

## PERSONNEL REQUIREMENTS

<b>Position</b>	<b>Minimum Education</b>	<b>Minimum Experience</b>	<b>Minimum Competence</b>
Medical director	Medical degree	<ul style="list-style-type: none"> <li>• 12 mo providing care to dialysis patients</li> </ul>	Board certified internal medicine, nephrology or pediatrics
Nurse manager	Nursing degree (RN)	<ul style="list-style-type: none"> <li>• 12 mo experience in clinical nursing</li> <li>• 6 additional mo in dialysis</li> </ul>	Registration by State
Self-care & home dialysis training nurse	Nursing degree (RN)	<ul style="list-style-type: none"> <li>• 12 mo nursing experience</li> <li>• 3 additional mo in specific modality</li> </ul>	Registration by State
Charge nurse	Nursing degree (RN, LPN/LVN)	<ul style="list-style-type: none"> <li>• 9 mo nursing experience</li> <li>• 3 additional mo in dialysis</li> </ul>	Registration or licensure by State
Staff nurse	Nursing degree (RN, LPN/LVN)	<ul style="list-style-type: none"> <li>• No experience required</li> </ul>	Registration or licensure by State
Social worker	<p>Masters degree in social work</p> <p>or</p> <p>Qualified under the grand-father clause</p>	<ul style="list-style-type: none"> <li>• No experience required for masters prepared social worker</li> <li>• 2 yrs social work experience, of which 1 yr in dialysis or transplant prior to 9/1/76 &amp; consultation with masters prepared social worker</li> </ul>	Licensure or certification by State if required by State
Patient care dialysis technician	High school diploma Complete training program approved by medical director under direction of RN	<ul style="list-style-type: none"> <li>• None required</li> </ul>	Certified by CMS-approved State or national certifying agency
Water treatment technician	Complete training program approved by medical director and governing body	<ul style="list-style-type: none"> <li>• None required</li> </ul>	No certification or licensure required
Reuse technician	Complete training program with specified curriculum	<ul style="list-style-type: none"> <li>• None required</li> </ul>	Successful completion of the training course certified by medical director or designee

## Correlation Grid for Patient Assessment and Plan of Care

Patient Assessment	Plan of Care
Current health status (V502) Appropriateness of dialysis prescription (V503) Lab profile (V505) Medication/immunization history (V506)	Incorporated into all POC tags, including achieve adequate clearance (V544)
BP/fluid management needs (V504)	Manage volume status (V543)
Assess anemia (V507)	Manage anemia (V547) Home patient ESA (V548) ESA response (V549)
Assess renal bone disease (V508)	Manage mineral metabolism (V546)
Nutritional status (V509)	Effective nutritional status (V545)
Psychosocial needs (V510) Evaluate family support (V514)	Psychosocial counseling/referrals/assessment tool (V552)
Access type/maintenance (V511)	VA monitor/referral (V550) Monitor/prevent failure (V551)
Evaluate for self/home care (V512)	Home dialysis plan (V553)
Transplantation referral (V513)	Transplantation status: plan, or why not (V554)
Evaluate current physical activity level & voc/physical rehab (V515)	Rehab status addressed (V555)