**JOB TITLE:** *Advanced Practice Nurse – Nephrology*

**ORIGINAL DATE:** April 2009

**REVISED DATE:** New

**JOB TITLE:** *Advanced Practice Nurse – Nephrology*

**QUALIFICATIONS:**

1. The Advanced Practice Registered Nurse in Nephrology is masters or doctorate prepared as a Nurse Practitioner (NP) or Clinical Nurse Specialist (CNS).
2. The Nurse Practitioner or Clinical Nurse Specialist must have possession of a valid (*insert specific State*) license as a Registered Nurse and an Advanced Practice Registered Nurse, and be certified as a (*insert specific education specialty*) Nurse Practitioner or Clinical Nurse Specialist by an approved certifying body.
3. Certification as a Nephrology Nurse (CNN) or Certified Nephrology Nurse Practitioner (CNN-NP) is preferred.
4. Knowledge in medical claim billing preferred.
5. A current, or be eligible for, a DEA license (*insert State specific prescribing guidelines*).
6. BLS Certified (ACLS Optional).

**JOB SUMMARY:**

The Advanced Practice Registered Nurse (APRN) in Nephrology is a registered nurse prepared at the master’s or doctorate level as a Nurse Practitioner or Clinical Nurse Specialist. The (APN) will manage primary and secondary care conditions, and evaluate tertiary care conditions. Primary care conditions are defined as common acute, chronic stable, or health care maintenance conditions; secondary care conditions are unfamiliar, uncommon, unstable, or complex conditions; and tertiary care conditions are acute, life-threatening conditions such as respiratory and cardiac arrest.

The Nurse Practitioner or Clinical Nurse Specialist:

* Is authorized to prescribe and dispense medication when granted authority in accordance with State licensure.
* Collect, order, and interpret lab work and diagnostic studies under agreed upon protocols.
* Order therapies such as occupational, speech, and physical therapy, and psychological counseling.
* May obtain comprehensive health histories and perform complete physical examinations, develop differential diagnoses, develop and implement plans of care, evaluate and document client’s response to plan of care.
* May provide client and/or family education.
* May organize referrals and/or consultations when appropriate.
* Will participate in research as requested.
* Will promote cost effective delivery of care.

(Note that State Practice Acts may be different so review your State for document accuracy.)

**CLINICAL NURSE SPECIALIST’S JOB RESPONSIBILITIES MAY ALSO INCLUDE:**

The Clinical Nurse Specialist’s education and practice is also targeted towards influencing the practice of other nurses and nursing personnel and by influencing the healthcare organization to support nursing practice in order to achieve quality, cost-effective outcomes.

This may include:

* Develop population profiles and conduct clinical inquiries to determine the need to change practice.
* Role-model, consult, and educate nursing personnel to improve nursing practice and thus improve patient outcomes.
* Provide leadership in the development of evidenced-based policies, procedures and protocols, and best practice models/guidelines.
* Lead interdisciplinary groups to implement innovative patient care programs that address patient needs across the full continuum of care.
* Promote a proactive role in system redesign to support safety for patients and staff.
* Contribute to staff knowledge of ethical issues of this patient population.

**EDUCATIONAL PREPARATION FOR THE NURSE PRACTITIONER:**

Advanced education includes, but may not be limited to, completion of a Masters degree program in nursing, with nationally recognized course content, formal clinical preparation with minimum hour standards per program requirements, competencies in advanced health assessment, physical examination, diagnosis, planning, and managing care including pharmacotherapeutics. The Nurse Practitioner is educated to provide comprehensive care in a variety of settings to clients who are acutely or chronically ill.

**EDUCATIONAL PREPARATION FOR THE CLINICAL NURSE SPECIALIST:**

Advanced education includes advanced physiology/pathophysiology, advanced assessment with an emphasis on evaluation of wellness, illness, and risk behaviors adequate to support differential diagnosis within the context of a comprehensive database, and advanced pharmacology. In addition, CNS education includes content on research, ethics, health policy, health promotion, organization and financing of healthcare, human diversity, and social issues and theory.

**GOALS & OUTCOMES:**

The goal of the APRN in Nephrology is to increase patient access to quality health care by providing nursing expertise in diagnosis and treatment to prevent, remediate, or alleviate illness and promote health, thus, resulting in improved patient outcomes. Consultation and collaboration are essential skills for APNs as they are for all members of the healthcare team. The APN utilizes an interdisciplinary team approach to assure the highest standards of quality care.

(Some States require protocols, others collaborative agreements. *Insert State specific information.*)

**CONSULTATION:**

The APRN will be managing primary, secondary, and tertiary care conditions. In certain circumstances communication with a physician will be needed. Documentation per facility protocol is made following consultation with physician.

Conditions requiring consultation with the collaborating physician(s) are: (FILL IN)

* This list is not intended to be an exhaustive enumeration of possible conditions requiring consult.
* The Advanced Practice Registered Nurse must use scope of practice and experience to assess individual circumstances and use “as agreed upon” protocols between the collaborating physician and APN.

**PROFESSIONALISM:**

Professional behavior is expected to be demonstrated through the words, actions, and attitude towards fellow team members, patients and their families, and all other members of the healthcare team. Patient confidentiality will be maintained at all times.

**QUALITY MANAGEMENT:**

The APRN will be expected to support and participate in quality assessment and performance improvement management, resulting in improved patient outcomes. The APRN will be expected to have an understanding of the CMS guidelines and regulations with regards to End Stage Renal Disease and dialysis care.

**PROFESSIONAL GROWTH:**

As part of the medical health care team the APRN will attend division meetings as requested on a regular basis. The APRN will also attend, at a minimum, (*insert a specific number*) continuing education seminar per year. A non-accumulative allowance (*enter a specific dollar amount*) per year per APRN is allowed. Continuing education time and allowance necessary for recertification and recredentialing. Involvement in a relevant professional organization is encouraged. Medical directors and APRN coordinator may make recommendations for continuing education topics in the APRN’s evaluation.

For Example: ANCC recertification requires 150 hours in 5 years for continuing education of not mentoring or publishing for APRN renewal in acute care.

**HOURS:**

The APRN will be available (i*nsert agreed upon hours*) per week. Staffing and operational demands may necessitate variations in beginning and ending times, as well as total hours scheduled per day and week. Consider labor laws when making this statement. Adherence to Local, State, and Federal labor laws as well as any collective bargaining agreement must be adhered to so would be careful to word this without risk of penalty. During regular work hours, the APRN will/will not be available for call from the clinics between the hours of (i*nsert agreed upon hours*). The APRN will/will not be responsible for call on weekends/holidays.

**OUTPATIENT DIALYSIS RESPONSIBILITIES:**

* Manage the hemodialysis and/or peritoneal dialysis patient per Kidney Dialysis Outcome Quality Indicators (KDOQI) guidelines.
* Assess, diagnose, and manage systems-related complications of end-stage renal disease (ESRD) therapy including anemia, hypertension, bone disease, fluid and electrolyte imbalances, and vascular access.
* Diagnose and manage episodic health problems of clients with ESRD.
* Evaluate the client’s progress and appropriateness of the plan of care.
* Encourage each client’s maximal rehabilitation through education and counseling.
* Use an interdisciplinary team approach to plan comprehensive health care for the client.
* Support the client and family in decisions regarding termination of treatment.
* Perform annual physicals including health maintenance and preventative health counseling.
* Provide leadership to the clinical staff through education and consultation by serving as a role model and expert clinical resource in the nursing care of clients with ESRD.
* Assist the staff in preventing and treating complications of dialytic therapies.
* Coordinate continuity of care between the outpatient dialysis unit and other healthcare settings.
* Provide leadership for the establishment of nurse-driven protocols.

**HOSPITAL RESPONSIBILITIES:**

* Perform a complete admission history and physical.
* Write admission orders for routine hospitalizations.
* Assess the client and family discharge needs, participate in discharge planning, coordinate referrals, and dictate discharge summaries.
* Educate and counsel clients on treatment options and expected outcomes.
* Provide leadership to the clinical staff, serving as a role model and an expert clinical resource concerning nursing care of clients with chronic kidney disease, ESRD, and acute renal failure.
* Coordinate continuity of care between the hospital and other healthcare settings.

**CLINIC RESPONSIBILITIES:**

* Manage patients with chronic kidney disease, focusing on care that promotes health and prevents further decline in renal function.
* Coordinate a pre-ESRD client education program.
* Develop or evaluate educational materials that will allow the patient to become an active participant in his/her care and foster decision making abilities regarding treatments.

**RESEARCH RESPONSIBILITIES:**

* Participate in or conduct research studies relevant to the nephrology population.
* Evaluate the effectiveness of current nephrology practice based on advanced scientific and nursing knowledge.
* Utilize a research base to explore, test, and advance clinical nursing practice.
* Evaluate clinical outcomes and integrate current nursing knowledge and research to improve those outcomes.
* Contribute to the advancement of nephrology nursing by sharing expertise and knowledge through publication and presentations at professional meetings.

I understand this individualized Scope of Practice and am capable of fulfilling the above responsibilities.

APN Signature Date

Collaborating Physician/Witness Signature Date

**DISCLAIMER**

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Pearson Report (Feb 2009) The American Journal of Nurse Practitioners.([www.webnp.net](http://www.webnp.net))

Scope of Practice and Standards of Practice for NPs from the American Academy of NPs ([www.aanp.org](http://www.aanp.org))

Statement on Clinical Nurse Specialist Practice and Education from the National Association of Clinical Nurse Specialists, 2004 ([www.nacns.org](http://www.nacns.org))