



South African Nursing Council

(Under the provisions of the Nursing Act, 2005)

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EXIT LEVEL OUTCOMES – POSTGRADUATE DIPLOMA IN NEPHROLOGY NURSING

TABLE 1: FOUNDATIONAL EXIT LEVEL OUTCOMES WITH ASSOCIATED ASSESSMENT CRITERIA

Exit level outcomes	Associated assessment criteria
<p>1. Practice within the ethical-legal parameters of the nursing profession, and resolve professional-ethical dilemmas by using decision-making and moral reasoning models.</p>	<p>1.1 Critical decision-making and moral reasoning models are used to guide clinical practice and resolve professional-ethical dilemmas within Nephrology nursing practice.</p> <p>1.2 The relevant latest legislation, policies, protocols, regulations, and guidelines regarding Nephrology health care nursing are applied in various healthcare settings.</p> <p>1.3 The professional ethical/ legal frameworks guide the practice of the Nephrology Nurse Specialist.</p> <p>1.4 Practice and facilitate advocacy in the patient's best interests.</p> <p>1.5 Ethical codes, professional accountability, responsibility, confidentiality and standards for practice of Nephrology nursing are interpreted and applied consistently and correctly.</p>
<p>2. Apply basic knowledge and principles of research methodology in the field of primary care nursing of Nephrology.</p>	<p>2.1 Academic writing skills are demonstrated in research reports.</p> <p>2.2 Research articles in the field of Nephrology nursing are appraised through the application of basic knowledge of research methodology.</p> <p>2.3 Qualitative, quantitative and mixed method research designs are accurately differentiated.</p> <p>2.4 Evidence-based practice of research findings are integrated for safe, effective and efficient practice.</p>

TABLE 2: CORE EXIT LEVEL OUTCOMES WITH ASSOCIATED ASSESSMENT CRITERIA

Exit level outcomes	Associated assessment criteria
<p>The Nephrology Nurse Specialist will:</p>	
<p>3. Demonstrate advanced knowledge of Nephrology care in a variety of clinical settings, to promote health outcomes.</p>	<p>3.1 Health outcomes are promoted through the demonstration of knowledge of inter-professional people-centred Nephrology nursing in a variety of settings.</p> <p>3.2 Epidemiological data pertaining to Nephrology nursing is interpreted and used to plan a community awareness programme/campaign.</p> <p>3.3 Legislation, policies and guidelines relevant to the care of nephrology patients are identified, debated and recommendations communicated to authorities.</p> <p>3.4 Strategies are identified to ensure that the human rights of nephrology patients are respected.</p> <p>3.5 Best available evidence is used to plan a healing environment for nephrology patients throughout the levels of healthcare.</p> <p>3.6 The influence of the social, political, cultural and economic developments within the country on the provision of Nephrology care is debated, and recommendations communicated to authorities, with the ultimate goal of improving primary care nursing.</p> <p>3.7 Suitable injury/ condition-specific assessment techniques are explored and debated to improve health outcomes for nephrology patients.</p> <p>3.8 Biomedical, pharmacology and psychosocial sciences are used to explain the interpretation of health assessment findings and management of conditions affecting nephrology patients.</p> <p>3.9 Subjective and objective assessments, results from investigations and laboratory results are interpreted and explained in order to make nursing diagnoses.</p> <p>3.10 Comprehensive individual, people-centred, inter-professional treatment plans are based on assessment findings and standardised national and contextually appropriate guidelines.</p>

	<p>3.11 Care priorities are established in relation to nephrology patients' problems and severity, with due consideration of system and practice challenges.</p> <p>3.12 The health status of the nephrology patient is continuously monitored, interpreted and actions are planned within an inter-professional team.</p> <p>3.13 The use and safety measures of technology in Nephrology nursing are explained and debated.</p> <p>3.14 Care pathways and the referral system are explored and debated.</p> <p>3.15 Legalistic and care standards are used to evaluate records of nephrology patients.</p> <p>3.16 Accuracy of data pertaining to Nephrology care is evaluated.</p>
<p>4. Render and coordinate comprehensive Nephrology nursing care to patients in a variety of healthcare settings, in order to promote health outcomes.</p>	<p>4.1 Health outcomes are promoted through the rendering and coordination of specialist Nephrology nursing in a variety of healthcare settings.</p> <p>4.2 Community awareness campaigns are based on epidemiological data pertaining to Nephrology care.</p> <p>4.3 The human rights of nephrology patients are respected.</p> <p>4.4 A healthy environment for nephrology patients that is based on best available evidence is created and sustained throughout all the levels of the healthcare service.</p> <p>4.5 Suitable injury/ condition-specific assessment techniques for a nephrology patient are demonstrated.</p> <p>4.6 Biomedical, pharmacology and psychosocial sciences are used to explain the interpretation of assessment findings that are age and culturally congruent.</p> <p>4.7 Subjective and objective assessment is performed competently, and is critically analysed/ interpreted.</p> <p>4.8 Clinical reasoning is demonstrated by considering social determinants of health and all relevant clinical findings in order to make a diagnosis.</p>

	<p>4.9 Comprehensive individual, people-centred treatment plans are executed and coordinated competently within a multi-sectoral team.</p> <p>4.10 Severity of a nephrology patient’s injury/ condition is calculated/ classified according to standardised tools, and optimal interventions are executed within the limitations of the system and practice.</p> <p>4.11 The health status of the nephrology patient is continuously monitored, interpreted and acted on within an inter-professional team.</p> <p>4.12 Technology is used appropriately and safely in ways that facilitate diagnosing and management of the nephrology patient.</p> <p>4.13 Principles of health dialogue are used to negotiate the treatment plan with the patient and family.</p> <p>4.14 Care pathways and the referral system are used appropriately and effectively.</p> <p>4.15 Nephrology nursing specialist care is documented according to care and legalistic standards.</p> <p>4.16 Nephrology data (statistics) are captured accurately and utilised to improve Nephrology nursing practice.</p>
<p>5. Apply scientific knowledge and principles of the systematic review and guideline development process, in order to evaluate and review the standard of guidelines used in Nephrology practice.</p>	<p>5.1 Current evidence-based guidelines used in Nephrology practice are evaluated and reported at predetermined times to improve health care.</p> <p>5.2 Academic and professional writing skills are demonstrated in reports and guidelines.</p> <p>5.3 Research questions are formulated according to the PICO and other formats.</p> <p>5.4 Evidence-based practice, theories or models on Nephrology care are critically appraised and best practice guidelines are adopted to improve health care service delivery.</p> <p>5.5 Databases are searched by using <i>Boolean</i> and other information search strategies.</p>

<p>6. Apply principles of evidence-based care to ensure quality in patient care and safety in Nephrology nursing care.</p>	<p>6.1 Quality of patient care and safety in Nephrology care settings are promoted by implementing evidence-based practice.</p> <p>6.2 Use systematic reviews to improve client experience and outcomes in Nephrology healthcare services.</p> <p>6.3 Quality audits aimed at improving patient services are performed at predetermined times.</p> <p>6.4 Critique, develop and implement clinical standards for nephrology patients.</p> <p>6.5 Patient outcomes in the Nephrology healthcare services, including quality patient care and safety, are continuously monitored.</p>
<p>7. Implement strategies to develop self and peers by promoting self-directedness through a process of precepting and mentoring.</p>	<p>7.1 Precepting and mentoring processes are applied to develop self and peers.</p> <p>7.2 Activities towards enhancing Continuous Professional Development (CPD) are evident.</p> <p>7.3 Thinking/ reasoning processes of self and others are developed through facilitation of learning.</p> <p>7.4 Learning theories are applied in own development and the development of others.</p> <p>7.5 A positive learning environment is created by supporting peers and novices.</p> <p>7.6 Academic networks are established and used to sustain personal development.</p>
<p>8. Manage Nephrology nursing services by implementing effective medico-legal norms, practices and standards within an inter-professional team.</p>	<p>8.1 Nephrology health services are managed according to medico-legal norms, practices and standards within an inter-professional team.</p> <p>8.2 Appropriate leadership styles are demonstrated within the Nephrology inter-professional team.</p> <p>8.3 Shared decision making opportunities regarding nephrology services are created and documented.</p> <p>8.4 Resources are mobilized and utilised to optimize Nephrology nursing.</p> <p>8.5 Benchmarks and best practices are accessed and used to develop indicators for quality and cost effectiveness in Nephrology nursing.</p> <p>8.6 Care pathways and referral systems are used optimally for patient care benefit.</p> <p>8.7 The activities of the inter-professional team within Nephrology nursing care are well coordinated.</p>

	8.8 Morbidity and mortality data of nephrology patients are used to guide decision making.
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