



# Certification UPDATE

Spring 2017

Keeping BONENT Members Informed

## Board of Directors Elections This Summer

The election of members of the BONENT Board of Directors is upon us once again. BONENT is seeking qualified candidates who wish to run for one available position on the BONENT Board.

### One Nurse's Position Requires:

- One year of managerial or administrative experience in a dialysis nursing area;
- Must be registered by BONENT as a Certified Hemodialysis Nurse [CHN], or a Certified Peritoneal Dialysis Nurse (CPDN);
- A minimum of three (3) years experience in Nephrology Nursing;
- Have a minimum of a baccalaureate degree from an accredited college or university.

### Are You Qualified?

If you are a CHN, or CPDN have served BONENT in the past, and wish to be considered for a position on the Board of Directors, you should ask yourself these questions:

- What do I feel I can contribute to BONENT?
- Do I have time and energy to be a working member of the Board, or will I end up being too busy to be of much assistance?
- Am I a team player?
- How do I handle work that is delegated to

me? Do I get it done promptly or do I procrastinate?

- Do I need a lot of encouragement and reminders to complete a task, or am I a self-starter (and finisher)?

### Who do you know that is qualified to be a board member?

Who is the ideal Board of Directors member? They are individuals who are willing to work towards promoting BONENT's mission of quality patient care through certification of caregivers. BONENT needs members who are willing and able to serve the organization and their profession with time and energy. All Board members are required to proctor two examinations per year, perform committee functions, participate in periodic conference calls, attend two annual board meetings, and delegated assignments.

**Application  
Deadline  
July 15, 2017**

**If you feel that you meet the qualifications and want to be placed on the ballot, please fax, e-mail, or mail the application (on page 3), a copy of your resume and a letter of your intent to the BONENT Executive Office by July 15, 2017.**

As always, we welcome your questions and requests for additional information. You may contact Peter Anas at the BONENT Executive Office by calling 202-463-1251 (ext 120), or via e-mail to [peter@bonent.org](mailto:peter@bonent.org).

## The states below require BONENT Regional Representatives.

Alabama	Montana
Alaska	Nebraska
Arkansas	Nevada
Colorado	New Hampshire
Connecticut	New Mexico
Delaware	North Carolina
District of Columbia	North Dakota
Hawaii	Oklahoma
Idaho	Oregon
Iowa	Rhode Island
Kansas	South Carolina
Louisiana	Utah
Maine	Vermont
Maryland	Virginia
Massachusetts	Washington
Minnesota	West Virginia
Missouri	Wyoming

## Interested in becoming a Regional Representative?

Visit [www.BONENT.org](http://www.BONENT.org) for qualification requirements and responsibilities. Contact BONENT Executive Director Peter Anas via email at [peter@BONENT.org](mailto:peter@BONENT.org)

## Dedication Deserves Recognition.

Order Your 10 Karat Lapel Pin Today!



Dedication to your profession. It's one of the reasons why you became BONENT-certified. Proudly display your certification status by wearing a beautifully crafted 10k gold lapel pin. Select from your area of certification (CHN, CHT, CHBT or CPDN) for only \$25. For an Order Form, visit [www.BONENT.org](http://www.BONENT.org) and click on Lapel Pins.



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## BOARD OF DIRECTORS

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## EXECUTIVE OFFICE

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## FROM THE PRESIDENT

### Should You be Concerned about Facility Staffing Ratios and Do the States take Patients into Account?

There has been a lot of debate throughout the year about what the proper staffing for an out-patient hemodialysis clinic should be. California's Senate Bill 349, called the Dialysis Patient Safety Act, has brought this to the forefront again.



RJ Picciano  
President

### California Nurses Union Supports New Senate Bill

The bill that is making its way through the California legislature would make the following staffing requirements mandatory

- At least one nurse must provide direct care for every eight patients. A nurse only counts toward this ratio if he/she has no other responsibilities other than direct patient care. A nurse manager or charge nurse does not count toward this ratio.
- At least one technician is providing direct care for every three patients. A technician only counts toward this ratio during periods in which the technician has no responsibilities other than direct care. Trainees and nurses included in the nurse ratio do not count toward this ratio.
- The bill would also require a minimum 45-minute transition time between patients.

This is being supported by the California Nurses Union and opposed by the California Dialysis Council (which is a group of dialysis providers in California). The CDC says that will be a financial hardship on dialysis clinics and will put smaller and less profitable clinics out of business. The California Nurses say that they are overworked and underappreciated.

### The Patient is What This Should all be About

All of us who work in dialysis know that we are expected to do more with less resources. We all know that our patients are sick and in need of more of our time. What gets lost in all of these discussions is the "patient". The Patient is what this should all be about.

If we have the time to give excellent care, time to talk with patients, time to educate them on a daily basis, they will have a better quality of life, be more involved with their care and most likely live longer. This will in the long run increase the clinic revenue.

If the dialysis staff is less stressed and more content, there will be a greater focus on patient care and safety. This will reduce legal costs and improve patient outcomes. If dialysis professionals are given the time to give excellent care, they will be more fulfilled in their career and less likely to leave. This will reduce clinic costs to constantly retrain. It will increase the quality of people we can retain.

At present, many clinics have more openings than they have applicants. They are so stressed that they hire people that they know do not have the personality to take care of dialysis patients. Let's admit it! Dialysis patients are difficult to take care of. With what they have lost (ability to support themselves, marriages, family, ability to take care of themselves, etc.), our patients have every right to be difficult. I applaud our patients that manage to persevere and have a full life. I don't know if I could.

A number of states have established staffing ratios, including Texas and Oregon. But, they still do not take in to account the needs of the patients.

### Let's Have a National Discussion on This Topic!

I am calling for a National discussion about appropriate dialysis staffing that would include all stakeholders, including American Nephrology Nurses Association (ANNA), National Association of Nephrology Technicians (NANT), Renal Physicians Association (RPA), Renal Administrators Association (RAA) and most importantly our patients!

# Dialysis Colleagues Learn from our 2017 Regional Seminars in Florida and California



## APPLICATION

### For Board of Directors

Applications must be postmarked by July 15, 2017

Please complete the form below and mail with a copy of your CV or resume to:

**BONENT Executive Office  
100 S. Washington St.  
Rockville, MD 20850**

Please type and attach a brief statement about why you would like to be a member of BONENT Board of Directors, and what qualities you feel you have which would benefit our members. Statement must not exceed 100 words.

Ballots are scheduled to be mailed to all BONENT members in July, with a return date of September 15, 2017. Candidates will be notified of election results by mid-September, and will assume their new position on the Board in October 2017.

Please Print

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone (work): \_\_\_\_\_ Phone (home): \_\_\_\_\_

E-mail: \_\_\_\_\_

BONENT Certification #: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Employer/Facility Name: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Supervisor/Director/Administrator: \_\_\_\_\_

Phone Number to verify employment: \_\_\_\_\_

# DIALYSIS

Nurses • Technicians • Bio Med

BONENT Members & Non Members:

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“

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*“Very informative and very well organized!”*

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*“I’ll bring my colleagues next year!”*

”

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