



*The Rainier Beach clinic celebrating St. Patrick's Day in style!*

**NEED TO KNOW**

## Annual employee engagement survey is underway

We want to hear from you! Our annual employee survey launched on Monday and runs through April 4. The survey is a great opportunity to share feedback with Northwest Kidney Centers' leadership on what is going well and what could be improved. We heard you loud and clear in past surveys that you wanted your contributions to be recognized, and you wanted the organization to prioritize your well-being when making decisions. Thanks to your feedback, we implemented the following in FY25:

- Invested \$1 million in core salaries and wages
- Doubled funding for the Employee Scholarship and Tuition Assistance programs
- Created a pilot program that provides a pathway for foreign-trained nurses to move from DT to RN

Survey eligible employees (those who were employed on or before Dec. 31, 2024) should have received an email from Northwest Kidney Centers ([nwkidney@qemailserver.com](mailto:nwkidney@qemailserver.com)) with the subject line "NWKC Engagement Survey." The email contains a link to the survey that is unique to you so please do not forward the email to colleagues. If you do not receive an email or have questions about the survey, please contact the People team at [people@nwkidney.org](mailto:people@nwkidney.org).

The survey should take less than 15 minutes to complete and can be done on a computer or a mobile device. Teams with 100% participation will receive a special surprise! Have questions? Find answers to frequently asked questions on [K-NET](#).

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## Applications close 3/25 for our new DT to RN program

The deadline to apply for the Dialysis Technician to RN Sponsorship Pilot Program is coming up fast! If you're a DT with a foreign nursing degree or an RN interested in becoming a mentor, don't miss this chance to grow your career and support your peers.

The program launches later this spring and offers:

- Financial and educational support for DTs preparing for RN certification
- Leadership and mentorship experience for RNs
- A chance to help build the future of nursing at NKC! **Applications close March 25!** Learn more and apply now on [K-Net](#).

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## **The People Team launches Manager 101 series**

This month, we're launching a new training series to support newly hired and promoted people leaders. The goal is to ensure all new leaders can access tactical training within the first three months in their new role.

The curriculum includes an overview with Finance on budgeting, invoice processing and payroll; IT for Power BI reporting, Communications for strategic goals and the People Team for hiring processes, interview documentation, behavioral based interviewing, ADP reporting, performance reviews, employee relations and performance management, leaves & accommodations, and PAFs.

The training runs for three half-days. The summer cohort will start in May, with another session in September. If you are a people leader, all are welcome! Contact [people@nwkidney.org](mailto:people@nwkidney.org) with any questions or to sign up.

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## **NKC Policy Updates**

Watch this space! As we regularly review, revise or add Northwest Kidney Centers policies in the coming year, we'll share a list of the latest updates here each month, with links to each one in PolicyStat.

- [Employee Scholarship Program, HRP-E624](#)
- [Overtime, HRP-O539](#)
- [Separation of Employment, HRP-T519](#)
- [Helping Hand Fund, HRP-E567](#)
- [Facility Access and Visitation Policy, HRP-F593](#)
- [Progressive Discipline Policy](#)
- [Out-of-State/NKC Region Work Location Requirements policy](#)
- [Administrator on Call \(AOC\), ADM-A12079](#)
- [Attendance and Punctuality Policy](#)
- [Per Diem Employees, HRP-P526](#)
- [AVF/AVG Cannulation Skills Validation Form, ED-F1520](#)

- [Mobile Phone Device Policy](#)

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## **NKC Anniversaries**

## NKC Anniversaries March 8-March 21

37 YEARS

Mark Buster

26 YEARS

Marilou Rollolazo

22 YEARS

Beth Kempton

21 YEARS

Delia Pelismino

18 YEARS

Victor Ranjo

17 YEARS

Grace Young

15 YEARS

Florence Ruchert

7 YEARS

Jamyn Kye

6 YEARS

Nana Wireko  
Janine Mandap

5 YEARS

Lucy Castillo  
Rebecca Fox

4 YEARS

Andrew Page  
Autumn White  
Jennifer Gregory

3 YEARS

Kimberly Schulz  
Margielyn Abad  
Rhema Santos  
Svenja Gullikson  
Raul Borillo  
Marc Tiotangco

2 YEARS

Erica Lockley  
Kim Huynh

1 YEAR

Chloe Zawedde  
Eseta Sauni  
Raquel Salas Montes  
Benjamin Ladden  
Rhiannon Camara  
Lescia Myers

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## NICE TO KNOW

### Celebrating Social Work Month

Our social work team are the dedicated guides who help Northwest Kidney Centers patients navigate the challenges of dialysis and the road to transplant. Hear from social worker Amy Postel and NKC dialysis patient Adrian [here](#) as they share how support and advocacy make all the difference in a patient's journey.



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### Burien staff receives gift from a grateful patient

Burien patient Joe Fajardo-Martinez surprised Burien staff recently with a generous donation through our Grateful Patient program. A military veteran, Joe could have received dialysis at the VA hospital, but Joe said he chose to stay at Burien Kidney Center because he considers us family. According to his care team, Joe never misses his dialysis session and is a model patient. Thank you to the Burien care team for providing such exemplary care! If you have any questions about tribute or Grateful Patient gifts or would like to help a patient connect with us, please reach out to [Giving@nwkidney.org](mailto:Giving@nwkidney.org).



*The Burien care team with Joe as he presented his donation*

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### **Day in Olympia recap**

On Tuesday, March 18, a delegation of more than 30 Northwest Kidney Centers leaders, staff and volunteers traveled to Olympia to advocate for policies that directly affect kidney health and the well-being of the patients and communities we serve. Thank you to all the staff and volunteers that contributed their time and advocated for our patients. If you'd like to know more about our advocacy efforts or how you can help, please email [Communications@nwkidney.org](mailto:Communications@nwkidney.org).



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### **Former NKC patient and board member passes away**

We were saddened to learn of the passing of Col. James Manning, a beloved member of our community, a dialysis patient at our Federal Way East clinic, and a longtime NKC board member. A U.S. Army veteran, Col. Manning rose to the rank of colonel in the Army Reserves. His career spanned roles as a technical writer at Boeing, a teacher at Asa Mercer Junior High School in Seattle, and a salesman for IBM, before retiring from the Washington State Higher Education Coordinating Board.

After starting dialysis, he became a dedicated NKC volunteer, serving on our board for 12 years and advocating for dialysis patients in Washington, D.C. He also shared his story on behalf of patients at our 2017 Breakfast of Hope event. His kindness, passion, and unwavering spirit touched many. Our thoughts are with his family and friends.





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### **Lake City's Tara Scott receives the 2024 Network 16 Innovation Award**

Tara accepted her award at ESRD Network 16's annual Board/Patient Advisory Council meeting in Seattle on March 14. This award was given to Tara for her demonstration of commitment to innovation and patient-centered care. As a newer leader in 2024, she sought a way to increase patient engagement while improving key quality metrics. Her

approach gave patients ownership over their health and led to measurable improvements in clinic outcomes. Congratulations to Tara and the Lake City team!



*NKC staff support Tara Scott as she receives her award*

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### **Port Angeles team participate in job fair**

Shout out to PAKC Unit Coordinator Christy Bien and RN Emilia Askins for staffing the NKC booth at a job fair in Port Angeles last week! They spoke with dozens of job seekers about open roles and shared their passion for working at NKC. Many were surprised to learn dialysis technician positions don't require prior healthcare experience and that we offer thorough on-the-job training.

For candidates who weren't sure if the job would be a good fit, Christy encouraged them to tour our facility, observe a DT in action, and get their questions answered before applying. Having the PAKC team at the fair helped our recruiting team reach a wider geographic area

and gave job seekers on the peninsula a chance to hear firsthand from frontline staff who know the clinic and the community. Thank you to Christy and Emilia for volunteering your time!



*PAKC staff Christy Bien and Emilia Askins at the job fair*

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### **Nutrition and Fitness corner**

As we enter the last week of National Nutrition Month, celebrate the nearest dietitian. Registered Dietitians (RD) or often referred to as Registered Dietitian Nutritionists (RDN) teach us about healthy eating; they treat, manage, and help prevent chronic disease; and they encourage, cajole, and motivate us to live our best lives through healthy choices. Remember to give your local dietitian a big thank you for their excellent service.

**You can view all past issues on K-Net [here](#).**

Did you enjoy this issue of Staff Update?

