

Clinical Physiologists (Dialysis) Competencies

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Introduction

Clinical Physiologists (Dialysis) are independent health professionals who perform dialysis for renal patients with both acute and chronic renal failure. They provide care associated with dialysis, and contribute to training for patients who are undertaking their own dialysis.

They also monitor and maintain haemodialysis machines and related machinery such as water purification systems.

The Clinical Physiologists (Dialysis) are required to work under the applicable legislation:

- Code of Health and Disability Service Consumer Rights.
- Medicines Act
- Privacy Act

The Clinical Physiologists (Dialysis) acknowledges The Treaty of Waitangi, and honours it by ensuring Clinical Physiologists (Dialysis) embed the Principles in their practice.

The New Zealand Board of Dialysis Practice intends to undertake regular review of this document in response to advances in Dialysis practice.

Purpose

The purpose of this document is to describe the Clinical Physiologists (Dialysis) of New Zealand training and requirements for achieving and maintaining certification and competence within the organisation's they are employed.

Inherent in this document are the competencies required to practice as a Clinical Physiologists (Dialysis) in NZ. The Competencies are generic in nature, allowing for adaptation to meet organisational variation. The competencies are designed to integrate all levels of the Clinical Physiologists (Dialysis) certification process.

The certification process has clinical and technical skills to which the generic competencies are inherent.

This base document includes a full range of activities undertaken by Clinical Physiologists (Dialysis) in New Zealand.

This document has been endorsed by the New Zealand Board of Dialysis Practice and by the National Renal Advisory Board

Competencies

There are eight Competency Standards representing the minimum requirements in key outcome areas for Clinical Physiologists (Dialysis) in New Zealand. These competencies apply across the lifespan and continuum of care, integrate cultural diversity and are of equal importance. At all times the patient is central to the competencies.

Ongoing competence to practice is assessed via the Recertification Process; Annual review of the IV Certification process and Local Policies and Protocols and Performance Review processes, in alignment of organisational requirements.

The competencies are expressed in broad terms to allow for continual evolution of Clinical Dialysis practice. The competencies developed to be read in conjunction with the Clinical Physiologists (Dialysis) roles and responsibilities.

The eight Competencies are:

1. Practice Clinical Dialysis in a Professional manner
2. Communicate Effectively
3. Assess, analyse and Plan Clinical Dialysis interventions
4. Provide Safe effective Clinical Dialysis treatment
5. Apply educational principles to Clinical Dialysis practice
6. Demonstrate autonomy, practicing within the limitations of the certification program
7. Apply management principles relevant to Clinical Dialysis
8. Demonstrate dialysis related technical expertise

PRACTICE CLINICAL DIALYSIS IN A PROFESSIONAL MANNER

- 1.1 Operate within the relevant ethical and legal framework
- 1.2 Utilise and apply relevant Clinical Dialysis principles and theoretical concepts
- 1.3 Practice to acceptable standards and within the limits of the Clinical Technicians training program.
- 1.4 Practice Dialysis in a manner the client determines to be culturally safe
- 1.5 Plan and show evidence of continuing Professional Development
- 1.6 Practice in a Professional and ethical manner.
- 1.7 Demonstrate safe practise maintaining the trust of the patient and their whanau and family.
- 1.8 Demonstrate professional behaviour and maintain professional boundaries.
- 1.9 Recognise and value the role of all members of the health care team

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COMMUNICATE EFFECTIVELY

- 2.1 Understand methods of communication
- 2.2 Demonstrate skills in communication. Utilise reporting and presentation skills appropriate to the recipient group.
- 2.3 Work in partnership with healthcare teams, staff, and community, demonstrating appropriate communication skills.
- 2.4 Listen to and interpret appropriately communications of the patient, whanau and significant others
- 2.5 Recognise cultural and linguistic diversity in communication

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ASSESS, ANALYSE AND PLAN CLINICAL DIALYSIS INTERVENTIONS

- 3.1 Obtain consent
- 3.2 Conduct comprehensive Dialysis assessment and perform appropriate interventions.
- 3.3 Interpret and evaluate data
- 3.4 Documentation of all findings and intervention
- 3.5 Communicate information and involve others as appropriate

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PROVIDE SAFE EFFECTIVE CLINICAL DIALYSIS TREATMENT

- 4.1 Assess and analyse Clinical dialysis interventions and modify as required
- 4.2 Ensure the safety of the patient at all times
- 4.3 Record and documents all interventions and outcomes in a legible, timely and accurate manner
- 4.4 Demonstrate responsiveness to the needs of all cultures in NZ

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APPLY EDUCATIONAL PRINCIPLES TO CLINICAL DIALYSIS PRACTICE

- 5.1 Understand teaching and learning principles as applied to patients, whanau and staff
- 5.2 Use educational resources appropriate to Patient, Whanau, Family and staff
- 5.3 Plan and implement education appropriately
- 5.4 Evaluate outcomes of education and modify appropriately

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DEMONSTRATE AUTONOMY WHEN PRACTICING AS A CLINICAL DIALYSIS TECHNICIAN.

- 6.1 Adhere to all practice standards within the limitations of the Clinical Dialysis Technician levels of practice
- 6.2 Demonstrate accountability to the public and Clinical Physiologists (Dialysis) standards of practice as outlined in the levels of practice
- 6.3 Plan and show evidence of professional development
- 6.4 Understand the principles of Treaty of Waitangi / Te Tiriti o Waitangi and is able to apply to practice appropriately

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APPLY MANAGEMENT PRINCIPLES RELEVANT TO CLINICAL DIALYSIS PRACTICE

- 7.1 Contribute to the health care team
- 7.2 Recognise the principles of delegation and supervision
- 7.3 Maintain relevant, legible and accurate documentation
- 7.4 Demonstrate effective time management
- 7.5 Discuss the implications of the Treaty of Waitangi / Te Tiriti o Waitangi with respect to healthcare delivery
- 7.6 Understand the principles of continuous quality improvement
- 7.7 Understand the principles of healthcare management and leadership within the NZ healthcare system

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DEMONSTRATE DIALYSIS RELATED TECHNICAL EXPERTISE

- 8.1 Understand the need for water treatment standards and its clinical & technical Implications.
- 8.2 Monitor and maintain dialysis water quality standards effectively
- 8.3 Demonstrate competence in routine preventative maintenance of dialysis machines and water treatment plants.
- 8.4 Inspect or diagnose equipment, structures, or materials to identify the causes of errors or other problems or defects.

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Recertification Process

Clinical Physiologists (Dialysis) are required to maintain competence within the scope of practice and as such recertification is mandatory.

The recertification programme provides a formalised framework for recording all elements required to achieve recertification.

Acknowledgements:

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Australian and New Zealand Podiatry

Competency standards: February 2009

Physiotherapy Board of NZ:

Physiotherapy Competencies *for Physiotherapy Practice in NZ*

Recertification Guidelines January 2009

NZ Nursing Council

NZ Dental Council