Nephrology Nursing Standards of Practice and Guidelines for Care:

A "How To" Guide for its Use

ANNA
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Objectives

• Define standards of practice.
• Discuss the application of standards of care within nephrology nursing practice.
• Identify barriers to the implementation of professional performance standards.
• Compare and contrast nursing care guidelines with standards of practice.
Who has Standards of Practice?

- Realtors
- Marketing
- Message Therapists
- Polygraph Technicians
- Rehab engineers and assistive technology
- Water proofing and structural repair
- Music therapy
- Exercise physiologists
- Educators in English studies
- Special education personnel
- Home inspectors
- Art conservators

- Dental Hygienists
- Mediators
- Financial Planners
- Occupational Therapy
- Pharmacists
- Child care providers
- Lawyers
- Insurance personnel
- Investment advisors
- Nurses

Google, 2005
Why?

What are these people trying to do?
Why?

1. Protect those for whom they provide services.
2. Set expectations for performance.
3. Hold their professionals responsible.
Begin with a definition
Definition of Nursing

“Nursing is the
• protection, promotion, and optimization of health and abilities,
• prevention of illness and injury,
• alleviation of suffering through the diagnosis and treatment of human response, and
• advocacy in the care of individuals, families, communities, and populations.”

Nursing’s Social Policy Statement, 2003
It’s not enough to define nursing. We are obligated to describe to the public the responsibilities for which we are accountable.
Standards

- **Goal** is to improve the health and well-being of all individuals, communities, and populations through significant and visible contributions of registered nurses utilizing standards-based practice.

- **Function** is to define the nursing profession’s accountability to the public and the outcomes for which registered nurses are responsible.

- **Describes** a competent level of nursing practice and professional performance common to all registered nurses.
Competent level of nursing practice and professional performance

Common to all nurses regardless of:

- educational preparation
- type of practice
- patient population
- practice setting
- years of experience
- title; position
Standards of Nursing Practice

Standards of Practice
1. Assessment
2. Diagnosis
3. Outcomes Identification
4. Planning
5. Implementation
   a. Coordination of Care
   b. Health Teaching and Health Promotion
   c. Consultation (APN)
   d. Prescriptive Authority (APN)
6. Evaluation

Standards of Professional Performance
7. Quality of Practice
8. Education
9. Professional Practice Evaluation
10. Collegiality
11. Collaboration
12. Ethics
13. Research
14. Resource Utilization
15. Leadership
Who decides?

Nurses! It all starts with us!

- ANA takes the lead – works with their own councils and committees; seeks input and acknowledgement from specialty nursing organizations; publishes and disseminates.

- ANNA reviews, adopts, and disseminates to nephrology nurses and nephrology community (since 1991)
Professional Regulation

- The profession’s definition of the nature and scope of practice
  - Professional Standards of Practice
    - Professional Standards of educational outcomes for nursing education programs
    - Accreditation of educational programs
    - Certification of individuals in general and specialty practice
    - Quality Improvement

Legal Regulation

- State Nursing Practice Acts
  - State Board of Nursing Rules and Regulations
    - Licensure for Practice
    - Public Protection

Client
American Nephrology Nurses’ Association

1977: Standards of Clinical Practice
1982: Nephrology Nursing Standards of Clinical practice
1988: ANNA Standards of Clinical Practice for Nephrology Nursing
1993: Standards of Clinical Practice for Nephrology Nursing
1999: Standards and Guidelines of Clinical Practice for Nephrology Nursing
2005: Nephrology Nursing Standards of Practice and Guidelines for Care
Nephrology Nursing
Standards of Practice and Guidelines for Care
Standards of Practice

Guidelines for Care

Universal Guidelines

NEW!
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1. Assessment
2. Diagnosis
3. Outcomes Identification
4. Planning
5. Implementation
   a. Coordination of Care
   b. Health Teaching and Health Promotion
   c. Consultation (APN)
   d. Prescriptive Authority (APN)
6. Evaluation
Format

Standard Title

Standard statement

Measurement criteria

Nephrology nurse

Advanced practice nephrology nurse

and

Nephrology nursing role specialty
Standards of Care

Standard 1
Assessment

The nephrology registered nurse collects comprehensive data pertinent to the patient’s health or the situation.

Measurement Criteria
The nephrology registered nurse:
• Collects data in a systematic and ongoing process.
• Involves the patient, family, other health care providers, and environment, as appropriate, in holistic data collection.
• Prioritizes data collection activities based on the patient’s immediate condition, or anticipated needs of the patient or situation.
• Uses appropriate evidence-based assessment techniques and instruments in collecting pertinent data.
• Uses analytical models and problem-solving tools.
• Synthesizes available data, information, and knowledge relevant to the situation to identify patterns and variances.
• Documents relevant data in a retrievable format.

Additional Measurement Criteria for the Nephrology Advanced Practice Registered Nurse
• The nephrology advanced practice registered nurse initiates and interprets diagnostic tests and procedures, relevant to the patient’s current status.

Standard 2
Diagnosis

The nephrology registered nurse analyzes the assessment data to determine the diagnoses or issues.

Measurement Criteria
The nephrology registered nurse:
• Derives the diagnoses or issues based on assessment data.
• Validates the diagnoses or issues with the patient, family, and other health care providers when possible and appropriate.
• Documents diagnoses or issues in a manner that facilitates the determination of the expected outcomes and plan.

Additional Measurement Criteria for the Nephrology Advanced Practice Registered Nurse
• Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis.
• Utilizes complex data and information obtained during interview, examination, and diagnostic procedures in identifying diagnoses.
• Assists staff in developing and maintaining competency in the diagnostic process.

Standard 3
Outcomes Identification

The nephrology registered nurse identifies expected outcomes for a plan individualized to the patient or the situation.

Measurement Criteria
The nephrology registered nurse:
• Involves the patient, family, and other health care providers in formulating expected outcomes when possible and appropriate.
• Derives culturally appropriate expected outcomes from the diagnoses.
• Considers associated risks, benefits, costs, current scientific evidence, and clinical expertise when formulating expected outcomes.
• Defines expected outcomes in terms of the patient, patient values, ethical considerations, environments, or

Standard 3 continues on next page
Examples
Standard of Practice 5: Implementation

The nephrology registered nurse implements the identified plan.

Measurement Criteria:

• Implements the plan in a safe and timely manner.
• Uses evidence-based interventions and treatments specific to the diagnosis or problem.
• Uses community resources and systems to implement the plan.
• Collaborates with nursing colleagues and others to implement the plan.
• Documents implementation and any modification.
Standard of Practice 5b:
Health Teaching and Health Promotion

The nephrology registered nurse employs strategies to promote health and a safe environment.

Measurement Criteria:
• Provides health teaching that addresses such topics as healthy lifestyles, risk-reducing behaviors, developmental needs, activities of daily living, and preventive self-care.
Standards of Professional Performance
Standards of Professional Performance describe a competent level of behavior in the professional role

Standards of Professional Performance
7. Quality of Practice
8. Education
9. Professional Practice Evaluation
10. Collegiality
11. Collaboration
12. Ethics
13. Research
14. Resource Utilization
15. Leadership
• Includes the patient and others involved in the care or situation in the evaluative process.
• Evaluates the effectiveness of the planned strategies in relation to patient responses and the attainment of the expected outcomes.
• Documents the results of the evaluation.
• Uses ongoing assessment data to revise the diagnoses, outcomes, the plan, and the implementation, as needed.
• Disseminates the results to the patient and others involved in the care or situation, as appropriate, in accordance with state and federal laws and regulations.
• Uses the results of the evaluation analyses to make or recommend process or structural changes, including policy, procedure or protocol documentation, as appropriate.

Additional Measurement Criteria for the Nephrology Advanced Practice Registered Nurse

The nephrology advanced practice registered nurse:
• Evaluates the accuracy of the diagnosis and effectiveness of the interventions in relationship to the patient’s attainment of expected outcomes.
• Synthesizes the results of the evaluation analyses to determine the impact of the plan on the affected patients, families, groups, communities, and institutions.
• Uses the results of the evaluation analyses to make or recommend process or structural changes, including policy, procedure, or protocol documentation, as appropriate.

Standard 7
Quality of Practice

The nephrology registered nurse systematically enhances the quality and effectiveness of nursing practice.

Measurement Criteria

The nephrology registered nurse:
• Obtains and maintains professional certification.
• Demonstrates quality by documenting the application of the nursing process in a responsible, accountable, and ethical manner.
• Uses the results of quality improvement activities to initiate changes in nursing practice and in the health care delivery system.
• Uses creativity and innovation in nursing practice to improve care delivery.
• Incorporates new knowledge to initiate changes in nursing practice if desired outcomes are not achieved.

• Participates in quality improvement activities. Such activities may include:
  • Identifying aspects of practice important for quality monitoring.
  • Using indicators developed to monitor quality and effectiveness of nursing practice.
  • Collecting data to monitor quality and effectiveness of nursing practice.
  • Analyzing quality data to identify opportunities for improving nursing practice.
  • Formulating recommendations to improve nursing practice or outcomes.
  • Implementing activities to enhance the quality of nursing practice.
  • Developing, implementing, and evaluating policies, procedures, and/or guidelines to improve the quality of practice.
  • Participating in interdisciplinary teams to evaluate clinical care or health services.
  • Participating in efforts to minimize costs and unnecessary duplication.
  • Analyzing factors related to safety, satisfaction, effectiveness, and cost/benefit options.
### Standard 7, continued

- Analyzing organizational systems for barriers.
- Implementing processes to remove or decrease barriers within organizational systems.

### Additional Measurement Criteria for the Nephrology Nursing Role Specialty

The nephrology registered nurse in a nursing role specialty:

- Designs quality improvement initiatives.
- Implements initiatives to evaluate the need for change.
- Evaluates the practice environment and quality of nursing care rendered in relation to existing evidence, identifying opportunities for the generation and use of research.

### Standard 8

**Education**

The nephrology registered nurse attains knowledge and competency that reflects current nursing practice.

### Measurement Criteria

The nephrology registered nurse:

- Participates in ongoing educational activities related to appropriate knowledge bases and professional issues.
- Demonstrates a commitment to lifelong learning through self-reflection and inquiry to identify learning needs.
- Seeks experiences that reflect current practice in order to maintain skills and competence in clinical practice or performance.
- Acquires knowledge and skills appropriate to the specialty area, practice setting, role, or situation.
- Maintains professional records that provide evidence of competency and lifelong learning.
- Seeks experiences and formal and independent learning activities to maintain and develop clinical and professional skills and knowledge.
- Uses current research findings and other evidence to expand knowledge, enhance role performance, and increase knowledge of professional issues.

### Additional Measurement Criteria for the Nephrology Advanced Practice Registered Nurse

- The nephrology advanced practice registered nurse uses current health care research findings and other evidence to expand clinical knowledge, enhance role performance, and increase knowledge of professional issues.

### Standard 9

**Professional Practice Evaluation**

The nephrology registered nurse evaluates one’s own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.

### Measurement Criteria

- The nephrology registered nurse’s practice reflects the application of knowledge of current practice standards, guidelines, statutes, rules, and regulations.

The nephrology registered nurse:

- Provides age-appropriate care in a culturally and ethnically sensitive manner.
- Engages in self-evaluation of practice on a regular basis, identifying areas of strength, as well as areas in which professional development would be beneficial.
- Obtains informal feedback regarding one’s own practice from patients, peers, professional colleagues, and others.
- Participates in systematic peer review, as appropriate.
- Takes action to achieve goals identified during the evaluation process.
- Provides rationale for practice beliefs, decisions, and actions as part of the informal and formal evaluation processes.

### Additional Measurement Criteria for the Nephrology Advanced Practice Registered Nurse

- The nephrology advanced practice registered nurse engages in a formal process, seeking feedback regarding one’s own practice from patients, peers, professional colleagues, and others.
Examples
Standard of Professional Performance 8: Education

The nephrology registered nurse attains knowledge and competency that reflects current nursing practice.

Measurement Criteria:

- Participates in ongoing educational activities related to appropriate knowledge bases and professional issues.
- Demonstrates a commitment to life-long learning through self-reflection and inquiry to identify learning needs.
- Seeks experiences that reflect current practice in order to maintain skills and competence in clinical practice or performance.
- Acquires knowledge and skills appropriate to the specialty area, practice setting, role, or situation.
- Maintains professional records that provide evidence of competency and life-long learning.
- Seeks experiences and formal and independent learning activities to maintain and develop clinical and professional skills and knowledge.
- Uses current research findings and other evidence to expand knowledge, enhance role performance, and increase knowledge of professional issues.
Standard of Professional Performance 10: Collegiality

The nephrology registered nurse interacts with and contributes to the professional development of peers and colleagues.

**Measurement Criteria:**

- Shares knowledge and skills with peers and colleagues as evidenced by such activities as patient care conferences or presentations at formal or informal meetings.
- Provides peers with feedback regarding their practice and/or role performance.
- Interacts with peers and colleagues to enhance one’s own professional nursing practice and/or role performance.
- Maintains compassionate and caring relationships with peers and colleagues.
- Contributes to an environment that is conducive to the education of healthcare professionals.
- Contributes to a supportive and healthy work environment.
Standard of Professional Performance 15: Leadership

The nephrology registered nurse provides leadership in the professional practice setting.

Measurement Criteria:

- Engages in teamwork as a team player and a team builder.
- Works to create and maintain healthy work environments.
- Teaches others to succeed by mentoring and other strategies.
- Exhibits creativity and flexibility through times of change.
- Demonstrates energy, excitement, and passion for quality work.
- Directs the coordination of care across settings . . .
- Willingly accepts mistakes by self and others . . .
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Nephrology Nursing Guidelines for Care

• Draw on existing clinical practice guidelines (CPG).
  - CPG are systematically developed statements that address the care of specific patient populations or phenomena and are based on the best available scientific evidence and/or expert opinion.

Examples: K/DOQI, AHA, AHRQ
Nephrology Nursing Guidelines for Care

- Describe a process of patient care management that has the potential to improve nurse and patient decision making, and thereby, patient outcomes.
Format

Topic title

Patient Outcome statements

Nursing Care

Assessment

Intervention

Patient Teaching

Advanced Practice Nursing Care

Assessment

Intervention

Patient Teaching

NEW
Chronic Kidney Disease, Stages 1–4

Hypertension

Patient Outcomes
The patient will achieve and maintain blood pressure (BP) within the targeted range.
There will be a decrease in rate of progression of chronic kidney disease (CKD).
The patient will demonstrate a reduction in modifiable risk for cardiovascular disease (CVD).
The patient will demonstrate knowledge of hypertension and its relationship to CKD and CVD.

Nursing Care
Assessment
1. Measure BP at each health encounter
   - A. Measure BP at least two times and calculate the average of the readings
   - B. Compare to the targeted goal of <130/80 mmHg
2. Assess the patient’s
   - A. Weight
   - B. Respiratory rate and quality
   - C. Heart sounds
   - D. Breath sounds
   - E. Dependent and peripheral edema
   - F. Neck vein distention, jugular venous pressure
   - G. Adherence to recommended therapeutic lifestyle changes (TLC), dietary modifications, and medication regimen
3. Assess the patient for personal and family history of hypertension (HTN)
4. Identify barriers to self-management
5. Review home BP record
6. Review laboratory test results for blood urea nitrogen (BUN), creatinine, and electrolytes
7. Review results of electrocardiogram (EKG), chest x-rays, other diagnostic studies
8. Assess the patient’s understanding of
   - A. HTN
   - B. Prescribed antihypertensive medications
   - C. Prescribed dietary modifications
   - D. Recommended TLC

Intervention
1. Collaborate with physician, primary care provider, and dietitian in planning appropriate BP goals and therapeutic regimen
2. Administer antihypertensive medications as ordered
3. Encourage adherence to prescribed medication regimen
4. Encourage adherence to TLC and dietary modifications
5. Identify resources to assist patient to achieve goals of blood pressure control
6. Initiate or request consultations and referrals, as appropriate

Patient Teaching
1. Teach the patient to measure and record BP
2. Instruct the patient regarding
   - A. Management of HTN
   - B. Prescribed antihypertensive medications
   - C. Prescribed dietary modifications
   - D. Recommended TLC
   - E. Proper BP measurement technique
   - F. Kidney function and its relationship to HTN
   - G. HTN and its relationship to CKD and CVD
   - H. Causes, signs, and symptoms of cardiac alterations related to HTN
   - I. Signs and symptoms of hypotension

Advanced Practice Nursing Care
(As outlined above, plus the following)
Assessment
1. Ascertain the presence and type of CKD as follows:
   - A. Estimate the patient’s glomerular filtration rate (GFR) using a prediction equation
   - B. Determine the presence and level of proteinuria
   - C. Examine urine sediment
   - D. Order and interpret renal ultrasound
How do Standards and Guidelines fit into my daily practice?
Use of Standards and Guidelines

- Quality Improvement systems
- Policies, procedures, protocols
- Position descriptions and performance appraisals
- Educational programs; Staff training
- Patient education
- Outcome evaluation tools
- Regulatory systems
- Nephrology nursing research
Assumptions

1. A link exists between the professional **work environment** and the registered nurse’s ability to practice.
2. Nursing practice is **individualized**.
3. Nurses establish **partnerships**.
Work environment and ability to practice

“Overall, in engaging in these assessments, I have always been left with the rational conclusion that we passed inspection, but with the visceral reaction that something vital has been missed or miscalculated in the inventory”.

Anonymous
Nursing practice is individualized
Individualization?

Nurse

Dialysis Chain

Third Party Payer

Healthcare providers

Patient

Family

ESRD Networks

Management

Regulations

Healthcare providers

ANNA
Partnerships

Horizontal Violence

“Our communication is fraught with indirect aggression, bickering, and fault-finding. It is disheartening to experience the underhanded and devastating ways that nurses attack each other”.

VonFrolio, 2005
Assumptions

1. A link exists between the professional work environment and the registered nurse’s ability to practice.
   “Employers must provide an environment that supports nursing practice and decision-making.”

2. Nursing practice is individualized.
   “. . . with appropriate information to make informed decisions regarding health care and healthcare issues.”

3. Nurses establish partnerships.
   “The registered nurse establishes a partnership with the patient, family, support system, and other healthcare providers. The nurse works collaboratively to coordinate the care provided to the patient.”
Standards and Guidelines

Standards provide a broad framework for competency level practice.

Guidelines address the process of care for specific populations or phenomena.
Incorporating the ANNA Guidelines of Clinical Practice of Nephrology Nursing into PD Clinic Policies & Procedures
• “The Home Dialysis Department has adapted pertinent segments of the ANNA standards as our guidelines for optimal care.”

Guidelines Selected for Inclusion in P&P Manual

PD Specific - Process/Delivery of Care

• Initial Evaluation
• Patient Education
• Ongoing Monitoring
Guidelines Selected for Inclusion in P&P Manual

PD Specific - Clinical
• Peritonitis
• Exit Site Leak
• Loss of Catheter Integrity
• Catheter Exit Site or Tunnel Infection
• PD Catheter Placement – Pre-op Care
• PD Catheter Placement – Post-op Care
Guidelines Selected for Inclusion in P&P Manual

Universal Nephrology Nursing - Clinical

- Fluid Management
- Bowel Function
- Activity
Guidelines Selected for Inclusion in P&P Manual

Universal Nephrology Nursing - Psychosocial
• Self Concept
• Coping
• Family Process
• Sexuality – Adult
• Sexuality – Adolescent
## Guideline Sections Renamed

<table>
<thead>
<tr>
<th>Guideline</th>
<th>PD P&amp;P Book</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catheter Integrity</td>
<td>Loss of Catheter Integrity</td>
</tr>
<tr>
<td>Dialysate Leak</td>
<td>Exit Site Leak</td>
</tr>
<tr>
<td>Activity &amp; Rehabilitation</td>
<td>Activity</td>
</tr>
</tbody>
</table>
Examples of Revisions

Self Concept

• One new PD-specific intervention was added:
  – Encourage patient to look at and care for catheter.

• One intervention was deleted:
  – Consult with physician/advanced practice nurse regarding need for psychiatric intervention.
Examples of Revisions

Sexuality – Adolescent
One assessment was deleted:
• Assess sexual development using Tanner staging.
Examples of Revisions

Fluid Management – *Assessments* omitted

- Apical and peripheral pulses
- Heart sounds
- Respiratory rate and quality
- Breath sounds
- Neck vein distension, jugular venous pressure
- Residual renal function
- Sodium intake
- Laboratory Results
- Skin turgor and mucous membranes
- Extravasation of fluids
- Assess patient’s knowledge of fluid quantification
Examples of Revisions

Fluid Management – Assessment

- Weight
- Blood pressure
- Temperature
- Presence of edema
- Intake and output
- Medication regimen
- Appetite
- Diarrhea
- Nausea, vomiting
- SOB, coughing
- Dizziness
- Muscle cramping
Examples of Revisions

Fluid Management – Interventions deleted

- Determine UF for each treatment
- Monitor patient’s response to UF or diuretics
- Adjust UF or diuretics
- Administer fluids
Examples of Revisions

Fluid Management – *Interventions* retained
- Collaborate with MD & RD in planning fluid intake and medication prescription.
- Encourage fluid and dietary management according to prescription.
- Identify resources to assist patient to achieve goals of fluid management.
- Initiate consults as needed.
Examples of Revisions

Fluid Management – New *Intervention* added:

- Assist the home patient in acquiring necessary supplies as dialysis prescription changes.
## Sample Guideline
### Loss of Catheter Integrity – Assessment

<table>
<thead>
<tr>
<th>Guidelines</th>
<th>P&amp;P Book</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assess catheter per recommended protocol.</td>
<td>Assess catheter integrity daily.</td>
</tr>
<tr>
<td>Inspect connections between the catheter, catheter adapter and extension tubing, when present.</td>
<td>Inspect connections between the catheter, titanium adapter and extension tubing or transfer set.</td>
</tr>
</tbody>
</table>
## Sample Guideline

**Loss of Catheter Integrity – Intervention**

<table>
<thead>
<tr>
<th>Guidelines</th>
<th>P&amp;P Book</th>
</tr>
</thead>
<tbody>
<tr>
<td>If a break or hole in the catheter or extension tubing or loose connection is noted:</td>
<td>If a break or hole in the catheter is noted:</td>
</tr>
<tr>
<td>• Clamp above break, tear or separation</td>
<td>• Notify the physician</td>
</tr>
<tr>
<td>• Cover with sterile dressing or barrier</td>
<td>• Repair the catheter, if possible</td>
</tr>
<tr>
<td>• Notify the physician</td>
<td>• Initiate antibiotic therapy as ordered</td>
</tr>
<tr>
<td>• Obtain a sample of peritoneal effluent</td>
<td></td>
</tr>
<tr>
<td>• Cut, repair or extent catheter, if possible</td>
<td></td>
</tr>
<tr>
<td>• Replace catheter connection</td>
<td></td>
</tr>
<tr>
<td>• Replace the tubing and/or catheter adapter according to standard protocol</td>
<td></td>
</tr>
<tr>
<td>• Initiate antibiotic therapy as ordered</td>
<td></td>
</tr>
<tr>
<td>• Observe for signs and symptoms of peritonitis</td>
<td></td>
</tr>
<tr>
<td>• Replace the tubing and/or catheter adapter</td>
<td></td>
</tr>
</tbody>
</table>
## Sample Guideline
### Loss of Catheter Integrity – *Intervention*

<table>
<thead>
<tr>
<th>Guidelines</th>
<th>P&amp;P Book</th>
</tr>
</thead>
<tbody>
<tr>
<td>If unable to repair catheter:</td>
<td>If unable to repair catheter:</td>
</tr>
<tr>
<td>• D/C peritoneal dialysis.</td>
<td>• D/C peritoneal dialysis.</td>
</tr>
<tr>
<td>• Prepare the patient for catheter removal and/or replacement.</td>
<td>• Prepare the patient for catheter removal and/or replacement.</td>
</tr>
<tr>
<td>Reevaluate connect disconnect and dressing change techniques.</td>
<td>If a leak in the extension tubing or a loose connection is noted:</td>
</tr>
<tr>
<td></td>
<td>• Replacing the tubing and titanium adapter as needed per protocol.</td>
</tr>
<tr>
<td></td>
<td>• Initiate antibiotic therapy as ordered.</td>
</tr>
</tbody>
</table>
Summary

• Appropriate guidelines were selected
• Each section was adapted to fit the program
• Most sections were simplified
• Content was added
  – Specific to home dialysis
  – Specific to PD
• The guidelines are used in conjunction with unit Policies & Procedures
MISSION STATEMENT

ANNA will advance nephrology nursing practice and positively influence outcomes for patients with kidney or other disease processes requiring replacement therapies through advocacy, scholarship, and excellence.
To purchase ANNA’s Standards of Practice

go to www.annanurse.org

Member Price - $40
Non-Member Price - $60