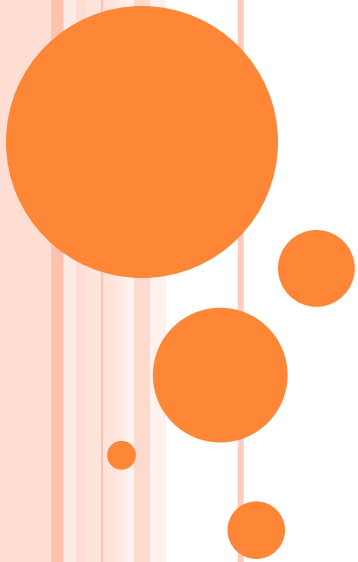


# **CLINICAL NURSE EDUCATORS IN THE HAEMODIALYSIS UNIT- 20 YEARS ON**

**Betty McManus, Anne Hamilton,  
Belfast HSC Trust N. Ireland  
September 2018**



# BACKGROUND

- We are celebrating 20 years of our job role as clinical nurse educators
- Celebrating 50 years of dialysis and transplantation in Northern Ireland



# NEW POST



- In 1998 the unit was expanding from 20 to 40 stations
- The managers recognised the need for training and educating of staff
- Sole purpose of education

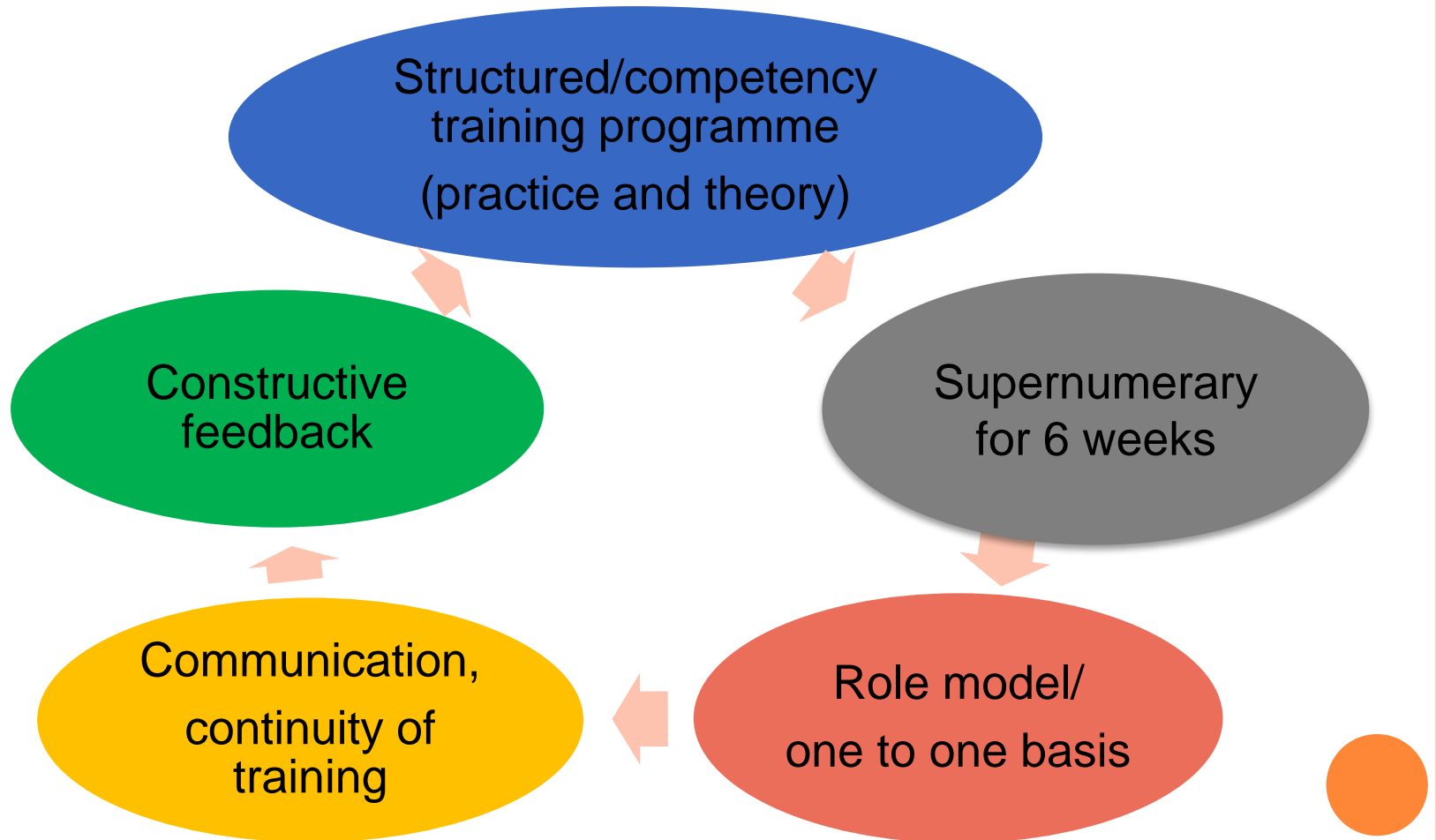


# OUR OWN EDUCATION NEEDS

Completed Teaching and Assessing course in clinical practice



# CURRENT TRAINING PROGRAMME



# STRUCTURED 6 WEEK TRAINING PROGRAMME

- Induction booklet: mandatory training  
labs/passwords/online documentation
- Competency based booklet
- Transplantation
- General nephrology
- Theatres
- Renal access coordinator
- Clinics
- Home therapies



## ADVANTAGES OF OUR JOB ROLE

- Identify early problems in training
- Capability
- Patient safety
- Alleviates stress for staff in a busy unit
- Assurances for managers as staff are signed off as competent



# STRUCTURED TRAINING PROGRAMME

## **Practical**

- Full clinical assessment
- Initiating dialysis
- Discontinuing dialysis
- Complications of dialysis
- Troubleshooting





# STRUCTURED TRAINING PROGRAMME

## **Practical**

- Full clinical assessment
- Initiating dialysis
- Discontinuing dialysis
- Complications of dialysis
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## **Theory**

- Functions of the kidney
- Blood levels
- Renal diet and fluids
- Infection control measures
- Renal drugs



# HEALTH CARE ASSISTANTS

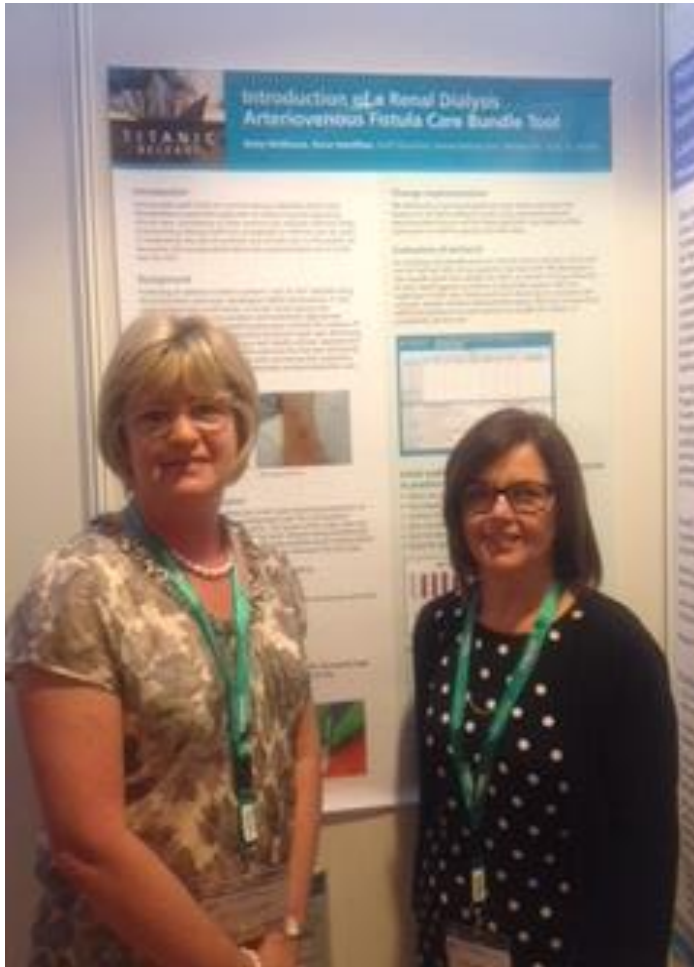
- Competency based programme tailored for their role
  - 6 weeks supernumerary
  - 1 day theory
- Assessors for vocational qualifications



**5008**



# QUALITY AND SAFETY



- Reviewing and writing new policies
- Audit tools
- Mandatory training database
- Blood competencies 3 yearly
- Annual practical dialysis assessments



## ADDITIONAL TRAINING AND SUPPORT

- Annual 3 day introduction to renal nursing course
- Renal nursing forum twice yearly
- Monthly teaching sessions
- Advanced haemodialysis skills booklet
- Work with staff returning from maternity leave and long term sick leave





Queen's University  
Belfast



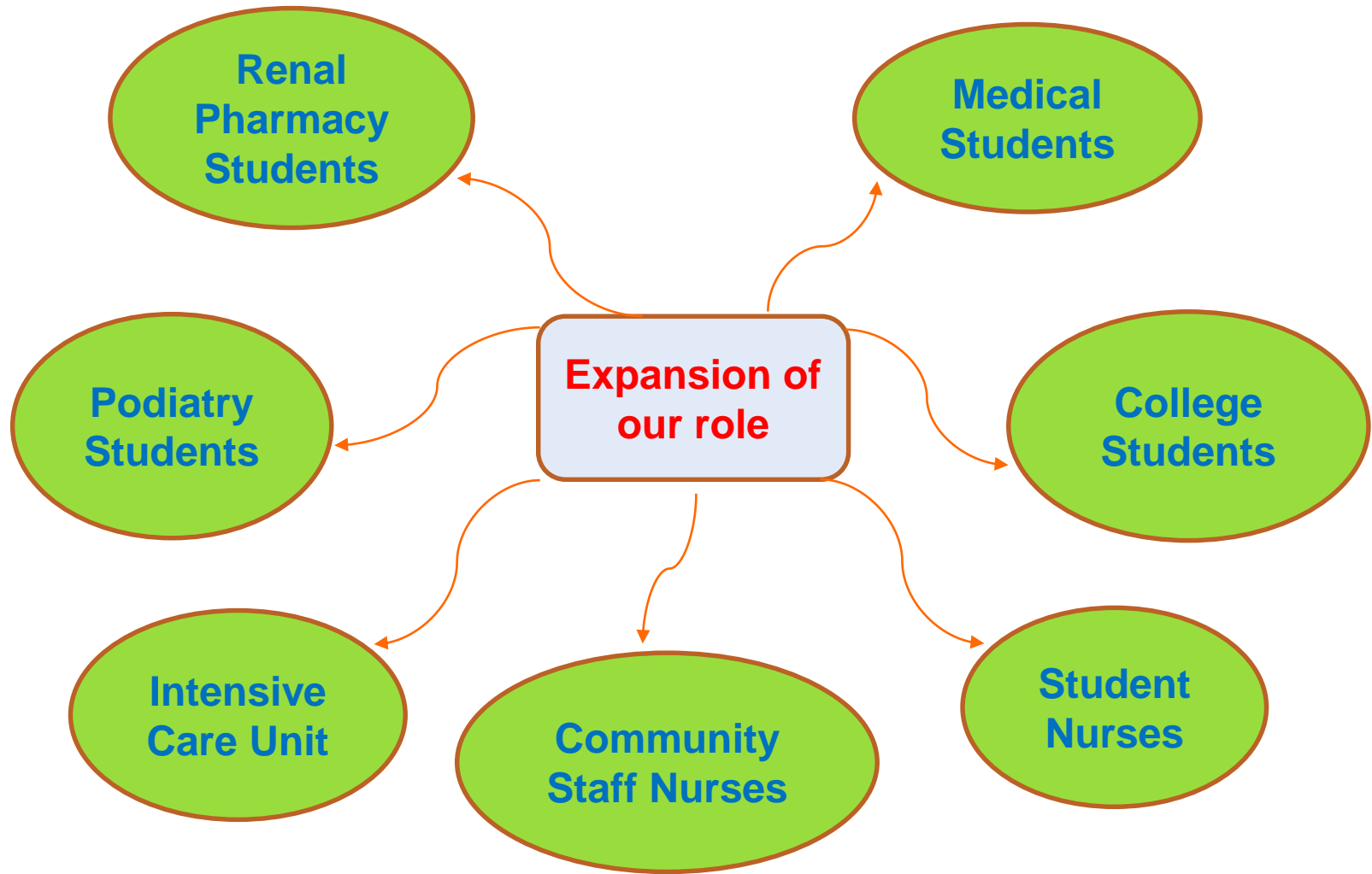
Teach on Queens University renal course



**Expansion of  
our role**



# EXPANSION OF ROLE



# JOB SHARE



- We work well as a team due to our compatible personalities
- Job share has maintained enthusiasm and creativity





# FEEDBACK FROM STAFF AND MULTIDISCIPLINARY TEAM

“Really  
amazing what  
you do”

“Dedication  
Knowledge  
Time  
Expertise”

“Informative  
and relevant”

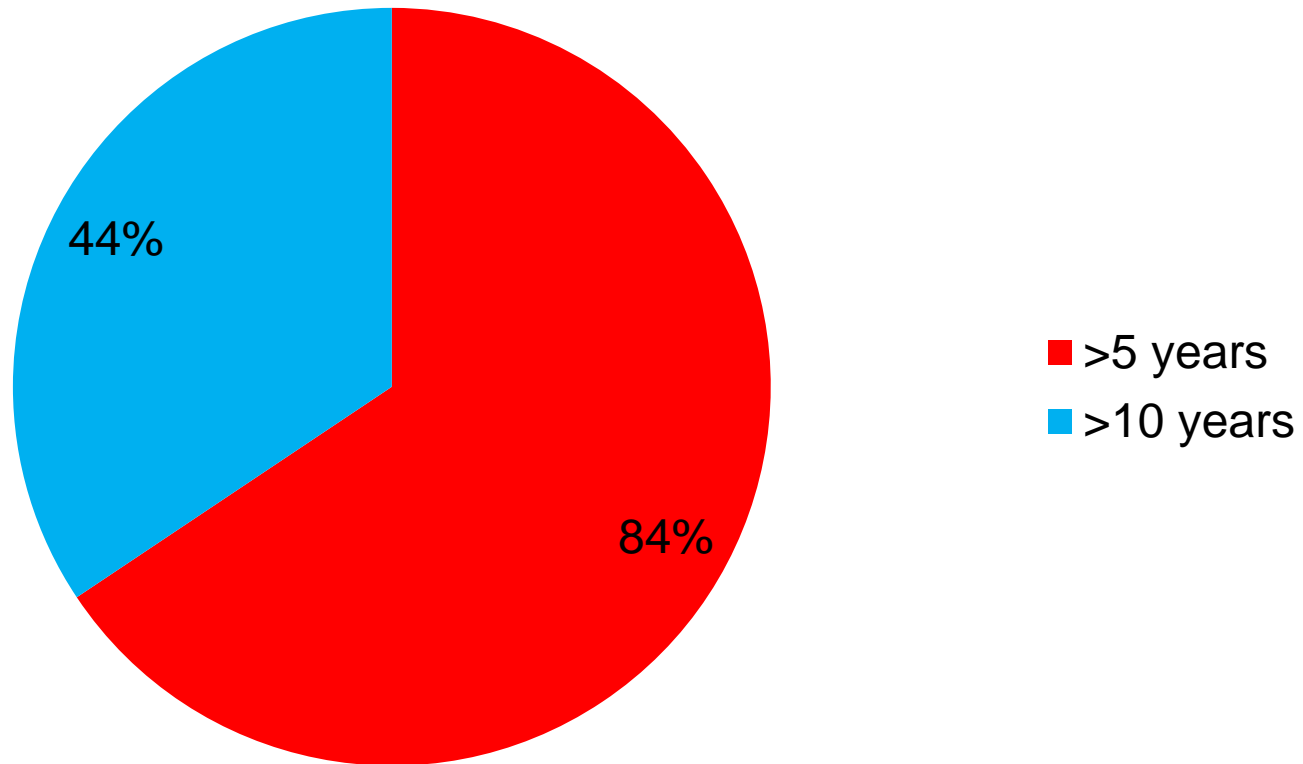
“Made  
training a lot  
more  
enjoyable”

“Help and  
support”



# RETENTION OF STAFF

**staff**



## CONCLUSION

- We have matured in our post and have gained confidence to challenge, question and recognise the needs of staff
- Because every member of staff is trained by us we have built up a trusting and supporting relationship with them which has been reinforced by positive feedback



Investment of a good training programme and continued education is vital for recruitment and retention of staff

