

THE NEW ZEALAND BOARD OF DIALYSIS PRACTICE

PRACTICE LEVELS FOR CLINICAL HAEMODIALYSIS TECHNICIANS

TRAINEE:

The haemodialysis technician training programme is one year. The trainee should have completed 7th form and be at least 20 years of age. The trainee and training programme require specific approval from the Board prior to commencement.

	INTERN (post training) LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
PROFESSIONAL PRACTICE	Meet requirements of orientation programme and newly certified tech (Currently BONENT) Undertake up to one-year internship.	Maintains certification. Has completed internship and has been approved by the board for progression to this level.	Maintains certification. Meets level3 requirements as per NZDBP competencies.	Maintains certification. Actively undertakes relevant continuing education.
Qualification				
Patient privacy	Able to incorporate the principles of patient privacy, patient rights and confidentiality into practice under supervision	Able to incorporate the principles of patient privacy, patient rights and confidentiality into practice independently and seeks assistance if required.	Role model	Active leadership role
Maintenance of standards	Achieves standards of professional practice and works within guidelines under supervision	Achieves standards of professional practice and works within guidelines with minimal supervision	Role model	Active leadership role
Professional Involvement	Supports activities of appropriate professional organisations.	Supports activities of appropriate professional organisations.	Active participation and role model	Active leadership role

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
PROFESSIONAL DEVELOPMENT/ EDUCATION	<p>Seeks guidance in the development of goals for ongoing professional development/education.</p> <p>Attends appropriate study days and inservice education sessions</p>	<p>Maintains ongoing professional development relevant to area of expertise.</p> <p>Attends appropriate study days and participates in inservice education sessions</p>	<p>Acts as a role model and mentor for other staff in the area.</p> <p>Attends and facilitates study days and inservice education sessions</p>	<p>Is a resource person</p> <p>Leading and advising on professional development programmes</p>

CLINICAL PRACTICE	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
Service policies	Implements service policies in clinical practice.	Implement hospital policies in clinical practice	Participates in development of service policies in clinical practice	Actively involved in the research and evaluation process.
Dialysis care	<p>Provides dialysis care in predictable situations, requires ongoing training and supervision</p> <p>Is motivated to develop clinical knowledge and skills. Requires guidance when undertaking procedures and clinical practice is reviewed on ongoing basis.</p> <p>Basic understanding of teaching and learning under supervision.</p>	<p>Collaborates with members of multi-disciplinary team and seeks assistance as required.</p> <p>Demonstrates competence in dialysis skills and reflects on own practice and identifies areas for further development.</p> <p>Is involved in teaching and training of patients and staff.</p>	<p>Is able to provide care for patients with complex dialysis needs</p> <p>Uses experience to facilitate others learning. Proficient in advanced dialysis skills.</p> <p>Actively involved in teaching and training of patients and staff and development of resource material.</p>	<p>Provides leadership and management in coordinating dialysis care for patients with complex needs.</p> <p>Dialysis leadership is provided by theoretical and practical support and guidance.</p> <p>Provides leadership role.</p>
Documentation	Documents appropriately all relevant information under supervision	Documents appropriately all relevant information. Seeks assistance as required.	Documents appropriately all relevant information and acts as a role model.	Actively participates in development and execution of documentation

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
COMMUNICATION	<p>Develops and demonstrates good communication skills.</p> <p>Acquires knowledge of organisation, network and resources</p>	<p>Reflects on own communication style and skills. Receptive to feedback.</p> <p>Increases knowledge of organisation, network and resources and refers appropriately.</p>	<p>Utilises communication skills effectively to provide feedback and promote optimal dialysis care.</p> <p>Applies knowledge of organisation network and resources consistently. Refers appropriately.</p>	<p>Utilise communication skills. Diffuses and mediates complex situations with sensitivity.</p> <p>Develops and recommends improvement to organisation, network and resources</p>
QUALITY ASSURANCE	<p>Understands the concepts of quality assurance and relevance to dialysis practice.</p>	<p>Integrates quality assurance into dialysis practice. Seeks assistance as required.</p>	<p>Participates in quality assurance activities and appropriately challenges health care practice, which could compromise patient safety, privacy or dignity.</p>	<p>Contributes to development of quality assurance.</p>
TEAM WORK	<p>Works cooperatively and flexibly to maintain service delivery requirements</p>	<p>Works positively with other staff. Shares information and resources with colleagues</p>	<p>Acts as a role model and promotes team work.</p>	<p>Builds, coordinates, and leads teams</p>
BICULTURAL APPROACH	<p>Understands the significance of the Treaty of Waitangi obligations and cultural safety.</p>	<p>Understand tikanga best practice</p>	<p>Incorporates tikanga best practice into workplace</p>	<p>Is able to give example of culturally safe practice using tikana best practice and the principles of Treaty of Waitangi.</p>

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
PRE-DIALYSIS ASSESEMENT				
History	Identify any change in patient/client condition or medication since the last haemodialysis treatment	Able to perform these tasks effectively with in practice guidelines of service and seeks guidance if required.	Able to perform these tasks effectively with in practice guidelines of service and demonstrates to junior staff.	Able to perform these tasks effectively with in practice guidelines of service and demonstrates to junior staff.
Assessment	Physical, biochemical and metabolic status of patient.			
Documentation	Appropriate and accurate recording of all data. Able to perform these tasks under supervision.			
Evaluation		Able to perform evaluation, interpretation and decision making based on patient history, patient assessment and investigations. Requires guidance if necessary.	Able to effectively perform these tasks. Demonstrates to junior staff	Able to effectively perform these tasks. Demonstrates to new staff and trouble shoots.

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
PREPARATION AND INITIATION OF DIALYSIS TREATMENT	Ensures that appropriate disinfection is carried out to the dialysis machine. Primes the appropriate dialyser and blood lines and completes machine safety check.	Able to perform these tasks effectively with in practice guidelines of service and seeks guidance if required.	Able to perform these tasks effectively and also demonstrates to junior staff.	Able to perform these tasks effectively. Demonstrates to junior staff and trouble shoot .
Preparation				
Establishing treatment parameters	Ensures that all treatment parameters are established as per dialysis prescription taking pre dialysis assessment into consideration.			
Vascular Access	Competent in assessment, use, management and care of all types of access. Provide patient with information and instruction for care and maintenance of access.			
Dialysis Initiation	Initiate dialysis safely within established parameters and unit protocols.			
Documentation	Appropriate and accurate recording of all relevant information. All these tasks are carried out under supervision.			
Evaluation		Able to perform evaluation, interpretation and decision making based on assessment, initiation of treatment and documentation. Requires guidance if necessary.	Able to perform these tasks effectively. Demonstrates to junior staff.	Able to perform these tasks effectively. Demonstrates to junior staff and trouble shoots.

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
MANAGEMENT OF DIALYSIS PROCESS				
Dialysis Procedure	Monitor dialysis procedure and recognises intradialytic complications and undertakes appropriate interventions	Able to perform these tasks effectively with in practice guidelines of service and seeks guidance if required.	Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff.	Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff.
Patient Education	Provide timely and appropriate information and education to patient.			
Equipment	Monitors, adjusts and troubleshoots equipment to ensure safe and appropriate delivery of treatment.			
Documentation	Appropriate and accurate recording of all relevant documentation. All these tasks are carried out under supervision.			
Evaluation		Evaluation, interpretation, and decision making based on assessments, treatment parameters and documentation with in practice guidelines of service. Requires guidance if necessary.	Able to perform these tasks effectively. Demonstrates to junior staff.	Able to perform these tasks effectively. Demonstrates to junior staff and trouble shoots.

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
TERMINATION OF DIALYSIS TREATMENT				
Termination	<p>Undertakes dialysis termination safely with management of vascular access as per unit protocol.</p> <p>Documentation: Appropriate and accurate recording of all relevant information</p> <p>These tasks are carried out under supervision.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service. Requires guidance if necessary.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service and demonstrates to junior staff.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff and trouble shoots.</p>
Evaluation		<p>Able to perform evaluation, interpretation and decision making based on assessment of patient condition and dialysis parameters. Requires guidance if necessary.</p>	<p>Able to perform these tasks effectively. Demonstrates to junior staff.</p>	<p>Able to perform these tasks effectively. Demonstrates to junior staff and trouble shoots.</p>

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
POST DIALYSIS ASSESSMENT				
Assessment	Assesses patient by including dialysis history and physiological and psychological response to the treatment.	Able to perform these tasks effectively with in practice guidelines of service. Requires guidance if necessary	Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff.	Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff and trouble shoots.
Documentation	Appropriate and accurate recording of all relevant information.			
Patient Education	Provides patient with information and instruction for the interdialytic period.			
Evaluation	Evaluation, interpretation and decision making based on assessment of patient's condition and post dialysis parameters. Incorporate into ongoing treatment plan. All these tasks are carried out under supervision.	Evaluation, interpretation and decision making based on assessment of patient's condition and post dialysis parameters. Incorporate into ongoing treatment plan. All these tasks are carried out under supervision.	c.c. previous	c.c. previous

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
WATER QUALITY ASSEMENT AND TREATMENT	<p>Recognizes and understands the need for water treatment. Has knowledge of the required standards for dialysis water and the clinical and technical implications of water contaminants.</p> <p>Has knowledge and understanding of the different methods of water treatment available and their appropriate use. Able to monitor the quality of the source and treated water.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service.</p> <p>Requires guidance if necessary</p>	<p>Able to perform these tasks effectively with in practice guidelines of service.</p> <p>Demonstrates to junior staff.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service.</p> <p>Demonstrates to junior staff and trouble shoots.</p>
Documentation	<p>Does appropriate and accurate recording of all relevant information .</p> <p>All these tasks are carried out under supervision.</p>			
Evaluation	<p>Does evaluation, interpretation and decision making based on collected information.</p>			

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
EQUIPMENT MAINTENANCE AND MANAGEMENT OF DIALYSIS SUPPLIES	<p>Undertakes routine and preventive maintenance of dialysis machines and water treatment plants. Ensures adequate and accurate stock holdings in appropriate environment, and rotation of dialysis supplies.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service. Requires guidance if necessary</p>	<p>Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff.</p>	<p>Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff and trouble shoot.</p>
Documentation	<p>Does appropriate and accurate recording of equipment service and stock movement.</p>			
Evaluation	<p>Does evaluation, interpretation and decision making based on service requirements.</p> <p>Able to carry out these tasks under supervision.</p>			

	INTERN LEVEL 1	COMPETENT LEVEL 2	PROFICIENT LEVEL 3	EXPERT LEVEL 4
CLINICAL PHARMACOLOGY				
Assessment	Assesses patient history, current medications and allergies.	Able to perform these tasks effectively with in practice guidelines of service and requires guidance if necessary	Able to perform these tasks effectively with in practice guidelines of service and demonstrates to junior staff.	Able to perform these tasks effectively with in practice guidelines of service. Demonstrates to junior staff and trouble shoots.
Administration	Administers appropriate prescribed drugs as per unit protocol.			
Documentation	Does appropriate, legible and accurate recording of time and administration of drugs and other relevant information as per unit protocol.			
Evaluation	Does evaluation, interpretation and decision making based on medication response and unit protocol. Able to carry out these tasks under supervision			