

Table of Contents

Assumption Statements & Legend	2
Competencies	
Pre-Transplantation	2
Perioperative	2
Post-Transplant Inpatient	2
Living Donation	3
Ethics	3
Professional Practice	3
Professional Development	3
Abbreviations	4

Clinical Transplant Nurse

Transplant professionals should function at least at the competent level due to the complexity of care.

- Competency refers to the nurses' ability to integrate and judiciously apply the required knowledge, skills, attitude, and judgment for performance in a designated role and setting.
- Nurses gain the competencies required to practice nursing through basic and continuing education, including formal and informal learning opportunities.

- Describes the organ allocation process for the various organs: wait times, urgency of need, life saving vs. non-life saving.
- Describes the important factors during a pre-transplant psychosocial assessment in regards to compliance and social support.
- Provides patient education.
- Collaborates with the transplant social worker, dietitian, pharmacist and transplant coordinator if educational barriers are identified.

Assumption Statements

This document outlines the core competencies for practitioners/nurses in the field of clinical transplantation.

These general practitioner/nurse competencies are broad in scope to acknowledge the diverse professional practices unique to each transplant center.

These competencies are meant to be applicable to both adult and pediatric age groups.

LEGEND

Competency Category

Competency Statement(s)

Specific core competencies of behaviors/tasks/responsibilities

- Subcategories of behaviors/tasks/responsibilities

The Clinical Transplant Nurse (CTN) maintains patient records, both donor and recipient, in compliance with the Health Insurance Portability and Accountability Act (HIPAA) regulations.

1. Pre-Transplant

The CTN demonstrates knowledge and the ability to care for the patient awaiting organ transplantation.

The CTN

- Identifies absolute and relative contraindications to transplantation.
- Communicates with the transplant team regarding test results of evaluation testing.
- Functions as a candidate advocate by applying knowledge of growth, development, educational and cultural background during interactions with the transplant team during rounds.
- Assesses candidate/family educational deficits regarding the transplant process.
- Understands the evaluation process.
- Identifies the waitlist criteria for various organs.

2. Perioperative

The CTN exhibits knowledge and ability to perform perioperative tests as directed and provides patient education regarding the transplant process.

The CTN

- Provides patient education in regards to perioperative procedures and post-surgical recovery.
- Participates in the transplant process according to the transplant center protocol.
- Obtains necessary results for pre-surgical testing.
- Assesses the need for and obtains specimens for cytotoxic crossmatch.
- Verbalizes understanding of orders.
- Collaborates with transplant team upon admission of patient.

3. Post-Transplant Inpatient

The CTN demonstrates knowledge of post-transplant management, including tests, medications, complications and discharge procedures.

The CTN

- Implements a clinical pathway for duration of hospital stay.
- Participates in discharge planning.
- Communicates test results to the transplant team.
- Implements changes to drug/treatment therapy as ordered by the transplant team.
- Assesses recipient's compliance with medications and plan of care; collaborates with the transplant team to attain and maintain compliance.
- Reinforces education and follow-up requirements necessary for successful outcome.
- Describes the various immunosuppressive regimens: steroid avoidance, steroid withdrawal, and triple drug.
- Understands the role of immunosuppressive therapy and how it relates to the transplant patient.
- Correctly initiates and documents teaching plan for transplant patients.

- Identifies and monitors for drug toxicity.
- Identifies and monitors for signs and symptoms transplant-related infections.
- Describes the different medications used for immunoprophylaxis and routes of administration.
- Educates recipient regarding methods of prevention and general precautions to decrease the risk of infections.
- Educates recipient and family members regarding care and responsibilities after transplant:
 - Vital signs, diet, activity, follow-up appointments, medication schedule and adherence to medical regimen.
 - Ensures that patient/family has an understanding of education provided.
 - Common pathogens.
- Identifies signs and symptoms of organ rejection.
- Identifies laboratory values to assess for signs of rejection in a kidney, pancreas, liver, intestine, heart, and lung transplant patient (i.e., K+, LFTs, amylase, BUN, Cr).
- Identifies physical findings and monitors for rejection in the kidney, pancreas, liver, intestine, heart and lung transplant patient (graft tenderness, increased temperature, flu-like symptoms, malaise, jaundice).
- Monitors efficacy of immunosuppression by evidence of drug levels.
- Participates in daily rounds with the transplant team.
- Collaborates with the transplant social worker, dietitian, pharmacist and transplant coordinator if educational barriers are identified.

4. Living Donation

The CTN demonstrates knowledge to care for the living donor for the evaluation and live organ donation.

The CTN

- Monitors signs and symptoms of organ-specific complications following living donation.
- Maintains confidentiality of living donors.
- Functions as a candidate advocate by applying knowledge of growth, development, educational and cultural background during interactions with the transplant team during rounds.
- Verbalizes understanding of orders.
- Implements clinical pathway for duration of hospital stay.
- Participates in discharge planning.
- Describes organ-specific, long-term outcomes.

5. Ethics

The CTN demonstrates knowledge regarding the ethical issues regarding donation and transplantation.

The CTN

- Describes ethical issues involved in living donation and the various types of deceased donors.
- Recognizes the key elements of informed consent.

6. Professional Practice

The CTN demonstrates understanding and the ability to assume responsibility for individual judgements to achieve the best outcome for the transplant candidate, recipient, family and living donor.

The CTN

- Maintains the highest standards of professional conduct.
- Protects the rights of patients and their families.
- Upholds patient rights for confidentiality.
- Adheres to the Standards for Privacy of Individually Identifiable Health Information.
- Reviews the literature according to evidence-based practice and implements into daily interventions.
- Participates in quality and performance improvement plans.
- Maintains current knowledge of, and complies with, institutional policies and procedures.
- Assures open and clear communication with patients, families and health care team members without bias or discrimination.
- Explains the importance of data management and how it is reported/interpreted for payors, governmental agencies and patients.
- Practices within scope of practice as defined by the state.
- Documents patient care accurately as mandated by federal/state/local agencies.

7. Professional Development

The CTN demonstrates proficiency and continual growth in the knowledge of transplantation.

The CTN

- Obtains and maintains Certified Clinical Transplant Nurse (CCTN) certification provided by the American Board for Transplant Certification (ABTC).
- Attends practice-related conferences.
- Examines current transplant-related research.
- Mentors/precepts new transplant nurses.

Abbreviations

ABTC	American Board for Transplant Certification
CCTN	Certified Clinical Transplant Nurse
CMS	Center for Medical and Medicaid Services
CTN	Clinical Transplant Nurse
HIPPA	Health Insurance Portability and Accountability Act
NATCO	NATCO , <i>The Organization for Transplant Professionals</i>
OPO	Organ Procurement Organization
OPTN	Organ Procurement and Transplant Network
UNOS	United Network for Organ Sharing

