

Dialysis Technician Skills Proficiency Plan (Weeks 7–12)

The purpose of the Dialysis Technician (DT) Skills Proficiency Plan is to ensure a **safe, structured, and competency-based transition to independent patient care** after the completion of the didactic education and end of course exam. This plan outlines a structured and progressive increase in responsibility, beginning with supported independent care and advancing to full pod management.

During this phase, the DT works in partnership with an assigned preceptor, with preceptor oversight intentionally decreasing as competence, confidence, and clinical judgment are demonstrated.

Between **Weeks 7–12**, the DT transitions from managing the complete care of a single patient while working alongside a preceptor, to assuming full responsibility for all patients within a pod. Preceptor involvement shifts gradually from direct oversight and shared patient care to a supportive and supervisory role, ensuring patient safety while fostering DT confidence, competence, and clinical judgment.

This structured progression is essential to support consistency in training, uphold quality and safety standards, and promote successful transition to advance patient care responsibilities

Any deviation from the established training plan or reduction of the 12-week training period requires prior approval through the formal Training Deviation Request process. Requests for deviation must be reviewed by the Education Manager and approved based on policy requirements and supportive documentation.

Adherence to this plan ensures equitable training experiences across staff, supports regulatory and organizational standards, and protects both patient outcomes and DT readiness for independent practice.

Week 7: Introduction to Independent Care

- DT works **alongside a preceptor**
- Responsible for:
 - **Machine setup**
 - **End-to-end care of 1 patient**

Week 8: Expanding Patient Care

- DT sets up **all machines** in the pod
- Assumes complete care of:
 - **1st and 3rd patient** in the pod
- Preceptor oversees pod and supports as needed

Weeks 9–10: Building Toward Independence

- DT increases care responsibility to a **3:1 ratio**
- Preceptor remains responsible for:

- **1 patient**
- Overall pod supervision

Weeks 11–12: Full Pod Management

- DT assumes **full care responsibility** for all **4 patients**
- Preceptor shifts to a **support role**, assisting other staff and overseeing care

Tips for Manager Support

- Minimize the number of preceptors (Maximum of 2 for best learning experience)
- Ensure preceptors provide **real-time feedback**
- Monitor DT's **confidence and competence** during dedicated 1:1 weekly meeting
- Celebrate big and small wins daily/weekly to help build new hire confidence
- Adjust pace if needed to support safe, successful transition

Training Deviation

Any deviation from the established plan or reduction of the 12-week training period **requires prior approval** and must follow the steps outlined below.

Step 1: Clinical Director/Manager requests deviation

Step 2: Education Manager reviews the request

Step 3: Decision Rendered (based on Training Policy & Supportive Documentation)

Step 4: Final Decision emailed to requestor and Director, ACNO and CNO will be cc'd

Examples of supportive documentation may include resumes with detailed work history, prior training documentation, unencumbered licensure/certification.

Training Deviation Request