements pertaining to licensure and certification, relevant statutes, rules, and regulations.
- Uses organizational policies and procedures to guide professional practice.
- Influences organizational policies and procedures to promote interdisciplinary evidence-based practice.
- Provides evidence for practice decisions and actions as part of the formal and informal evaluation processes.
- Seeks formal and informal feedback regarding one's own practice from healthcare consumers, peers, colleagues, supervisors, and others.
- Provides peers and others with formal and informal constructive feedback regarding their practice or role performance.
- Takes action to achieve goals identified during the evaluation process.
Standard 16
Resource Utilization

The nephrology registered nurse utilizes appropriate resources to plan, provide, and sustain evidence-based nursing services that are safe, effective, and fiscally responsible.

Competencies

The nephrology registered nurse:

• Assesses individual healthcare consumer care needs and resources available to achieve desired outcomes for patients with kidney disease.
• Delegates in accordance with applicable legal and policy parameters.
• Identifies impact of resource allocation on the potential for harm, complexity of the task, and desired outcomes.
• Advocates for resources that enhance nephrology nursing practice.
• Integrates telehealth and mobile health technologies into practice to promote positive interactions between healthcare consumers and nephrology care providers.
• Uses organizational and community resources to implement interdisciplinary plans.
• Addresses discriminatory healthcare practices and the impact on resource allocation.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

• Designs innovative solutions to use resources effectively and maintain quality.
• Creates evaluation strategies that address cost effectiveness, cost benefit, and efficiency factors associated with nephrology nursing practice.
• Assumes complex and advanced leadership roles to initiate and guide change.

Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:
Engages organizational and community resources to formulate and implement interdisciplinary plans.

Standard 17
Environmental Health
The nephrology registered nurse practices in an environmentally safe and healthy manner.

Competencies
The nephrology registered nurse:

- Promotes a safe and healthy workplace and professional practice environment.
- Uses environmental health concepts in practice.
- Assesses the environment to identify risk factors.
- Reduces environmental health risks to self, colleagues, and healthcare consumers.
- Communicates information about environmental health risks and exposure reduction strategies.
- Advocates for the safe, judicious, and appropriate use and disposal of products in healthcare.
- Incorporates technologies to promote safe practice environments.
- Uses products or treatments consistent with evidence-based practice to reduce environmental threats.
- Participates in developing strategies to promote healthy communities and practice environments.

Additional competencies for the graduate-level prepared registered nurse, including the APRN
In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

- Analyzes the impact of social, political, and economic influences on the global environment and human health experience.
• Creates partnerships that promote sustainable global environmental health policies and conditions that focus on prevention of hazards to people and the natural environment (ANA, 2007).