

# STANFORD DIALYSIS

The Stanford Health Care Dialysis Unit is staffed with 35 RN's and 5 Certified Patient Care Technicians. The RN staff is 85% certified by the Nephrology Nursing Certification Commission (NNCC) and 90% have a bachelor's degree in nursing (BSN). Certification is highly encouraged and supported by unit and hospital administration. Certification has been a means of recognizing the expertise maintained by the Dialysis staff and as such is clearly noted on their identification badge.

*The SHC Dialysis staff received the 2018 NNCC Nephrology Nursing Certification Advocacy Award, a nationally recognized award recognizing organizations that advocate for certification.*

The dialysis staff is a culturally diverse team with nurses and technicians from Ireland, Ethiopia, Kenya, China, Taiwan, Philippines, Korea, Vietnam, Mexico, India, and the United States. The diversity is well noted at social gatherings with the different cultures represented by their culinary expertise.

*The Dialysis staff is a very cohesive, motivated and professional team. They are well recognized by other departments for their demonstrated ability to care for a very diverse population which includes pediatric and adult patients in a high acuity hospital. The Dialysis Team is clinically competent in all modes of renal therapy for adult and pediatric patients which includes hemodialysis, peritoneal dialysis and continuous renal replacement therapies.*

*The dialysis team's motivation is further demonstrated by the engagement and participation in unit and house-wide projects. Six of the nurses are active members of the Shared Leadership and Dialysis Unit councils. Dialysis staff nurse participation in the Realizing Improvement Through Team Empowerment project (RITE) has been an interdisciplinary avenue for resolving issues related to Dialysis and other hospital departments. The latest RITE project resulted in an improvement in length of stay for patients new to dialysis.*



**Advancement on the clinical ladder to Clinical Nurse (CN) III has been achieved by four nurses and one nurse has achieved CN IV who is also the unit educator.** The CN III and IV nurses are recognized by their peers for their expertise, professionalism and motivation. They participate and lead unit projects that advance the quality of care which includes monitoring adequacy of dialysis, ensuring all consents are signed, ensuring the appropriate care of catheter accesses, and monitoring documentation. Data is collected, reviewed in huddles and management/quality meetings and appropriate action taken to resolve issues.

**The Stanford Health Care Dialysis staff has become well recognized by the local community for their work and participation in the annual National Kidney Foundation Walk and World Kidney Day.** The dialysis team is organized by Nessie George, RN and has successfully fund-raised thousands of dollars towards the NKF goal each year. Peer participation is strong and has become an annual event to include family and friends.

**World Kidney Day is observed with posters, flyers and a team of dialysis nurses available in the atrium to answer questions from visitors related to kidney disease.** World Kidney Day has been a successful means for providing kidney disease education to the public.

**Education is encouraged and supported throughout the Stanford organization.** Dialysis nurses and technicians are motivated to grow in their practice by attending national and local educational conferences and meetings. The ability to do so is financially supported by nursing administration. Subsequently, SHC Dialysis is well represented at educational events where new information is obtained and subsequently shared with peers.

**Dialysis team projects have been a well noted achievement and included a first place (two years straight) award winning Gingerbread House.** The artistic talent and work put forth by Jansen Estacio, CT and his co-workers has been a wonderful display of creativity and team work under his guidance.

