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Nephrology Nursing

ANNA

American Nephrology Nurses' Association
www.annanurse.org

• **make a difference** • advocacy • mentoring
• long-term relationships • compassionate care •
higher level of practice • **professional growth**
• recruitment and retention • collaboration • rich with
opportunity • **networking** • ongoing challenges
• professional commitment • **nursing leaders**
• make a difference • diversity • save lives daily •
rewarding and challenging • **advocacy** • long-
term relationships • compassionate care • continuity
• **fulfilling career** • collaboration • professional
goals • certification • ANNA • autonomy • professional
growth • diverse career paths • save lives • **make**
a difference • collaboration • **holistic care**
• long-term relationships • high-tech • professional
growth • compassionate care • continuity •
support system • **mentoring** • collaboration •
diverse • saving lives • collaboration • mentoring
• **challenges and rewards** • long-term
relationships • compassionate care • continuity of care
• bonding with patients and families • professional
resources • **leadership opportunities** •
diverse • save lives daily • long-term relationships
• compassionate care • bonding with patients and

The American Nephrology Nurses' Association

www.annanurse.org

ANNA

Mission Statement

*ANNA will advance nephrology nursing practice
and positively influence outcomes for patients with kidney or other
disease processes requiring replacement therapies through
advocacy, scholarship, and excellence.*

Your career is your choice...

ANNA is here to help.

Nephrology Nursing is a dynamic, diverse, and holistic practice. For more than three decades, the specialty has grown in scope and numbers.

Nephrology nurses use the nursing process to care for patients of all ages who are experiencing, or are at risk for, kidney disease.

The broad scope of nephrology nursing practice is what makes the specialty both challenging and rewarding.

ANNA's mission is to advance the nephrology nursing specialty and to nurture every ANNA member. We achieve these goals by providing the highest quality educational products, programs, and services. Our members are leaders who advocate for patients, mentor each other, and lobby legislators, all to inspire excellence.



You're in great company.

"The teamwork, the sense of family and camaraderie that can occur among dialysis caregivers is phenomenally strong. I have seen this spirit over and over again."

Sybil V. Tomlinson, Regional Quality Manager
Birmingham, AL

"Nephrology nursing is so diversified. You can choose from a variety of practice settings and roles; each has unique rewards and challenges."

Jenny Bell, Transplant Coordinator
Scottsdale, AZ

"What I find most exciting and interesting about the specialty is that we are truly dealing with every organ system. Nephrology nurses must be able to understand and recognize the pathophysiology of many diseases."

Anne E. Harty, Nurse Practitioner, Nephrology
Omaha, NE

"Nephrology nurses save lives every day. That says it all."

Caroline Counts, ANNA President, 2003-04
Charleston, SC



If you are a . . .

- ◆ Nursing student eager for a challenging and rewarding career
- ◆ Medical-surgical nurse who enjoys specialized patient care
- ◆ Nurse in another practice setting looking for a change

. . . nephrology nursing is perfect for you.

Nephrology Nursing Practice

Definition. Nephrology nursing involves both preventing disease and assessing the health needs of patients and families.

Care spans the life cycle and involves patients who are experiencing the real or threatened impact of acute or chronic kidney failure. These patients need well-educated, highly skilled, motivated registered nurses.

Technological and educational advances make it a dynamic field, rich with a wide variety of career opportunities for a new graduate or an experienced practitioner.

History. Nephrology has been recognized as a specialty for over 35 years. In 1973, treatment for end stage kidney disease by hemodialysis, peritoneal dialysis, or transplantation was funded by the federal government and became more readily available.

Since then, the role of the nephrology nurse has greatly expanded and practice boundaries broadened.

Knowledge Base. Nephrology nursing practice requires a common knowledge base to care for pediatric, adult, and geriatric patients with kidney disease.

To provide optimum care tailored to each patient's needs, specialized areas of nephrology nursing have evolved, along with nurses' knowledge and skills.

These skills primarily relate to modalities of therapy. These include:

- Hemodialysis
- Peritoneal dialysis
- Transplantation
- Continuous renal replacement therapy
- Conservative management
- Other extracorporeal therapies

Nephrology nursing practice overlaps the boundaries of other specialty areas. For example, transplant nurses now care for patients who receive multi-organ transplants. This diversity is one of the most appealing aspects to practitioners.

Unique to this specialty is the **variety** of practice settings and roles.

Evolving and Expanding Roles

Nurses practicing in all areas of nephrology find exceptional opportunities and rewards.

Constant improvements in technology, new and superior medications, and advances in patient care challenge the mind. New career paths open continuously. Learning never ends.

Roles of the Nephrology Nurse

- Staff nurse, hospital or outpatient settings
- Hemodialysis/peritoneal dialysis nurse
- Nurse manager
- Transplant coordinator
- Organ recovery coordinator
- Office nurse
- Nurse practitioner
- Clinical nurse specialist
- Pharmaceutical representative
- Nurse researcher
- Quality management
- Nurse educator
- Corporate/sales
- State or federal surveyor

Opportunities

Nephrology nursing positions are available in dialysis clinics, hospitals, physician practices, transplant programs, and many other settings.

Standards of Practice

Practice is guided by the **ANNA Standards and Guidelines of Clinical Practice** and **ANNA Scope and Standards of Advanced Practice in Nephrology Nursing** (www.annanurse.org, "Publications").

Resources

Sources of knowledge to support the wide variety of nephrology nursing roles are found in many ANNA publications including the **Core Curriculum for Nephrology Nursing** and **Contemporary Nephrology Nursing**.

Certification

Certification in nephrology nursing recognizes an individual's expertise in the specialty. Certification can be achieved through the Nephrology Nursing Certification Commission (www.nncc-exam.org).





Patient Data

- Approximately 20 million Americans have kidney disease.
- More men than women, more elderly than young, and more African Americans and Hispanics than Caucasians develop chronic kidney disease.
- The direct economic cost for treating kidney failure is at least \$20 billion a year in the U.S.
- The number of people diagnosed with kidney failure has doubled each decade for the last 2 decades and will likely continue to do so.

(Sources: National Kidney Disease Education Program, American Nephrology Nurses' Association)

Incidence

People of all ages, socioeconomic groups, and races may develop some form of kidney disease. When this progresses and $\geq 85\%$ of kidney function is lost, it is known as end stage renal disease (ESRD). In these patients, the kidneys are no longer removing waste products of metabolism and excess fluids, balancing electrolytes, or regulating hormones.

When patients reach ESRD, they must receive replacement therapy either in the form of dialysis or kidney transplant in order to survive.

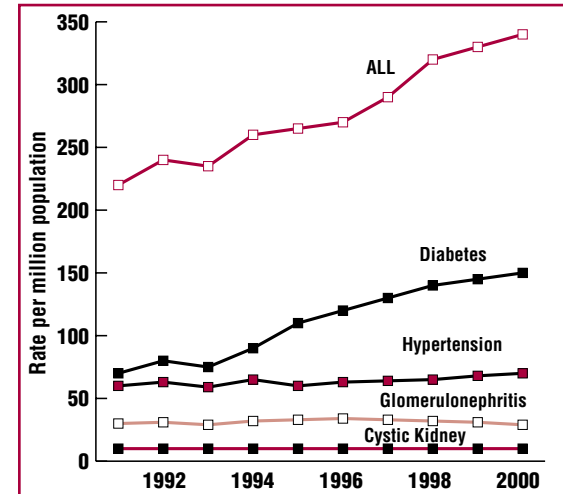
At the end of 2000, over 450,000 patients were being treated for ESRD and 96,000 new patients started kidney replacement therapy that year. (Source: United States Renal Data System 2002 Annual Data Report.)

Most patients receiving renal replacement therapy undergo dialysis. While kidney transplant is a treatment option for many ESRD patients, unfortunately, the need for donor organs exceeds the supply and results in long waiting times for those who do not have a living donor.

Medicare Coverage

One of the most significant factors influencing the growth of nephrology nursing was the 1973 extension of Medicare to cover treatment of kidney failure. This helps pay the costs for dialysis or transplantation, regardless of the patient's age.

Trends in Incident Rates by Primary Diagnosis



U.S. Renal Data System, USRDS 2002 Annual Data Report: Atlas of End-Stage Renal Disease in the U.S., National Institutes of Health, National Institute of Diabetes and Digestive and Kidney Diseases, Bethesda, MD, 2002.

Treatment often spans a lifetime, making nephrology nursing an art and science of holistic care.



Patients and Settings

Populations. The broad scope of nephrology nursing practice reflects the diverse and challenging patient groups nurses may encounter.

Patients include pediatric, adult, and geriatric individuals from a variety of ethnic groups. They have acute or chronic kidney failure, or are at risk for kidney disease.

Care may be extremely complex: patients may have cardiovascular disease, diabetes, hypertension, infectious disease, bone disease, or drug addiction. In addition, many face psychosocial issues. Patients learn to cope with these problems over time, especially with the help of an interested, knowledgeable, and compassionate health care team.

The nurse's role is to help patients manage their lives – succeed at school or work, socialize, maintain relationships, or try a new hobby – while effectively dealing with their health issues.

Practice Areas. Nephrology nursing practice occurs in primary, secondary, and tertiary care settings and in the home – wherever individuals experiencing or at risk for kidney disease receive health care.

Conservative Management. Not all patients with kidney disease require dialysis. Some diseases that affect the kidneys are treatable and potentially curable. In these cases, one of the nephrology nurse's primary roles is to educate patients about their diseases, prognoses, and treatments.

Inpatient Setting

- Patients often critically ill
- Fast-paced practice
- Challenging

Outpatient Setting

- Care of complex patients
- Nurse is integral member of a multidisciplinary team
- Long-term care of chronically ill patients
- Nurse is advocate, educator, consultant, direct caregiver
- Nurses can have a positive impact on the quality of patients' lives



There is a **wide variety** of career opportunities in every setting.



Treatment Modalities

Hemodialysis. Hemodialysis removes accumulated metabolic waste products from the blood using an artificial kidney. Hemodialysis is considered a life-sustaining treatment for acute and chronic kidney failure.

The hemodialysis nurse:

- Works within a standardized protocol.
- Uses a general knowledge base of medical-surgical, pediatric, geriatric, and psychiatric nursing.
- Cares for chronic kidney failure patients on a long-term basis.
- Functions as educator, direct caregiver, and coordinator.
- Must have technical knowledge of dialysis equipment and good communication skills.

Peritoneal Dialysis (PD). Like hemodialysis, PD removes metabolic waste from the blood. Primarily, a self-care option, PD patients manage their own treatment via a flexible, permanent, indwelling catheter. The peritoneum serves as the dialysis membrane. PD is used to treat both acute and chronic kidney failure.

The PD nurse:

- Performs physical assessments.
- Collaborates with the medical team

and the patient to manage clinical, nutritional, and psychosocial needs.

- Analyzes monthly laboratory tests.
- Teaches patient and family to perform PD at home.
- Must have good assessment skills to evaluate education needs and assess response to dialysis therapy.

Renal Transplant. Patients who meet the medical criteria may choose the option of kidney transplantation. With the new immunosuppressive medications, transplant is now a very successful therapy. The problem continues to be the shortage of available organs for those who do not have an acceptable living donor.

The transplant nurse:

- Has a varied and extensive role that requires continuous education and clinical training.
- May function as a staff nurse, transplant or organ recovery coordinator.
- Uses the nursing process to meet the unique needs of transplant recipients and living donors.
- Monitors patients for rejection, infection, and other complications.

Opportunities in Nephrology Nursing

Education. There are many options available for nurses pursuing a career in nephrology education. In the work setting, the educator is a valuable resource as a coach for new staff or for nurses in other disciplines. In the academic setting, educators may choose to teach basic nursing, master's, or doctoral level programs.

Management. Strong leaders and skilled communicators are ideal for the many management and administrative positions now available. Superior patient care skills are needed, and most settings prefer a BSN or advanced degree. The role is challenging, evolving, and exciting.

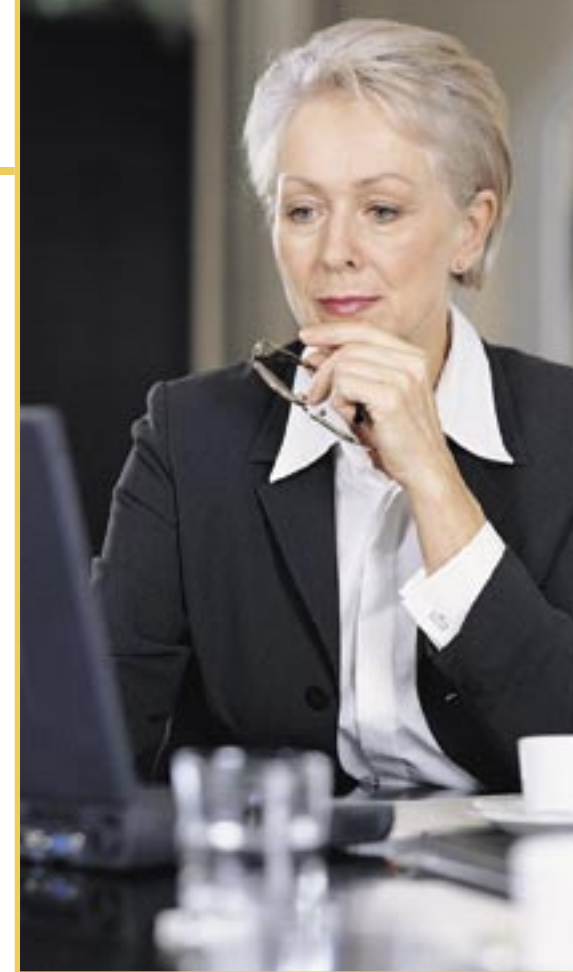
Research. A data-driven society and the goal of evidence-based quality care has broadened this area for nephrology nurses. To help improve nephrology treatments and support advances in practice, ANNA has joined other corporations to make funds available for nephrology nursing research.

Case Management. The nephrology nurse case manager oversees the quality, outcome, and cost of patient care. Patient advocacy and continuity of care are two vital components of this role.

Advanced Practice Nursing. Advanced practice nurses (APN) in nephrology include clinical nurse specialists (CNS) and nurse practitioners (NP). The APN provides care for patients along the continuum of kidney disease and in all treatment modalities. Both the CNS and NP roles are utilized in the inpatient and outpatient settings with the nurses working as clinicians, consultants, educators, and researchers.

Corporate/Government. There are many opportunities for the nephrology nurse seeking a change from traditional nursing roles. Corporate employers include national and international manufacturers and distributors of dialysis and related equipment, as well as pharmaceutical companies. In government settings, nurses may find work at the local, state, or federal levels.

Pediatric Nephrology. This is a growing subspecialty, with pediatric nephrology nurses practicing in all treatment modalities. Nurses in this area find tremendous fulfillment from working with children and their families.



ANNA members are **leaders** in the nephrology health care community.

Advancing the Practice of Nephrology Nursing

About ANNA

Since it was established as a nonprofit organization in 1969, the American Nephrology Nurses' Association (ANNA) has been serving members who span the nephrology nursing spectrum.

ANNA has a membership of over 11,000 registered nurses and other health care professionals at all levels of practice. Members work in such areas as conservative management, peritoneal dialysis, hemodialysis, continuous renal replacement therapies, transplantation, industry, and government/regulatory agencies.

Because ANNA offers programs to mentor newcomers and develop leaders, the association has been extremely successful in helping members attain their goals.

ANNA serves its members through a national structure separated into four regions. Within these regions are over 100 local chapters. The association also offers top quality education services, products, conferences, and programs. State-of-the-art technology provides networking opportunities and supports a vast array of member services and resources on the Web site, www.annanurse.org.

ANNA Member Benefits

- *Nephrology Nursing Journal*
- Nephrology nursing publications
- Numerous education programs
- Networking and mentoring
- Volunteer leadership opportunities
- Professional development
- Special Interest Groups (SIGs)
- Scholarships, grants, and awards
- Discounts for programs and publications
- Legislative representation
- Local chapters

Become an Active Member

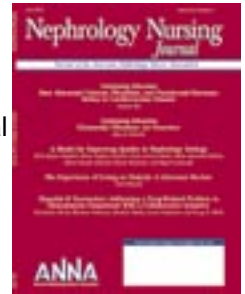
Any registered nurse licensed in the United States, Canada, or Mexico who is interested in the care of nephrology patients is eligible for active membership. Annual dues are listed in the membership application (insert, next page). International membership is available to registered nurses living outside of North America.

Educational Opportunities

Nephrology Nursing Journal (NNJ).

ANNA membership includes *NNJ*, the association's official publication. This bimonthly peer-reviewed journal contains original articles, research, special features, and editorials. *NNJ* presents the latest advances in practice and is an essential clinical and academic resource.

Members also receive *ANNA Update*, ANNA's bimonthly newsletter, and other special publications.



Programs. Education at all practice levels is offered annually through the **National Symposium** and the **Fall Meeting for Nephrology Nurse Managers, Advanced Practice Nurses, and Clinicians**. There are also legislative and leadership workshops; audio conferences; distance learning courses; and numerous chapter programs.

Networking. ANNA members identify networking within the association as one of their most valued benefits. ANNA keeps members connected through its publications, e-newsletter, Web site, and national/regional/local programs.

Two Easy Ways to Join ANNA

Complete the membership application.

Simply fill out the application attached below. Return by mail or fax.

Visit us online at www.annanurse.org.

Join ANNA online today. It's fast and easy!

OR

Questions? Call ANNA at (888) 600-2662 or (856) 256-2320. You may also e-mail us at anna@ajj.com

Thank you!

By reading this brochure and filling out the attached application, you have taken the first step to a fulfilling new career!

If the membership application is missing, you may obtain one on our Web site, www.annanurse.org, or call our toll free number at (888) 600-2662.

Nephrology Nursing **Discovered**

ANNA

Advocacy. Scholarship. Excellence.
www.annanurse.org

American Nephrology Nurses' Association
East Holly Avenue/Box 56
Pitman, New Jersey 08071-0056
(888) 600-2662, (856) 256-2320
Fax (856) 589-7463
E-mail: anna@ajj.com



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- continuity of care • bonding with patients and families • professional resources • **leadership opportunities** • diverse • save lives daily •