



Nephrology Nursing
Scope of Practice, Standards, and Competencies

2017

The Jordanian Nursing Council

The Jordanian Nursing Council (JNC) is a national governmental regulatory institution for nursing and midwifery in Jordan. The JNC is governed by a board headed by Her Royal Highness Princess Muna Al Hussein as president of the council. The board is comprised of 14 key representatives of the health care institutions and through regulating and governing the nursing profession in education, practice and research.

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Foreword

The “Nephrology Nursing: Scope of Practice, Standards, and Competencies” is a policy document developed by the Jordanian Nursing Council to regulate and unify the standards for the practice of nephrology nurses. It includes national standards and competencies for the general and advance practice roles .The aims of this document are to standardize practice and safeguard the health and wellbeing of community. The document is a guide for academic and practice institutions; educational institutions need to transfer the content of this very important document and deal with it as a national curricula for the undergraduate and graduate education of nephrology nurses to prepare them for fitness for practice roles, and create a generation that are responsive, ethically committed and supportive for community and public health.

Practice institutions need to take this document as a policy umbrella to implement and create positive environment to allow nurses to function within the agreed upon scope of practice and competencies stated in this document. Institutions need to use these competencies in finalizing job description, roles and responsibilities as a tool for performance evaluation.

This document was developed with distinguished efforts from national academic and services intuitions.

I would like to express my sincere appreciation for all who contributed to the development of this unique document. The implementation of this document at the national level by all institution is a challenge, but we trust your good will and abilities to take it forward and present Jordan as a regional model in the pediatric nursing area.

Secretary General

Professor Muntaha Gharaibeh

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Introduction

This document presents the scope of practice, professional standards, and essential competencies for specialist and advanced nephrology nursing practice in Jordan. This document was developed by the Jordanian Nursing Council (JNC) and partners as part of the JNC mission to promote the health status of patients as well as the community through a sound regulatory system that assures quality services and safe practices. JNC recognizes the importance of the role of nephrology nurses and is committed to strengthening nephrology nursing practice to support and improve the quality of services and to protect patients and the public in general.

The primary purpose of the JNC Professional Standards is to promote, guide, and direct professional practice. Furthermore, it works as a framework for assessing competence of practice nurses, renewal of certification, assessment of nurses educated abroad seeking to work in Jordan, and nurses returning to work after breaks in service. JNC considers professional standards as a legal framework to protect the public by regulating nurses' practice: to determine entry-level and re-entry to practice as specialist nephrology nurses, to provide clarity to managers and other health and educational institutions of the profession's expectations of its members, to provide guidance to nurses regarding their professional obligations, to provide a framework in assessing professional performance, and to address incompetence among nurses. The JNC Professional Standards are used by educators, universities, nephrology nurses, and managers.

The core of advanced nurse specialist competencies is comprehensive including those at entry-level competencies and behaviors expected of post-graduate nephrology nursing programs.

Methodology

Nursing is a dynamic profession requiring constant updating and strengthening of practices to meet the emerging population and health system challenges. The standards and competencies were developed in collaboration with JNC and partners based on a framework that is consistent with national regulatory mechanisms in Jordan.

The outcomes are a set of standards of practices and competencies that shape nephrology nursing practices. The development of the scope of practice, standards, and competencies was based on international and regional regulatory frameworks, such as the Canadian Nurses Association, the best evidence of international models and frameworks, and consultations with national experts in nephrology nursing from various settings.

The current framework defines the registered specialist nephrology nurse; the advanced specialist nephrology nurse; the scope of nephrology nurse practice; and the standards, competencies, and their measurement criteria.

Advanced Practice in Nephrology Nursing

Nephrology Nurse Specialist:

- Practices in any setting including hospitals, dialysis clinics, patients' homes, and in the community.
- Partners with patients and families to protect, promote, and optimize health status, self-care, and general wellbeing of individuals with kidney disease.
- Provides expert support to other members of the healthcare team in managing nephrology patients.
- Respects human dignity and patient's full human rights.
- Advocates for patient's needs.

- Practices with cultural sensitivity to prevent harmful practices to patients and their caregivers.
- Focuses on primary, secondary, and tertiary health to prevent complications that may develop after contracting end stage renal disease (ESRD).
- Possesses a specific knowledge base and clinical expertise in kidney disease care beyond those acquired in a basic nursing program.

Qualifications:

- Obtained a bachelor's degree in general nursing from an accredited university or educational institution.
- Obtained a diploma degree in nephrology nursing (not limited to dialysis but started from promotion until tertiary level) from an accredited university or educational institution proficient in scientific nephrology nursing.
- Registered with the JNC and is licensed to practice under the Public Health Law.
- Pass the certifications exam mandated by the Jordanian Nursing Council (JNC).

Advanced Nephrology Nurse Specialist:

- Practices with a high level of clinical skill, competence, and autonomous decision-making; and reflects a particular benchmark on the career development ladder.
- Applies expert clinical knowledge into best practice models using research and evidence-based practice and relevant data to analyze nephrology outcomes.
- Identifies gaps between evidence and practice and considers potential solutions for bridging gaps.

- Analyzes the process for health policy development, influential factors, and the impact of policy on clinical practice.
- Collaborates as an effective team member to promote positive change in the healthcare of patients newly diagnosed with ESRD or currently receiving renal replacement therapy (RRT) such as hemodialysis, peritoneal dialysis or renal transplantation.
- Utilizes information systems and other technologies to improve the quality and safety of healthcare for patients newly diagnosed with ESRD or currently receiving renal replacement therapy.
- Identifies appropriate use of resources to manage a healthcare practice.

Qualifications:

- Registered with the JNC and licensed according to the provisions of the Public Health Law.
- Obtained, at minimum, a second university degree (master's degree) from an accredited university or educational institution in a field of specialty listed and recognized by the JNC (nephrology or renal nursing).
- Pass the certifications exam mandated by the Jordanian Nursing Council (JNC).

Scope of Practice

Scope of Specialized Nephrology Nursing Practice:

- Fulfills the autonomy, cognitive, integrative evidence-based practice and technical abilities within ethical and culturally safe practices in primary, secondary, and tertiary healthcare settings and in rural and urban communities.

- Practices within professional and legal standards and upholds and promotes the ethical standards of the nursing profession in the care of patients with kidney disease.
- Collaborates as an effective team member to promote positive change in the healthcare of patients newly diagnosed with ESRD or currently receiving RRT such as hemodialysis, peritoneal dialysis, or renal transplantation.
- Advocates promotion of patient-centered care needs and respects the diversity of patients and their caregiver's experiences by individualizing care and incorporating ethical principles within ethically challenging situations.
- Functions as a responsible and accountable professional who works in partnership with patients and their caregivers to provide necessary support, care, and advice from the time of diagnosis with stage 1 ESRD until commencement of RRT and beyond, including normal and abnormal periods.
- Works in collaboration with other healthcare team members and other disciplines to facilitate health promotion and disease prevention in the general population by providing education about kidney disease and risk factors.
- Applies therapeutic care, health surveillance, health promotion and prevention, shared decision-making, collaboration, and bereavement support to promote the safety and well-being of patients and their caregivers through a nurturing therapeutic relationship.
- Develops, implements, and coordinates a plan of care in collaboration with the patient and their caregivers that is appropriate to the level of kidney disease and individualized to their biological/physical, psychological, social, cultural, and spiritual needs.

- Evaluates the care and outcomes for patients with kidney disease and their caregivers across the continuum of care; participates in quality improvement initiatives; demonstrates leadership by providing, facilitating, and promoting the best possible care for patients with kidney disease and their caregivers; and acts as a role model for students and other nursing staff.
- Documents information accurately and in a timely manner.
- Possesses ability to interpret, evaluate, and communicate research findings; and test and apply research findings produced by others.
- Improves nursing practice by utilizing and implementing meaningful evidence-based research findings.

Scope of Advanced Nephrology Nursing Practice:

Advanced nephrology nurse specialist must have a vision of areas of nephrology nursing practice that can be developed beyond the current scope of nephrology nursing practice and a commitment to developing these areas in response to patients and their caregivers' needs. He/she also must have a vision of healthcare service requirements at local, national, and international levels.

The advanced nephrology nurse specialist:

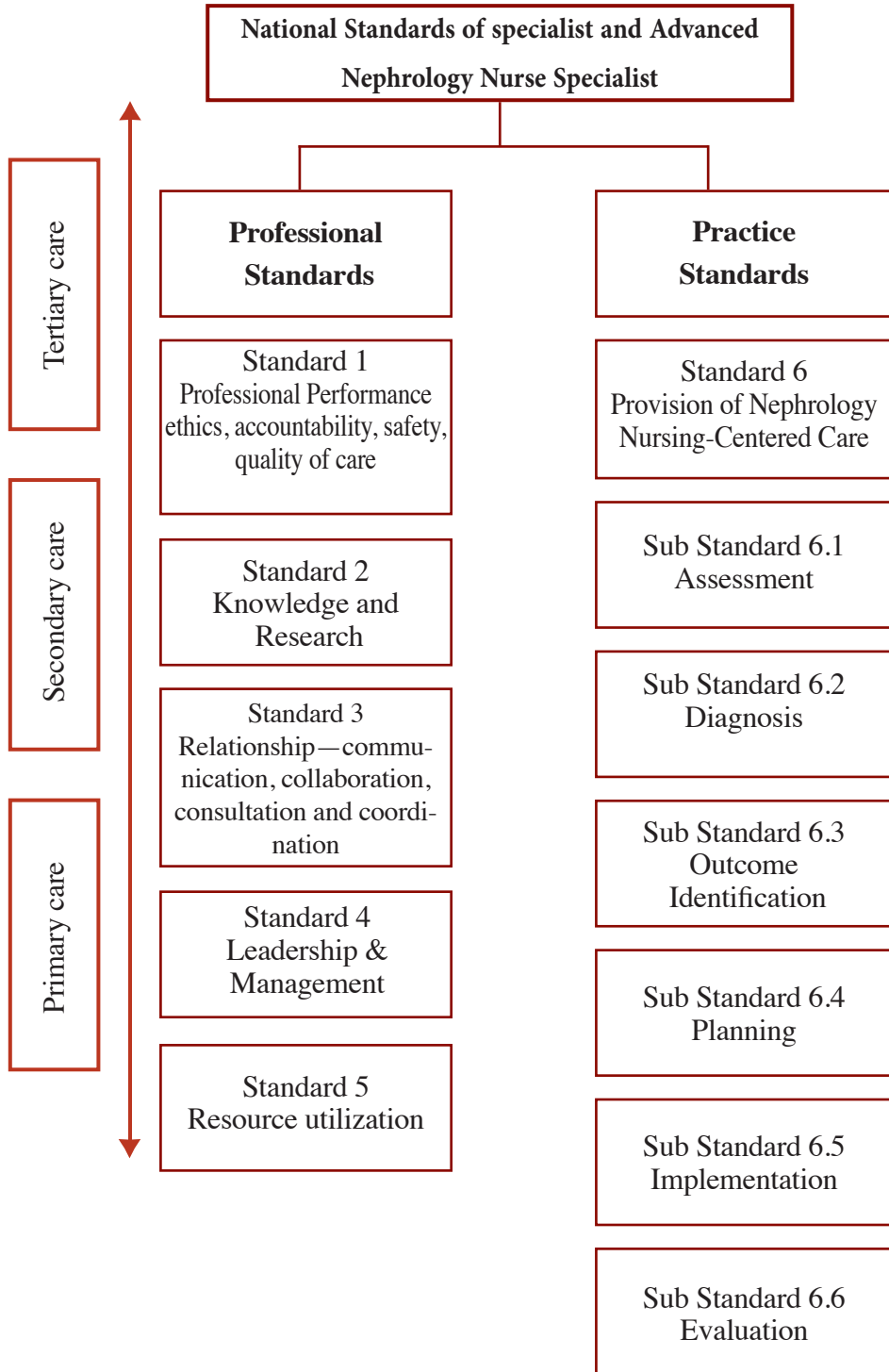
- Works within a defined scope of practice within the individual practice setting and has an independent and interdependent role delineated through shared practices, clinical practice guidelines, policies, protocols, and procedures.
- Recognizes personal and others' learning needs and obtains professional development opportunities to improve practice.
- Assists and supports colleagues in professional development through role modeling and sharing of knowledge and expertise.

- Takes the initiative to clarify and address issues, explore options, facilitate change, and create new possibilities for improving care.
- Coaches clients in choice of treatment by providing accurate clear information with consideration of benefits, risks, and outcomes.
- Manages ethical dilemmas inherent in client care, healthcare organizations, and research.
- Maintains skills and competencies related to developments in technology and informatics infrastructure.
- Enforces the integration of national and international regulations, standards, and protocols.

JNC National Framework for Advanced nephrology Care Nurse Specialist and nephrology Care Nurse Specialist

The JNC National Framework for Advanced nephrology Care Nurse Specialist and nephrology Care Nurse Specialist is divided into three domains:

- 1) professional standards.
- 2) practice standards.



Professional Standards

Standard 1: Professional Performance—ethics, accountability, safety, quality of care

The nephrology nurse meets the professional standards; legal and ethical responsibilities; accountability; safety; development activities; certification and accreditation; articulation of organizational policies and guidelines; and advocacy of patients, individuals, groups, and colleagues' rights in all scopes of applications.

1.1 The nephrology nurse practices within professional, legal, and ethical nephrology nursing context

Core competency 1:

Fulfills the responsibility and accountability of nephrology nursing professional activities within all relevant national legislation.

Measurement criteria:

- Identifies and adheres to legislation governing nursing profession.
- Identifies and adheres to the legal and regulatory framework governing nephrology nursing for patients of all ages including laws, policies, protocols, and professional guidelines, if available.
- Identifies and adheres to JNC nephrology nursing standards and competencies.
- Demonstrates actions showing legal implications awareness of nephrology nursing practices.
- Recognizes their roles and responsibilities.
- Understands human rights and its effects on health of individuals including issues such as negligence, lack of medical and nursing advice, etc.

Core competency 2:

Practices in a way that acknowledges the dignity, culture, values, and beliefs within national nursing code of ethics.

Measurement criteria:

- Assesses patients and their families regardless of race, culture, religion, age, gender, physical, or mental state.
- Protects client's privacy and confidentiality.
- Demonstrates respect and promotes the client's right to health, self-determination, being informed and making informed choices, beneficence, and equity.
- Maintains effective process of care when challenged by differing values, beliefs, and risks.
- Understands local culture and beliefs including religious beliefs and gender roles.

In addition, the advanced nephrology nurse should perform the following:

Advanced nephrology nursing practices may be expanded beyond the JNC core competencies to incorporate new procedures that improve patient care.

- Enforces the integration of national and international regulations, standards, protocols.
- Enforces guidelines and policies in nephrology health practice.
- Identifies the need for new procedures taking into consideration consumer demands, standards of safe practice, and availability of qualified personnel.
- Ensures there are no regulations or bylaws that would constrain the nephrology nurse from incorporating new procedures into practice.

- Identifies mechanism(s) for obtaining medical consultation, collaboration, and referral related to a procedure(s).
- Maintains documentation of the process used to achieve the necessary knowledge, skills, and ongoing competency of an expanded or new procedure.
- Coaches client and significant others into making choice of treatment by providing accurate clear information and considers benefits, risks, and outcomes.
- Evaluates the effectiveness of policies and strategies for managing ethical dilemmas inherent in client care, health-care organization, and research.

Core competency 3:

The advanced and specialist nephrology nurse advocates for the rights of health of clients, individuals, groups, and colleagues within the institutional structures.

Measurement criteria:

- Protects the rights of individuals, clients, and groups; and supports informed choices.
- Identifies insufficient resources to meet the needs of clients and groups.
- Identifies procedures and practices that infringe the rights of clients.
- Illuminates and recommends policies and guidelines when rights of clients are compromised.
- Understands advocacy and empowerment strategies for clients.

In addition, the advanced nephrology nurse should perform the following:

- Illuminate and recommend policies and guidelines when rights of clients are compromised.
- Advocate for a working culture that promotes motivation and enthusiasm towards professional development of knowledge and competencies as a requirement to achieve excellence in practice.
- Coach nephrology nurses and multidisciplinary team members to improve client-centered competencies.

1.2 The advanced and specialist nephrology nurse undertakes safe responses and facilitates a physical, psychosocial, cultural, and spiritual environment that promotes client, individual, and group safety.

Core Competency 1:

Advanced and specialist nephrology nurse ensures nephrology nursing practices meet organizational safety and quality standards.

Measurement criteria:

- Participates in evaluation and regulation processes of individuals through privileging, credentialing, certification, and accreditation.
- Ensures that organizational policies and guidelines are using current best evidence.
- Ensures the presence of effective mechanisms and programs for implementing and evaluating professional nephrology nursing standards.
- Maintains continuing education programs based on JNC continuing education framework.

- Promotes strategies and techniques for learning and research environment.

1.3 The advanced and specialist nephrology nurse ensures and promotes presence of systematic effective mechanisms for nephrology nursing professional development programs.

Core Competency 1:

The advanced and specialist nephrology nurse drives quality improvement programs and activities.

Measurement criteria:

- Participates in evaluation and regulation processes of individuals through privileging, credentialing, certification, and accreditation.
- Ensures that organizational policies and guidelines are using current best evidence.
- Ensures the presence of effective mechanisms and programs for implementing and evaluating professional nephrology nursing standards.
- Maintains continuing education programs based on JNC continuing education framework.
- Promotes strategies and techniques for learning and research environment.

Core competency 2:

The advanced and specialist nephrology nurse participates in an ongoing professional development that improves clients, patients, their families, and/or their caregivers.

Measurement criteria:

- Identifies the need for a new procedure taking into consideration consumer demand, standards for safe practice, and availability of other qualified personnel.
- Ensures there are no institutional, state, or federal statutes, regulations, or bylaws that would constrain the nephrology nurse from incorporating new procedures into practice.
- Obtains or maintains professional certification.
- Participates in educational activities related to appropriate knowledge bases and professional issues for self and others.
- Demonstrates commitment to lifelong learning through self-reflection and inquiry to identify learning needs.
- Acquires knowledge and skills appropriate to specialty area, practice setting, role, or situation.
- Uses creativity and innovation in nephrology nursing professional activities to improve delivery of care.

In addition, the advanced nephrology nurse should perform the following:

- Promote strategies and techniques for a learning and research environment.
- Challenge and create innovative and resourceful programs to share and promote good practices.
- Promote advance roles to meet advance needs of practice as a leader, coordinator consultant case manager, and educator.

- Develop initiatives to improve quality of care and health outcomes.
- Educate other staff members and colleagues in the conduct of quality and performance improvement projects.
- Pinpoint opportunities for using data generated from evidence-based practice and research.
- Evaluate the clinical practice environment and quality of nursing care provided in relation to existing evidence-based knowledge.
- Reflect on and evaluate own practice and role performance by modeling self-improvement and by sharing insights with peers and professional colleagues.

Standard 2: Knowledge and Research

The advanced and specialist nephrology nurse demonstrates satisfactory knowledge base, reflects evidence-based practice, uses analytical skills, clinical judgment, critical thinking, and analysis and self-appraisal in all scopes of applications.

2.1 Advanced and specialist nephrology nurse bases education and practice on current evidence-based practice reflecting general nursing and nephrology nursing science.

Core competency 1:

The advanced and specialist nephrology nurse should have in-depth knowledge regarding the concept of nephrology health as a holistic approach for appropriate health promotion and strategies to reduce mortality rates using evidence-based practice.

Measurement criteria:

- Identifies the main concepts of nephrology health.
- Understands the social determinants of nephrology health.
- Understands the principles of community-based primary care using health promotion and disease prevention and control strategies.
- Understands the direct and indirect causes of mortality and morbidity among patients with renal diseases within the local community and strategies to reduce them.
- Understands the methods of infection prevention and control appropriate to the service being provided.
- Understands the beneficial and harmful traditional and modern health practices.

- Understands strategic planning methods and how to implement them to improve clients health and outcomes.

Core Competency 2:

The advanced or specialist nephrology nurse provides high-quality nursing care that includes early detection, treatment, or referral of selected cases to facilitate treatment and maximize health outcomes.

2.1 The nephrology nurse should have the basic knowledge of renal disorders, peritoneal dialysis, hemodialysis, and kidney transplantation.

Measurement criteria:

The advanced and specialist nephrology nurse should be able to do the following:

Renal Disorders:

- Possess knowledge and/or understanding of normal renal anatomy, normal renal physiology, renal disorders: and chronic kidney diseases.
- Describe the etiology, pathophysiology, and signs and symptoms of chronic kidney disease.
- Identify the stages of chronic kidney disease: stage 1 to stage 5.
- Describe the diagnostic tests for clients with chronic kidney disease.
- Recognize physical, psychological, and economic effects of chronic kidney disease on the clients and health system.

Peritoneal Dialysis

- Know the indications, contraindications, and selection considerations for peritoneal dialysis.
- Discuss the indications, advantages and disadvantages for the following peritoneal dialysis modalities: continuous ambulatory peritoneal dialysis, intermittent peritoneal dialysis, and continuous cyclic peritoneal dialysis.
- Recognize the elements and implications of the peritoneal dialysis prescription, composition of peritoneal dialysis solutions, number of exchanges, volume of exchanges, timing of exchanges, and dialysate temperature.

Hemodialysis

- Explain the components of hemodialysis (e.g., ultrafiltration, osmosis, etc.).
- Describe the advantages, disadvantages, and selection considerations for hemodialysis (e.g., center- or home-based).
- Demonstrate an understanding of the importance of the hemodialysis prescription (e.g., structure and characteristics of the dialyzer, composition of dialysate, etc.).
- Describe the indications, advantages, and disadvantages for hemodialysis access: native arteriovenous fistula, arteriovenous graft, and central venous catheter.
- Identify arteriovenous fistula or graft complications and show awareness of nursing strategies to prevent these complications.
- Differentiate cannulation techniques (e.g., rotating sites, buttonhole, or rope ladder).

- Identify the indications and tools available for access surveillance (e.g., flow monitoring, angiography, etc.).
- Indicate advantages and disadvantages for single needle dialysis.
- Demonstrate an understanding of central venous catheter complications (e.g., infection, embolism, etc.).

Kidney Transplantation

- Identify the potential indications and contraindications for renal transplantation (e.g., malignancy, severe cardiac, or respiratory failure).
- Identify transplant options available for kidney disease patients (e.g., living donor, etc.).

2.2 The advanced and specialist nephrology nurse possesses basic knowledge of pharmacological therapy and specific treatment modalities.

Measurement criteria:

- Understands basic pharmacokinetics principles for prescribed or dispensed drugs.
- Dispenses or administers selected, life-saving drugs (e.g., antibiotics, anticonvulsants, anti-hypertensive, or insulin) to patients in need depending on their present condition upon medical advice.
- Prescribes, dispenses, furnishes, or administers (however authorized to do so in the jurisdiction of practice) selected, life-saving drugs (e.g., antibiotics, anticonvulsants, antimalarial, antihypertensive, or antiretroviral) to patients in need depending on their present condition.

- Recognizes the effects of prescribed medications, street drugs, traditional medicines, and over-the-counter drugs on patient's health.
- Recognizes the effects of smoking, second-hand smoke, alcohol abuse, and illicit drug use on patient's health.
- Identifies advantages and disadvantages in the use of adjunctive and complementary alternative healthcare specific to kidney disease.
- Demonstrates an awareness of the principles of plasma exchange and plasmapheresis.
- Demonstrates an awareness of the principles of hemofiltration.
- Demonstrate an awareness of the principles of continuous renal replacement therapy.
- Demonstrates an awareness of the principles of hemoperfusion.

Core competency 2.2:

The advanced and specialist nephrology nurse participates in and utilizes research to create or cultivate evidence in the field of nursing and/or other sciences and humanities.

Measurement criteria:

- Provides evidence-based rationale for all decisions and actions.
- Knows how, when, and where to access information to support knowledge development for nephrology nursing profession.
- Supports and contributes to nephrology healthcare research by identifying problems suitable for research or by participating in research.
- Uses relevant literature and research findings to update nursing profession and practice.

- Updates and recommends guidelines and procedures based on current evidence.

Core competency 2.3:

The advanced and specialist nephrology nurse demonstrates critical thinking, analytical skills, and evidence-based knowledge to promote an inspired environment.

Measurement criteria:

- Collects information from a variety of sources using assessment skills, and valid and reliable data collection instruments and methods.
- Identifies, analyzes, and uses relevant and valid information when making decisions.
- Uses best available evidence respecting the values and beliefs of individuals or groups when providing nephrology health services.
- Understands the knowledge required to meet the needs of complex situations and identifies a full range of options based on a depth and breadth of knowledge and skills.
- Analyzes how bio-psychosocial needs and cultural background relate to healthcare needs.
- Critically evaluates research related to outcomes and advocate for its application in practice and integrate research findings into professional service and practice.

In addition, the advance nephrology nurse should perform the following:

- Prepare, facilitate, and conduct morbidity and mortality review meetings according to standards including appropriate dissemination of recommendations and information.
- Analyze the effect of social, political, and economic issues on the environment and human health exposures.
- Update and recommend guidelines and procedures based on current evidence.
- Use current healthcare research findings and other evidence to expand clinical knowledge, skills, abilities, and judgment to enhance role performance, and to increase knowledge of professional issues.
- Contribute to the wider knowledge in the field of nephrology nursing by conducting or synthesizing research and other evidence that examines and evaluates current practice, knowledge, theories, criteria, and creative approaches to improve healthcare outcomes.
- Disseminate research findings through activities such as presentations, publications, consultation, and journal clubs.
- Continue to change healthcare needs in a progressive complex health care environment.

Standard 3: Relationship—communication, collaboration, consultation and coordination

The nephrology nurse establishes professional communication, collaboration, consultation, and coordination with patients, their families, their caregivers, and the interdisciplinary healthcare team to provide professional nephrology healthcare services.

3.1 Demonstrates professional communication with nephrology clients, groups, and other healthcare providers to collaborate, coordinate, and consult to provide best professional services.

Core competency 3.1.1 :

The advanced and specialist nephrology nurse promotes and maintains respectful communication in all professional interactions.

Measurement criteria:

- Treats clients in a respectful manner.
- Recognizes and respects the contribution of others on the healthcare team.
- Initiates, maintains, and terminates nurse-client relationship in an appropriate manner.

Core competency 3. 1. 2 :

The advanced and specialist nephrology nurse establishes therapeutic relationships that are goal directed and recognizes professional boundaries.

Measurement criteria:

- Uses effective verbal and non-verbal communication strategies and interpersonal skills.
- Builds trust and rapport with clients, groups, and other healthcare professionals.
- Involves the clients, families, and care groups in the plan and provision of healthcare.
- Understands the client's abilities, limitations, and needs in relation to their health condition and the client's needs for nursing care or services.
- Assists and supports clients, families, and groups to make informed healthcare decisions.
- Maintains effectively the limits or boundaries in the nurse-client relationship.
- Remain informed and objective about the various nephrology nurse roles and their relationship to one another.

Core competency 3. 1. 3 :

The advanced and specialist nephrology nurse collaborates with the interdisciplinary healthcare team to provide comprehensive nephrology nursing care.

Measurement criteria:

- Communicates effectively with patients, caregivers, individuals, and groups to facilitate the provision of care.
- Communicates client's assessments and decisions to the interdisciplinary healthcare team and other relevant service providers.
- Collaborates with the healthcare team to inform policy and guideline development.
- Communicates, collaborates, and consults with clients and other members of the healthcare team about the client's care.

Core competency 3. 1. 4 :

The advanced and specialist nephrology nurse coordinates clients' care, educational activities, strategies, and other associated processes to achieve agreed professional outcomes.

Measurement criteria:

- Organizes interventions with other health team members.
- Maintains information necessary for continuity of care.
- Directs and refers clients to appropriate governmental, agency, and community resources to ensure continuity of care.
- Uses educational strategies to meet the needs of profession and practice environment.

- Coordinates learning activities that reflect current evidence to improve nursing skills competence and professional development.
- Coordinates human and clinical settings and community resources and strategies including policies, services, and environmental modifications to develop professional care.
- Promotes open communication systems for professional organization.

In addition, advanced nephrology nurse should perform the following:

- Partner with other disciplines to enhance healthcare consumer outcomes through inter-professional activities, such as education, consultation, management, technological development, or research opportunities.
- Lead in establishing, improving, and sustaining collaborative relationships to achieve safe and good quality healthcare consumer care.
- Document plan of care communications, rationales for plan-of-care changes, and collaborative discussions to improve healthcare consumer outcomes.
- Coordinate human, clinical settings, community resources, and strategies including policies, services, and environmental modifications to develop professional care.
- Promote an open communication system for professional organization including three levels of continuity of care informational, longitudinal, and interpersonal.

Standard 4: Leadership and Management

The advanced and specialist nephrology nurse demonstrates leadership and management skills to carry out the responsibility of professional nephrology health services in all scopes of applications.

4.1 The advanced and specialist nephrology nurse demonstrates professional leadership and management skills

Core competency 4.1.1 :

The advanced and specialist nephrology nurse promotes self-awareness of values and beliefs, self-development, and personal resilience.

Measurement criteria:

- Possesses experience in establishing and leading team.
- Exhibits creativity and flexibility through times of change.
- Demonstrates energy and passion for quality work.
- Accepts mistakes by self and others to create practice culture in which risk taking is promoted and expected.

Core competency 4.1.2 :

The advanced and specialist nephrology nurse provides professional leadership and management skills.

Measurement criteria:

- Acts as a key role player in work setting by participating on committees, councils, and administrative roles.
- Delegates professional practices and aspects of care to others according to their competence and scope of practice.

- Accepts changes that are based on evidence and addresses emerging situations.
- Develops innovative solutions and takes actions to resolve conflict.
- Uses evaluation methods to measure safety and effectiveness for interventions and health.
- Promotes communication of information through writing, publishing, and presentation for professional and lay audiences.

In addition, the advanced nephrology nurse specialist should perform the following:

- Model expert practice to inter-professional team members and healthcare consumers.
- Mentor colleagues in acquiring clinical knowledge, skills, abilities, and judgment.
- Influence decision-making bodies to improve the professional practice environment and healthcare consumer outcomes.
- Use the mechanism of emotional work and learn self-protective coping strategies to manage feelings of distress and grief using a task-oriented approach to care with patients, colleagues, and the organization.
- Delegate activities to others according to their abilities and scope of practice.
- Supervise aspects of care delegated to others and provide support as needed.
- Uphold accountability and responsibility when delegating aspects of care to others.
- Influence decision-making agencies to improve healthcare.

Standard 5: Resource Utilization

The advanced and specialist nephrology nurse makes equitable decisions to utilize and administer beneficial cost-effective resources to plan and provide nursing services that are safe, effective, and financially responsible in all scopes of application.

5.1 Utilize and administer beneficial cost effective resources to plan and provide nephrology nursing services.

Core competency 5. 1. 1 :

The advanced and specialist nephrology nurse evaluates the impact of factors such as safety, effectiveness, availability, cost benefits, and efficiencies on profession and practice.

Measurement criteria:

- Participates in evaluation strategies regarding cost effectiveness and cost benefits of the nursing services and its impact on environment.
- Uses evaluation methods to measure safety and effectiveness of health interventions and available resources.
- Monitors resource allocation and utilization.

Core competency 5. 1. 2 :

The advanced and specialist nephrology nurse makes equitable decisions about the allocation of resources based on the needs of clients and individuals.

Measurement criteria:

- Knows how to access and evaluate resources.
- Participates in allocating human, financial, and material resources based on identified needs and goals.
- Assists colleagues, managers, and stakeholders to identify and secure appropriate available human, financial, and material resources.

Core competency 5. 1. 3 :

The advanced and specialist nephrology nurse manages human resources, facilities, materials, equipment, and technologies for better healthcare practices.

Measurement criteria:

- Participates in innovative solutions that address effective resource utilization and maintenance of quality.
- Develops proficiency with current and advanced technology and applications.
- Promotes activities that assist others in becoming informed about costs, risks, and benefits of plans and solutions.
- Incorporates client and other stakeholder perspectives on services and service quality.
- Participates in the management of nursing human resources, including distribution and delegation based on knowledge, skills, abilities, and complexity of work.

Standard 6: Provision of Nephrology Nursing-Centered Care

The advanced and specialist nephrology nurse works in partnership with clients and provide effective and competent client-centered care. They are responsive to the needs of patients, their families, and caregivers throughout their journey with ESRD. The care provided is based on scientific approaches of assessment, planning, implementation, and evaluation of care.

6.1 Assessment

Core competency 6.1.1 :

The advanced and specialist nephrology nurse conducts holistic assessments to support clients throughout their journey with the disease.

Measurement criteria:

- Uses evidence-based assessment tools or frameworks to collect physical, psychological, cultural, and economic data of the patients and their families or caregivers.
- Obtains an initial and ongoing health history at each visit to the clinic or dialysis center.
- Demonstrates the ability to perform a comprehensive physical examination of the patient (e.g., skin, blood pressure, pulse, respiration, and blood tests) for patient's renal disorder.
- Uses a range of assessment techniques to collect relevant and accurate data.
- Uses best-practice guidelines to address the concerns and needs of patients, families, and caregivers.
- Shares the needs assessment with other health professional teams.

- Initiates and interprets necessary investigations in a variety of care settings and within his/her scope of practice.
- Initiates partnerships with patients, families, and caregivers in assessing their healthcare needs and determining appropriate intervention strategies to address them.
- Assesses if the clients have the following complains: chest pain, shortness of breath, dizziness, headache, cramps, etc.
- Assesses the signs, symptoms, and potential effects of conditions that are life-threatening to patients whether or not receiving RRT (e.g., hypovolemic shock).
- Demonstrates awareness of health promotion and educational needs of patients with renal disorders and their family caregivers (e.g., information about relief of common discomforts, nutritional requirement, hygiene, sexuality, and work inside and outside home).
- Assesses patients' readiness to participate in discussions regarding advance care planning and end-of-life care.
- Documents data collected in a special format.

Core competency 6.1.2 :

- **Pre-dialysis stage:** The advanced and specialist nephrology nurse should:
 - Perform a comprehensive assessment of the skin (e.g., turgor, edema).
 - Monitor blood pressure (low and high).
 - Monitor apical pulse (rhythm and rate).
 - Monitor respiration.
 - Monitor weight and pre-treatment blood sampling.

- **Acute renal failure:** The advanced and specialist nephrology nurse should:
 - Perform a comprehensive assessment of the patient including cardiac, respirator, gastrointestinal, etc.
 - Monitor patient's status and for potential complications.
 - Review the diagnostic tests for patient with acute kidney injury (e.g., blood, urine tests, and imaging studies).
- **Chronic renal failure:** The advanced and specialist nephrology nurse should:
 - Assess and monitor patients diagnosed with stage 1 to stage 4 ESRD if a patient is prescribed RRT.
 - Peritoneal dialysis The advanced and specialist nephrology nurse should:
 - Assess the peritoneal dialysis patient with respect to history and physical examination, adequacy, etc.
 - Undertake pre-dialysis assessment (e.g., age, vision, mobility, housing, work, etc.) and education (e.g., potential complications, supplies, etc.).
 - Assess the emotional and psychological support to patients and their caregivers in terms of potential complications and how to be independent and manage their own dialysis.
- **Kidney transplantation:** The advanced and specialist nephrology nurse should:
 - Assess the potential transplant recipient with respect to kidney disease stage and progression, clinical assessment and history, laboratory tests, etc.

- Assess the potential living kidney donor with respect to clinical assessment and history, laboratory tests, etc.
- Perform comprehensive assessment prior to transplantation (e.g., cardiac, respiratory, peripheral vascular, and infectious diseases, etc.).
- Undertake psychological assessment including risks, complications, drug side effects, graft survival rate, and potential rejection.
- Perform immediate post-transplant assessment (in recovery room) including operation site, drugs given, urine output, vital signs, etc.
- Perform post-transplant assessment within 24 hours to 1 week including fluid balance, urine output, drainage, blood tests, immunosuppressant therapy, treatment plan if not successful, and assessment of graft perfusion.
- **Hemodialysis:** The advanced and specialist nephrology nurse should:
 - Undertake pre-dialysis assessment and education
 - Assess the hemodialysis patient with respect to clinical assessment (e.g., history, pre/post dialysis vital signs), adequacy, nutritional and metabolic status, etc.
 - Describe the arteriovenous fistula/graft assessment (e.g., auscultation, palpation, appearance, maturation)
 - Describe the central venous catheter assessment (e.g., exit/insertion site, position).

6.2 Diagnosis

Core competency 1:

The advanced and specialist nephrology nurse analyzes the assessment data to define the issues, problems, or trends.

Measurement criteria:

- Analyzes assessment data accurately.
- Interprets data in accordance to scientific body of knowledge to make decisions and accurate diagnosis for problems, trends, or issues.
- Compares the clinical findings with normal and abnormal variations in formulating a differential diagnosis.
- Integrates clinical, psychological, cultural, and economical data to support problem identification.
- Examines and synthesizes complex information and data.
- Prioritizes problems from assessment data.
- Documents issues and problems in a manner that eases the determination of the plan and expected outcomes.

6.3 Outcome Evaluation

Core competency 1:

The advanced and specialist nephrology nurse identifies expected outcomes according to patient's needs.

Measurement criteria:

- Develops context specific outcomes based on assessment data and evidence-based in relation to ethical consideration, clients' preferences, cost, resources, and risk-benefit ratio in collaboration with other health professional teams.
- Involves patients, families, and healthcare providers in formulating the expected outcomes.
- Reviews and updates expected outcomes based on continuous change in patient's condition.
- Documents expected outcomes as measurable goals.

6.4 Planning

Core competency 1:

The advanced and specialist nephrology nurse develops, in coordination with inter-professional team and other disciplines, an individualized care plan based on their assessment to achieve the expected outcomes.

Measurement criteria:

- Determines patient's goals for care in collaboration with his/her family and other members of the healthcare team taking into consideration patient's needs, values, believes, preferences, culture, and environment.
- Formulates objectives for the plan of care that are specific, measurable achievable, outcome oriented, and client-centered.
- Identifies areas for collaboration, networking, and referral process.
- Outlines, selects, and prioritizes interventions in providing care according to client's needs.
- Mobilizes and organizes resources to carry out the planned activities.
- Documents the plan of action to facilitate communication with other healthcare providers for continuity of care.

6.5 Implementation

Core competency 1:

The advanced and specialist nephrology nurse implements plan in comprehensive, safe, realistic, effective, evidence-based, and timely manner to achieve client's identified health outcomes.

Measurement criteria:

- Selects and provides appropriate nursing interventions for their patients and caregivers in normal circumstances.
- Utilizes the available resources to measure and record patient's data, implements the nursing process, and enhances nursing practice in collaboration with patient's family/caregivers and healthcare providers.
- Provides evidence-based care in line with national protocols, procedure manuals, and institutional policies.
- Utilizes research findings and evidence-based practice to provide care for patients and their caregivers.
- Documents interventions and progress of clients' status to facilitate continuity of care.
- Provides community-based healthcare with accurate, complete, and relevant health information to empower the patient, family, and caregivers in decision-making.
- Uses different communication skill channels to promote relationships with patients, families, caregivers, health-care providers, and health resources to provide context for open discussion and to improve patient's health.

- Integrates the plan of care in collaboration with the hemodialysis patient for self-management, vascular access management, prescription management, nutritional management, etc.
- Selects appropriate nursing interventions to respond to their patient's urgent and emergency situations.
- Implements the plan of care in collaboration with the patient: advance care planning and end-of-life comfort measures (e.g., pain control, fluid management, and spiritual and cultural beliefs).

In addition, the advanced nephrology nurse has the abilities to:

- Identify deviations from normal and initiate the referral process for conditions that require higher levels of intervention.
- Prescribe, dispense, furnish, or administer (however authorized to do so in the jurisdiction of practice) selected, life-saving drugs (e.g., antibiotics, anticonvulsants, antimalarial, antihypertensive, antiretroviral) to patients in need depending on their present condition.
- Provide counseling according to patient's health status after obtaining the required specialized qualification courses.

Acute Kidney Disease

The advanced and specialist nephrology nurse should:

- Integrate the plan of care in collaboration with the patient in acute kidney injury during:
- Initiating stage; and Oliguric, diuretic, and recovery stage.

- Educate and support patient and caregivers regarding health promotion, self-management, strategies to delay kidney disease progression, and treatment options.

Chronic Kidney Disease

Patients diagnosed with stages 1 through 5 and not receiving RRT, the advanced and specialist nephrology nurse should:

- Integrate the plan of care in collaboration with the patient with respect to the management of factors worsening or contributing to their illness (e.g., BP, DM).
- Educate and support patient and caregivers regarding health promotion, self-management, strategies to delay kidney disease progression, and treatment options.

Nursing Management of the Peritoneal Dialysis Patients

The advanced and specialist nephrology nurse should:

- Explain the principles of peritoneal dialysis with respect to solvent and solute removal transport (e.g., diffusion, osmosis, etc.).
- Initiates the plan of care in collaboration with the peritoneal dialysis patient for peritoneal catheter care, prescription management, etc.
- Demonstrate nursing strategies to prevent and manage different complications in peritoneal dialysis (e.g., fluid volume imbalances peritonitis, catheter malfunction, etc.).
- Educate and support patient and caregivers regarding health promotion and self-management.

Nursing Management of the Transplant Patients

The advanced and specialist nephrology nurse should:

- Integrate the plan of care in collaboration with the renal transplant recipient in respect to graft function, medication, fluid and nutrition, etc.
- Provide appropriate nursing interventions for patients and donors undergoing kidney transplantation.
- Demonstrate nursing strategies to prevent and manage complications in renal transplantation (e.g., delayed graft function, surgical complications, rejection, etc.).

Nursing Management of the Hemodialysis Patients

The advanced and specialist nephrology nurse should:

- Integrate the plan of care in collaboration with the hemodialysis patient and their caregivers for self-management, vascular access management, etc.
- Implement nursing strategies to prevent and manage hemodialysis complications (e.g., air embolism, hemolysis, etc.).
- Implement nursing strategies to prevent and manage arteriovenous fistula/graft complications (e.g., site rotation, aseptic technique, cannulation, pressure, etc.)
- Implement nursing strategies to prevent and manage central venous catheter complications (e.g., aseptic technique, aspiration, flushing, securement).

6.6 Evaluation

Core competency 1:

The advanced and specialist nephrology nurse evaluates the progress of patients to achieve the implemented care in collaboration and consultation with others within the healthcare team.

Measurement criteria:

- Determines the effectiveness of the care given based on intended outcomes.
- Monitors progress and evaluates the outcome of interventions on the physical, psychosocial, and emotional needs in collaboration with patients, families and caregivers, and other healthcare providers.
- Evaluates the accuracy of diagnosis of the problem and data collected and the effectiveness of the implemented care.
- Documents and disseminates the result of evaluation to other healthcare providers.
- Reviews nephrology health services to make necessary changes.

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Committee Members

Dr. Ali Alshraifeen, PhD, MSc, RN

Head of Committee, Assistant Professor, Department of Adult Health Nursing, Faculty of Nursing, Hashemite University, Jordan.

Dr. Suhair Al-Ghabeesh, PhD

Associate Professor, Faculty of Nursing, Al-Zaytoonah University of Jordan, Amman, Jordan.

Mr. Bassam Isbaih, RN, CNS, MSc

Senior Clinical Nurse Specialist, Dialysis Department, Prince Basma Hospital, Ministry of Health, Jordan

Reviewed by:

Prof. Muntaha Gharaibe, Secretary General, JNC

Dr. Safa Al-Ashram, Director of specialization department, JNC

Mr. Bilal Naja, Researcher, Directorate of Research and Development, JNC

Edited by

Christine Kuhn

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