

# ***THE NEW ZEALAND BOARD OF NEPHROLOGY PRACTICE***

## **Training, Certification and Credentialling/Licensing of Dialysis Technicians in New Zealand**

### **TRAINING**

#### ***Entry***

Haemodialysis technician trainees will be required to produce evidence of having completed NCEA Level 2 (sixth form certificate equivalent) and be at least 20 years of age at entry to training.

Where the training organisation considers it appropriate it may make an individual application to the Board for a variation to this requirement.

Each trainee and their sponsoring organisation will be required to submit an individual application to the New Zealand Board of Dialysis Practice detailing the proposed training programme and demonstrating that upon completion of the programme the requirements of the Board's Certification Examination will have been met. Prior approval of the proposed programme will be required before training commences.

Details of the specific requirements of the training programme are published separately.

### **CERTIFICATION**

Upon the completion of a satisfactory training programme and a minimum of one year full-time equivalent (2,000 hours) of clinical haemodialysis practise the trainee may sit the Board's nominated certification examination (this is currently the Board of Nephrology Examiners Nursing and Technician/Technologist, BONENT, examination but other appropriate examinations may be approved by the Board from time to time). Once this examination has been successfully passed the trainee will be certified as a Level 1 Dialysis Technician.

### **INTERNSHIP**

Certified Level 1 technicians will be required to undertake a further one year FTE (2,000 hours) of supervised practise as an internship. Where the training organisation considers it appropriate it may make an individual application to the Board for a variation to this requirement

.Progression to Level 2 will be dependent on completion of the internship and a satisfactory report from the Internship Supervisor.

## **CREDENTIALLING/LICENSING**

Credentiailling/Licensing is the process used to designate that a technician has met the established standards and is recognised as qualified to carry out their job. Full credentiailling/licensing will be granted by the New Zealand Board of Dialysis Practice upon attainment of Level 2, i.e. upon completion of training, certification and internship.

Credentiailling/Licensing is a mark of quality and achievement that communicates to employers, the public and consumers the competency of the technician according to current standards of practice.

Four levels of credentiailling/licensing are used to acknowledge the acquisition of the required skills and experience appropriately. This provides a framework of structured support, learning and feedback to assist the technician to develop the knowledge and skills necessary to provide safe and effective patient care. The four levels are as follows:

### **Level 1 (Intern)**

A newly certified technician undertaking a 1 year internship. Provides care in predictable situations. Requires ongoing clinical training and supervision.

### **Level 2 (Competent)**

Has completed a 1 year internship and been approved by the Board for progression to this level. Copes with most situations once problems are identified. Some clinical supervision required.

### **Level 3 (Proficient)**

Is highly skilled, is able to coordinate and provide care for patients with complex needs. Anticipates and initiates appropriate interventions.

### **Level 4 (Expert)**

Provides leadership and management in coordinating care in complex clinical, interpersonal and social situations.

## **SCOPES OF PRACTICE (COMPETENCIES)**

Scopes of practice express the specific behaviours required to demonstrate the expected standard of care and professionalism. They provide a method for documenting that the necessary attributes for job performance, including both the routine and complex aspects of practice, have been demonstrated.

**Performance criteria** are a subdivision of the Scopes of Practice and provide the concrete examples of behaviour that are regarded as significant evidence of appropriate performance at each level of practice.

**The Scopes of Practice for haemodialysis technicians are:**

1. Pre-dialysis assessment.
2. Preparation and initiation of dialysis.
3. Management of the dialysis process.
4. Termination of dialysis.
5. Post dialysis assessment of the patient.
6. Water quality assessment and treatment.
7. Equipment maintenance and management of dialysis supplies.
8. Clinical pharmacology.
9. Professional practise.