



Benefits of an accredited renal care training programme for nurses

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Introduction

Daily responsibility for patient care in a healthcare setting primarily lies within the **responsibility of the nursing team.**

Modern nurses are highly trained professionals and can work in a wide variety of areas.

However, to work with renal patients **in Portugal, any registered nurse must undergo an additional three months training period.**

Objectives



- To ensure adequate **initial nurse training** by a structured Renal Care for Nurses Programme (RCNP) **accredited by an independent international organisation.**
- To employ **qualified nursing professionals** who are able to work in any renal care facility and provide the best possible patient care.

Methods

Accreditation of our 420 hour training programme
(theoretical and practical)

2 year period
(Sep-14 to Sep-16)

30 training programmes

12,600 training hours

> 15 clinics involved

Training Certificate

Training Course on Renal Care for Nurses
(Estágio de Enfermagem em Hemodiálise)



NephroCare

Fresenius Medical Care Portugal/NephroCare Portugal certify that

Nurses received

successfully completed the course

Training Course on Renal Care for Nurses

an accredited

performed at NephroCare

from to , with 420 hours of duration.

training

Fernando Tarrafa
Human Resources Director
Fresenius Medical Care Portugal

João Edzedeiro Matos
Country Nursing Care Director
and Course Responsible
Fresenius Medical Care Portugal

certificate

Accredited by



Results



**Excellent
opportunity for
improvement**



**Motivational
boost for nursing
team**



**Signal of
confidence to
stakeholders**



**Raising quality
standards for
nursing care**

Results



Excellent opportunity for improvement (1)

Applying for the EDTNA accreditation led us to do a **deep analysis** of ourselves...

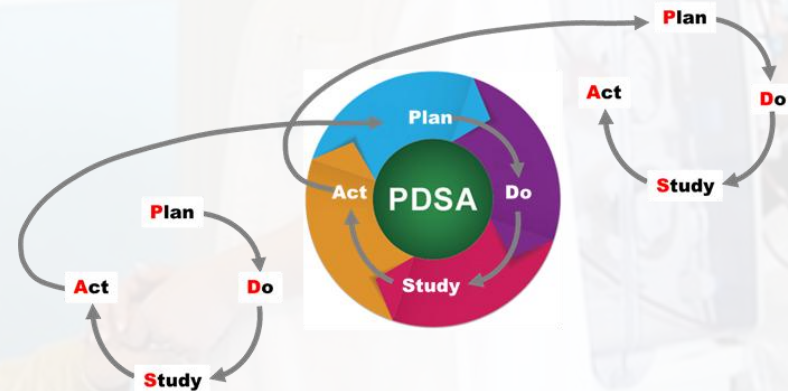
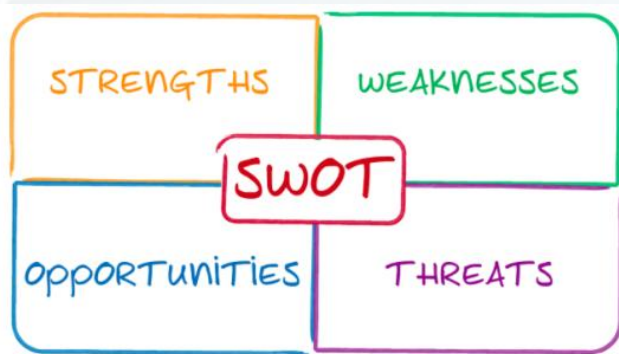


Results



Excellent opportunity for improvement (2)

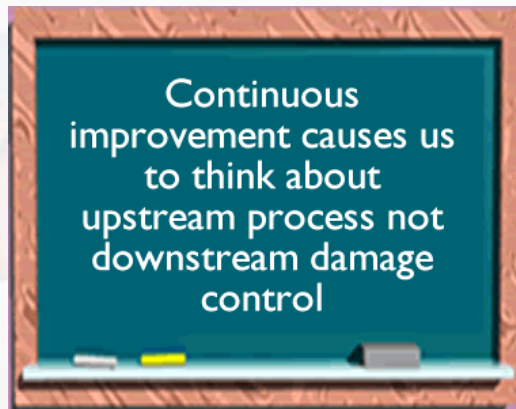
... and gave us the chance to **identify strengths and weaknesses** in our training process and to **enhance** them...





Excellent opportunity for improvement (3)

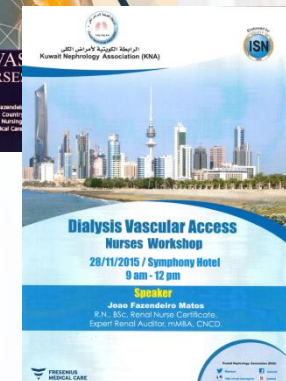
... and keep looking for **continuous improvement opportunities**.





Motivational boost for nursing team (1)

- ✔ Standard knowledge and practices allow **interchangeability of workers** between clinics within the country and also abroad
- ✔ Nurses feel “**proud**” to be part of the faculty of an accredited course
- ✔ Staff **development opportunities** are encouraged to always keep nurses’ knowledge updated
- ✔ Closer **teaching support collaboration** with universities and colleagues from the Middle East.





Motivational boost for nursing team (2)

Increased commitment to research. Investment in studies of **everyday clinical practice** shared with the community at International Conferences such as EDTNA.

Krakow 2017 Poland		Valencia 2016 Spain		Dresden 2015 Germany		Riga 2014 Latvia	

State-of-the-art knowledge put into practice with the ultimate goal of improving the quality of care provided to patients.



Signal of confidence to stakeholders

The **recognition of the standard and quality of the education** that we provide by an **International independent organization** contributes to increase **confidence** of

- ▶ Healthcare authorities
- ▶ Patients
- ▶ Nurses

in the excellency of our organisation.



Results



Raising quality standards for nursing care

Accredited Nurses demonstrate in their daily work that they are very well prepared to deliver **high quality care** and are often preferred by employers.

Our experience since 2014 contributed to insist on accreditation in the nursing field.

As from 2016 the Portuguese Nurses Association produced a **Good Practices Manual** that started to **consider accredited training as a requirement.**





Student feedback

*"A well-structured and organized course, valued in my point of view by the existence of **theoretical-practical training** and **progressive involvement in the practical component**, thus allowing me to take on the role of Nurse in the Dialysis Unit in its true sense and function."*

*"The training objectives were achieved with the help of all the **multidisciplinary team** that facilitated the integration and were always available for clarification of doubts, in general the assessment of the course was positive, **a great learning moment.**"*

"An important training in my professional career, having to thank all the professionals who gave me help at that moment."

Conclusions



With a standardised training programme our nurses can provide a **consistent level of high-quality patient care, reducing background asymmetries and risks** associated with different practices.

Being part of the faculty of an accredited programme for the initial training of renal nurses seems to **increase motivation** and commitment of its members, while helping to **keep their knowledge up to date.**

Conclusions

The programme contributes to fulfilling our **commitment to quality** and promoting the satisfaction of our stakeholders, i.e. patients, employees, shareholders, and the community



FRESENIUS MEDICAL CARE
OUR COMMITMENT

Region EMEA Policy: In the centre of all our efforts is the health and welfare of the human being.

This guiding principle shall be realised by the excellent quality of our products, the uncompromised reliability of our services, environmentally sound operations, appropriate financial yields and by maintaining the confidence, loyalty and satisfaction of all our stakeholders.

Consequently, we acknowledge our responsibility for:

- THE PATIENTS**
- OUR EMPLOYEES**
- OUR SHAREHOLDERS**
- THE COMMUNITY**

In order to implement this strategic direction we define four corresponding essential objectives.

The transfer of these objectives into practice is facilitated by the implementation, maintenance and continual improvement of an Integrated Management System. This IMS platform is based upon process orientation and risk control along the entire value chain and combines quality, environmental and risk management system requirements.

FOR THE PATIENTS
Our objective is to improve the quality of life and increase the dependency of patients on our products and services with:
- excellent design
- reliable quality
- superior performance and uncompromised safety

FOR OUR EMPLOYEES
Our objective is to attract and best reward, motivate and empower employees for the company by:
- providing attractive work places
- providing safe working conditions and promoting their professional development

FOR OUR SHAREHOLDERS
Our objective is to ensure the continuous development of the company by:
- creating attractive returns and
- ensuring financial risks

FOR THE COMMUNITY
Our objective is to act as a social responsible and to protect the environment by:
- preventing pollution
- enhancing our environmental performance
- complying with safety, chemical, and legal requirements and
- executing the company compliance program

Signatures of various Fresenius Medical Care executives are listed at the bottom.

And that's why we did it again!



**Thank You
Very Much
for Your
Attention!**

