**Topic:**

Practice (Practice, Ethics, Resource utilization)

**Sub-topics:**

-demonstrates competency using the nursing process in providing care for clients

-Directs others who provide care

-Assumes responsibility and accountability for individual nursing judgement and actions

-Acts as a client advocate

-Plans and organizes care based on client needs and provides competencies to assure safe, efficient and cost-effective care.

**Answer:**

Practice: I provide leadership in the application of the nursing process in relation to patient care, organizational process and or system, in my attempt to improve outcomes in the unit. I encourage a culture of shared governance as I involve all staff in the improvement of care. I have been in the nephrology field for over eight years which allows me to recognize the need for change and utilize critical thinking as I identify, analyze and resolve issues. I function in the charge nurse role as well. This leadership role allows me to act as an educational resource, constantly communicate with staff, physicians, technician, and nurse manager. In the charge nurse role, I must direct others on what tasks are assigned to them as well as any changes that may occur during the day. I also present the morning huddle which is crucial to have great day as a team. This covers any problems, situation and coworkers assignments of the day as well. One instance is we had a RN and tech call in sick. I found this out in the beginning of the day. This gave me some time to rearrange the schedulable and plan the day. Even with a short staff, I was able to communicate make changes on the spot to have an smooth and uneventful day while patients received all of their treatment on a timely and safely manner.

I have also taking on the role of patient education coordinator. Briefly to summarize this every month I pick a topic that is important to share with all patient within our clinic. I collaborate with fellow nurses every month to explain the topic and the educational handout that we give to our patients. We educate each patient every month on a different topic related to dialysis. I jumped at this opportunity because being a patient educator for over 5 years at my previous job made me realize how important this role is. Some patient do not understand how their lifestyles are effecting them internally in a bad way. Advocating for them to make sure they have the education, understanding and tools to improve and live a healthy lifestyle is what this role is all about.

I am also the champion for catheter dressing. In dialysis, one of the biggest problems are catheter related infections. To become a champion, I had to go to an educational class to improve my skills and knowledge. Once deemed competent, I had to return to my department and train the other RN’s the right way of doing catheter dressing changes. Once they were competent, they would be checked off. This helps by assuring safe, efficient and reducing catheter related infection in our clinic. This has also helped in reducing catheter infections within our department as well.

Ethics: I collaborate with social services when applicable. I maintain and support patient’s dignity and always strive to maintain the safety of patient care and adhere to the standards of my professional daily duties as a dialysis nurse and maintain confidentiality of all patients and staff.

Situation: Patient had a reduction in his KT/V which is a number representing the adequacy of his dialysis treatment. We repeated the test and KT/V had remained low. I informed the Attending and Fellow that day to inform them of the results. I suggested an increase in treatment time and also an ultrasound to make sure there was no stenosis causing the low adequacy in treatment.

Outcome: Patient had an increase in treatment time of 15min. After doing the ultrasound. A blockage was noted, and a fistula gram was done to correct the problem. The next month the patient adequacy for dialysis had increased over the standards base line.

Situation: On a Saturday we only have two nurses. I was the charge nurse that day. Before coming into the day, I knew we had two acute treatments. This means that I would have to send the other nurse working that day to have dialysis in the patient’s room. When I arrived on Saturday morning, I saw that we had an add acute treatment as well. It would be impossible for her to do 3 acute in a 10-hour shift. As a charge nurse I delegated machine set-ups to a technician working on the floor. Also, as charge, I manipulated the in-center patient schedule where I could send one technician up with the other nurse and do two acute together.

Outcome: I was able to direct my fellow coworkers to provide safe and effective dialysis treatments. I was also able to cut the over-time hours that the nurse was going to get with the way I planned the day.

**Topic:**

Professional development (Education/ career development, Performance

**Sub-topic:**

-Seeks knowledge and skills appropriate to the practice setting to improved performance

-Incorporates feedback regarding performance and interpersonal skills to enhance professional development.

-Participates in the performance evaluation of others.

**Answer:**

I have maintained my ACLS and BLS up to date. My TMS is always done on time without any reminders or warning. I am also obtaining my continuous educational units to maintain my certification as a registered nurse. This has helped improving my knowledge and skills by keeping updated on my hospital policies and national changes in any ACLS and BLS as well.

I have volunteered in my department to attend Preceptor class, charge nurse class, catheter dressing champion, RQI super user, UBC and patient education coordinator to improve my knowledge and skills which helped me improve my performance as a registered nurse.

Being a charge nurse really helped increased my organization skills, communication skills with co-workers’ patients and management, as well as being able to manage and lead others. At the end of the day I report to my manager the events and a summery of the day. During this time I get feedback regarding what I could have done better in some situations. I take this feedback and applied it in the future which enhances my nursing’s skills and judgement as well as improves the departments outcomes and patient safety. Being a new charge nurse, there was situation one time where a patient was unhappy about his treatment time and wanted to speak to the manager. In that case I got the manager and the issue was resolved. After I spoke with my manager and she gave me some feedback to see if I could talk to the patient first, see what the problem was and try to resolve it myself. Couple of weeks later the same patient wanted to talk to the manager regarding another issue. Getting the feedback, I got last time I was able to talk to the patient and understand where he was coming from and was able to resolve the situation by myself and after just reported it to my nursing manager.

Catheter dressing champion also improved my skills by learning the proper way to change a dressing which will reduce infection in patient. This skill also helped me improve fellow rn’s skills as well buy educating and training them on the proper way to change a dressing. By learning this skill and educating my fellow RN our catheter infection has reduced in our department.

Being a member of the shared governance council has been beneficial for our department as well. During is meeting representatives from all departments attend and discuss issues, concerns and changes. Once I have obtained the information, I bring back this to our department and inform them of any changes so everyone is up to date and is current on issues.

I am also in the process of learning peritoneal dialysis from a staff rn I work with. I am registering for an upcoming class in peritoneal dialysis to expand and broaden my knowledge in other options in the chronic renal population.

Being a preceptor for over 6 years, you need qualities like clinical expertise, organizational skills, teaching, patience, leadership and, most important, the desire to be a preceptor. As a preceptor we cover responsibilities, learning styles, documentation, communication, and conflict resolution. This position as well gives me a chance to develop professional with the feedback I get from my preceptee. This feedback I get accumulates over time to make me enhance my role as a nurse and a preceptor.

**Topic:**

Collaboration (collaboration, Collegiality)

**Sub-topic**

-Participates effectively on teams to plan and manage client care

-Shares knowledge and skills with colleagues and others

I am one of the nurses that attends the interdisciplinary care rounds that happens every month. This meeting consists of nurses, management, doctors, pharmacist, social workers and dietitians. We collaborate with the team to make sure patients’ treatment and orders are correct and up to date reflecting patients labs and outcomes after treatment. As a primary nurse for ten patients one of my responsibility is to provide the patients with their monthly lab data. I had a patient with extremely elevated phosphorus level which is hyperphosphatemia. This will affect the patients calcium levels as well and can lead to risks of dangerous calcium deposit and weakening of the bones. So collaborating with the doctor and pharmacist I request and increase in Hectorol (Vitimin D) and phosphorus binders to be increase. I presented the lab findings as well as some sign and symptoms such as itchiness, red eyes and generalized weakness that the patient was complaining about. I also educated the patient as well in the danger and harm of this actions and what it is doing to his body. As a result the patients phosphorus levels reached normal, thus preventing complication and the veteran maintained normal levels for months to come with repeat education I was giving him.

Collegiality- I collaboratively work with the nephrologists, dieticians, social service, nurse manager and other RN’s staff to collectively work toward a common goal to improve outcomes and quality of life to the dialysis patients. Through collegiality with the peritoneal nurse, I have gained knowledge and experiences that I did not have before entering in the VA. Being a preceptor helps me share my knowledge and skills I have with new and experience staff. This helps the department with teamwork and increases nursing skills and patient safety.

**Topic:**

-Scientific Inquiry (quality of care, Research)

**Sub-topic:**

-Uses quality improvement findings to guide and direct own practice

-Demonstrates awareness of research application to practice.

In our department we have patient folders for every patient that get a treatment. These charts have important information such as doctors orders, medication reviews, patient education ect. As a primary nurse for a patient we review each patients chart every month to make sure everything is up to date and correct. I felt that this was an important process that we do here at the department. So I started a PDCA project focusing on chart auditing. I started by doing my research and collecting data which included method, sample size, frequency and also numerator and denominator on how many correct charts we need to reach in a month. I started this project in July and took affect in August. In August we had 75% correct/ completed charts. Finding this out I took time to talk to the nurses that were unable to complete chart on time and getting a reason why. After addressing these issues and collaborating with my team our numbers in October went up to 90% which was incredible. We want to strive to hit 100% soon!

I am also involved with a nephrologist that is doing a study on the water used in our dialysis treatments and how adding activated charcoal will improve the cleaning of the patients blood during the treatments. I help coordinate with the nephrologist and inform them the scheduled time for the patients that are in the study. I also collect lab specimens as directed and send them out in a timely manner. Also I collected the residual bicarbonate before during and after treatment as well. This has helped the nephrologist get data a lot of data in a timely manner which as helped move along the research.