



Improving your healthcare team

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Let's discuss

- Requirements for PCT Certification
- Certification agencies & types
- The future of Dialysis Technician Certification
- Models to training
- Enhancements

Requirements

§ 494.140 Condition: Personnel qualifications.

Standard: Patient care dialysis technicians. Patient care dialysis technicians must—

(1) Meet all applicable State requirements for education, training, credentialing, competency, standards of practice, certification, and licensure in the State in which he or she is employed as a dialysis technician; and

(2) Have a high school diploma or equivalency; and

(3) Have completed a training program that is approved by the Medical Director and governing body, under the direction of a registered nurse, focused on the operation of kidney dialysis equipment and machines, providing direct patient care, and communication and interpersonal skills, including patient sensitivity training and care of difficult patients. The training program must include the following subjects:

(i) Principles of dialysis.

(ii) Care of patients with kidney failure, including interpersonal skills.

(iii) Dialysis procedures and documentation, including initiation, proper cannulation techniques, monitoring, and termination of dialysis.

(iv) Possible complications of dialysis.

(v) Water treatment and dialysate preparation.

(vi) Infection control.

(vii) Safety.

(viii) Dialyzer reprocessing, if applicable.

(4) Be certified under a State certification program or a national commercially available certification program, as follows—

(i) For newly employed dialysis technicians, within 18 months of being hired as a dialysis technician; or

(ii) For dialysis technicians employed on October 14, 2008, within 18 months after such date.

Standard: Water treatment system technicians. Technicians who perform monitoring and testing of the water treatment system must complete a training program that has been approved by the Medical Director and the governing body.

Certification Agencies

Appendix B: National Commercial PCT Certification Organizations

National Organization	Board of Nephrology Examiners Nursing and Technology (BONENT)	Nephrology Nursing Certifying Commission (NNCC)	National Nephrology Certification Organization (NNCO)
Certification provided	Certified Hemodialysis Technologist/Technician (CHT)	Certified Clinical Hemodialysis Technician (CCHT)	Certified Clinical Nephrology Technology (CCNT)
Certification period	Every 4 years	Every 2 years prior to 11/1/2009; every 3 years effective 11/1/2009	Every 4 years
Recertification offered	Re-exam or 40 contact hours of in-person continuing education, of which 15 contact hours can be earned from other education specified on BONENT Web site	Re-exam or prior to 11/1/09 , 20 contact hours of continuing education plus 2000 work hours every 2 years; effective 11/1/2009 , 30 contact hours of continuing education plus 3,000 work hours every 3 years; effective 11/1/2011 , 10 contact hours of continuing education plus 1,000 work hours/year with recertification every 3 years.	Re-exam or 30 contact hours of continuing education, of which 15 contact hours can be earned from work in nephrology (3.75 contact hours/year)
Educational requirement(s) to apply for examination	High school diploma or equivalency; if no evidence of high school diploma, > 4yrs of dialysis work experience can substitute	High school diploma or GED; if no evidence of either, dialysis work experience >4 years can substitute	High school diploma or equivalency OR four years of full time experience in the field of nephrology technology
Training/experience requirement(s) to apply for examination	12 months of experience in nephrology patient care and current active work in an ESRD facility or successful completion of an accredited dialysis course approved by the BONENT Board.	Successful completion of PCT training program (classroom & supervised experience); signed verification by preceptor of training and clinical experience; recommend ≥6 months (1000 hours) of clinical experience, including training, prior to exam	1 year training program in nephrology technology with clinical experience and/or training program and clinical experience equivalent to 1 year. OH requires 12 months specified dialysis care experience
Testing sites	Providers may be test sites for paper & pencil tests. Independent test sites are used for computer-based tests. BONENT accommodates people with ADA disabilities.	ANNA chapters & dialysis clinics may host paper & pencil tests at on or off-site locations. In 2010 NNCC will offer computer-based tests at CBT centers. NNCC accommodates disabilities & religious convictions against Saturday tests.	Computer-based tests are offered at hundreds of PSI/LaserGrade Computer Testing sites in the U.S. and Canada. NNCO accommodates ADA disabilities & religious convictions against Saturday tests.
Proctored Test	Yes	Yes	Yes
Web site	http://www.bonent.org	http://www.nncc-exam.org	http://nnco.nbccc.net

The future

- CCHT-A (NNCC)
- Redevelopment of BONENT Exam
- Other agencies to follow?
- Other new certifications?
- State certification programs

Models to training

- On-the-Job Training
- Independent Study and Clinical Training
- Private Training - Colleges, Universities, or Vocational Programs
- Group Study and Clinical Training

The sum total of medical knowledge is now so great and wide-spreading that it would be futile for any one man...to assume that he has even a working knowledge of any part of the whole....The best interest of the patient is the only interest to be considered, and in order that the sick may have the benefit of advancing knowledge, union of forces is necessary....It has become necessary to develop medicine as a cooperative science; the clinician, the specialist, and the laboratory workers uniting for the good of the patient, each assisting in elucidation of the problem at hand, and each dependent upon the other for support.

William J. Mayo, 1910

Is your team

A. Multidisciplinary

B. Interdisciplinary

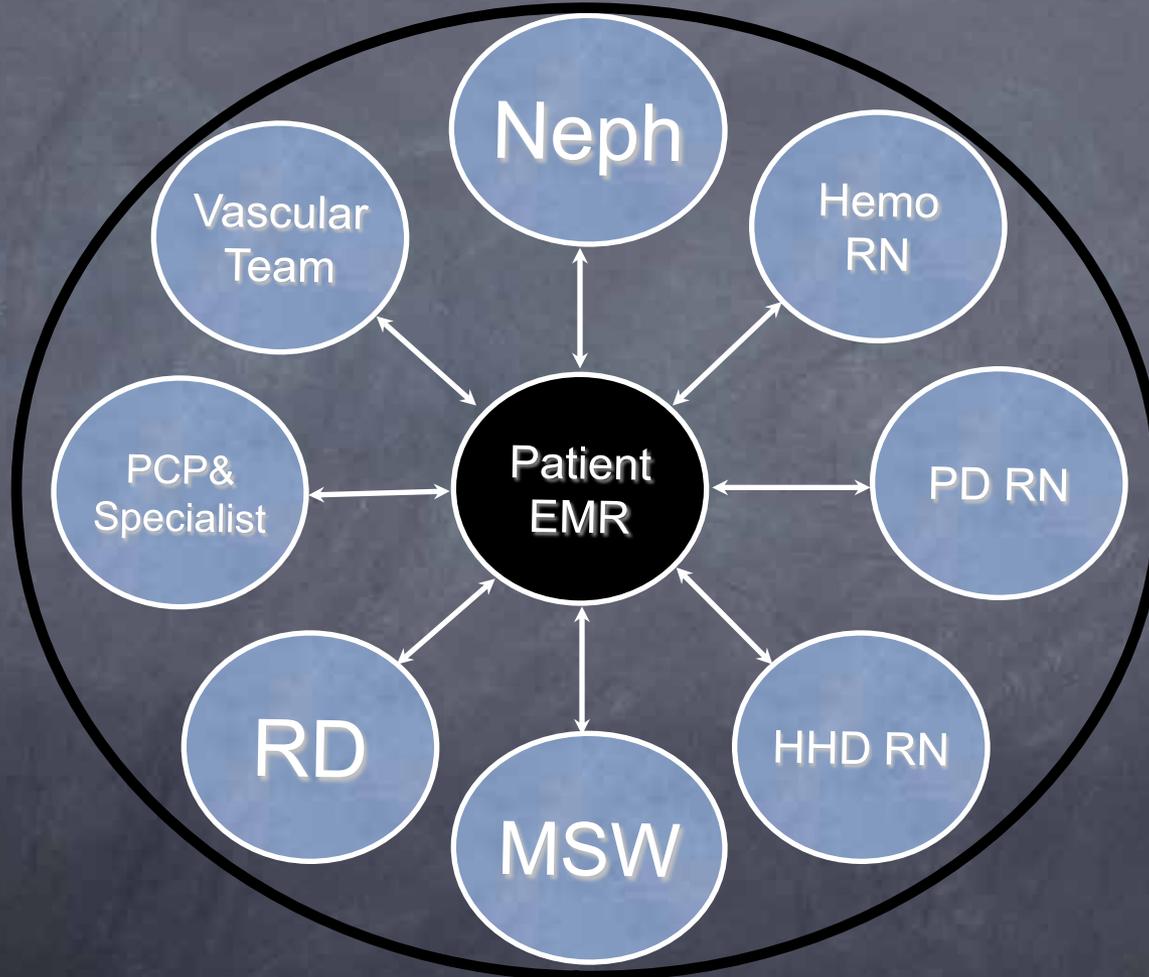
C. Intradisciplinary



Multidisciplinarity is distinctly different from *Interdisciplinarity* because of the relationship that the disciplines share. Within a multidisciplinary relationship this cooperation "may be mutual and cumulative but not interactive" (Augsburg 2005: 56) while interdisciplinarity blends the practices and assumptions of each discipline involved.

Augsburg, Tanya. (2005), *Becoming Interdisciplinary: An Introduction to Interdisciplinary Studies*.

Renal Team should be Interdisciplinary



Enhancements

- Raise the bar on rudimentary education for PCT's. Didactic instruction and mastery should proceed clinical and patient exposure
- Clinical simulation has a huge ROI
- PCT education should be Interdisciplinary
- Focus should be on Renal Replacement Therapy

Advantages of Interdisciplinary Team Care

For healthcare delivery system

- Holds potential for most efficient delivery of care
- Maximizes resources and facilities
- Decreases burden on acute care facilities as a result of increased preventive care
- Facilitates continuous quality improvement efforts

Advantages of Interdisciplinary Team Care

For healthcare professionals

- Increases professional satisfaction
- Facilitates shift in emphasis from acute, episodic care to long-term preventive care
- Enables the practitioner to learn new skills and approaches
- Encourages innovation
- Allows providers to focus on individual areas of expertise

Advantages of Interdisciplinary Team Care

For the patient

- Improves care by increasing coordination of services, especially for complex problems
- Integrates health care for a wide range of problems and needs
- Empowers patients as active partners in care
- Can serve patients of diverse cultural backgrounds
- Uses time more efficiently

We need to know what the plan of care involves

Plan of Care:

- Dose of dialysis
- Nutritional status
- Mineral metabolism
- Anemia
- Vascular access
- Psychosocial status
- Modality, home dialysis, transplantation
- Rehabilitation

Advantages of Interdisciplinary Team Care

For education

- Offers multiple health care approaches to study
 - Fosters appreciation and understanding of other disciplines
 - Models strategies for future practice
 - Promotes student participation
- Challenges norms and values of each discipline**

Thank you!!!

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