

Nephrology Social Worker (NSW-C) Competency Summary/Recommendation

Name		CNSW Membership #	
Date		Job Title	
State		State Lic/Cer #	
Reviewer/Title		Position	
Facility		How long have you know this applicant?	

Standard	Level of Proficiency (use criteria below for self-assessment and reviewer assessment)	Assessment Method	Comments
Specific knowledge, skill, and abilities required to perform nephrology social work at a level to qualify for designation as certification based on established criteria	0. Unknown / unable to assess (please comment) 1. Limited competency to perform w/supervision 2. Competent to perform independently 3. Competent to perform independently and able to assess competency of other nephrology social worker	1. Demonstration 2. Documentation 3. Discussion/verbalization 4. Presentation/In-Service	Reviewer is encouraged to make specific comments re the applicant's social work experience in and contribution to the field of Nephrology, ESRD and Kidney Transplant
Standard	Level of Proficiency	Assessment Method	Comment
Understanding Medicare Conditions for Coverage as applied to End Stage Renal Disease including transplant			
Understanding Medicare/UNOS regulations as applied to kidney transplantation			
Understand the basics of State Medicaid programs			
Conduct CMS-mandated Interdisciplinary Patient Assessment			
Ability to contribute effectively to CMS-mandated Interdisciplinary Care Planning			
Maintains CMS and state mandated documentation			
Proficiency in evaluating coping status based on developmental status			

Standard	Level of Proficiency	Assessment Method	Comment
Ability to assess depression and plan appropriate intervention			
Capacity to complete a suicide assessment and manage clinical risk			
Knowledge of mental health resources			
Capacity to establish good rapport with patients/families of all diverse backgrounds			
Capacity to work effectively with diverse cultures			
Ability to identify patient/family strengths and empower these strengths			
Proficiency in establishing treatment goals that are relevant to the patient/family needs			
Capacity to complete crisis assessment			
Effective crisis intervention			
Ability to conduct a mental status exam			
Capacity to formulate safety plan/legal referrals			
Capacity to assess and address grief issues specific to new diagnoses			
Proficiency to manage consents/MPOA/referral for assistance			
Proficiency with Advanced Directives			
Capacity to work effectively with end of life issues			
Proficiency referring patient/family for spiritual concerns			

Standard	Level of Proficiency	Assessment Method	Comment
Proficiency with effective conflict resolution			
Proficiency with staff/patient conflict management issues			
Proficiency addressing patient rights & responsibilities			
Capacity to uphold NASW Code of Ethics			
Capacity to understand basic renal diagnoses			
Capacity to recognize substance abuse in patients			
Capacity to make appropriate referrals for substance abuse care needs			
Demonstrates effective verbal and written communication skills			
Participation in CQI efforts			
Participation in nephrology social work continuing education			
Participation in nephrology social work professional efforts			
Participation in government efforts specific to care of ESRD patients/families			
If you work within the Dialysis Setting, please complete the following:			
Proficiency in completing and reporting KDQOL to patient and interdisciplinary team			
Ability to process and facilitate modality choices with patients, including transplant and home modalities			

If you work within the Transplant Setting, please complete the following:			
Understanding of Vocational Rehabilitation supports post transplant			
Proficiency in goal development and life planning post transplant			
Recommendation			
Recommend for Certified Nephrology Social Worker designation at this time			
Do not recommend for Certified Nephrology Social Worker designation at this time			
Additional Comments			
Reviewer Signature		Date	