



## Association for Radiologic & Imaging Nursing

### POSITION STATEMENT

#### Nursing Leadership and Performance Evaluation

#### **Introduction/Problem Statement**

Imaging nurses influence patient care in a variety of settings and nursing roles. Imaging nurses are involved in the assessment, care planning, and direct care of patients before, during, and after diagnostic and therapeutic imaging procedures. Imaging nurses promote high quality patient care in these environments.

Each radiologic and imaging nurse is charged with providing safe patient care according to the standards of nursing practice. The imaging nurse must have individualized skills, competencies, and performance assessed initially after unit orientation. An updated assessment is required on a yearly basis for critical and high risk skills and competencies. Other areas of performance may be assessed according to department policy.

The evaluator of the imaging nurse must possess in depth knowledge and the ability to determine accurately if the radiologic and imaging nurse's skills meet the required level of proficiency and standards of nursing practice.

#### **Rationale and Supporting Information**

Standards are a method whereby a profession clearly defines the focus of its activities and responsibilities for which its practitioners are accountable.

Standards of nursing practice are established through the nurse executive branch of each facility and based upon those standards set forth by the American Nurses Association and individual nursing specialty organizations, including the Association for Radiologic and Imaging Nursing.

For nursing, the *Scope and Standards of Practice* (American Nurses Association [ANA], 2012) and the *Radiology Nursing: Scope and Standards of Practice* (ANA, 2013) delineates the expectations of the professional role which all nurses must practice. The American Nurses Association's Standard for Performance Appraisal states that "The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations" (p. 36).

The Association for Radiologic and Imaging Nursing (ARIN) is the recognized professional specialty organization for radiology nurses. ARIN is the source for standards of nursing care in any imaging environment. These standards are found in the *Radiology Nursing: Scope and Standards of Practice* (ANA, 2013). *Radiology Nursing: Scope and Standards of Practice* (ANA, 2013) outlines specific roles and responsibilities for standards of professional performance as well as leadership.

Knowledge of standards of care and standards of professional practice assist the nurse in identifying and setting goals for professional growth within radiology and imaging nursing practice. The art of nursing encompasses standards of caring, compassion, commitment, and intuition. Each imaging nurse must individually develop these skills to promote the highest level of patient care.

The Joint Commission (2009) has set forth standards of care which include performance evaluation, establishment of policies and procedures for nurses, oversight authority in providing patient care, and improvement of patient outcomes.

The Joint Commission's standards of performance include the following:

- An individual's competence is assessed, demonstrated, and maintained.
- Individuals who assess competency are qualified to do so.
- Nurse executives establish standards of patient care and practice for nurses.
- Nurse executives and other RN staff writers (nursing standards of patient care, practice, and standards) to measure, assess, and improve patient outcomes.
- The nurse executive has final authority over those providing nursing care.

### **Recommendations**

The Association for Radiologic and Imaging Nursing believes that quality care for all patients is a primary responsibility of nurses. The radiologic and imaging nurse can only be evaluated by another radiologic and imaging registered nurse who holds a leadership role. This RN leader has the ability to determine if the imaging nurse's performance meets the standards of nursing care.

The radiologic and imaging nurse cannot be under the supervision or be evaluated by a technical staff member in any imaging environment. Such situations may create a conflict in the delivery of quality patient care.

The facility's standards of nursing practice should be readily available to each nurse. Each imaging department's nursing standards of practice should reflect both the American Nurses Association (2012) and the Association for Radiologic and Imaging Nursing (ANA, 2013) standards of clinical nursing practice.

### **References**

American Nurses Association. (2012). *Nursing: Scope and standards of practice*. (5th ed.). Silver Spring, MD: Author.

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Joint Commission. (2013). The Joint Commission's standards: DF.1-DF.4; PM.1-PM.4. 2013 comprehensive accreditation manual for hospitals: The official handbook (CAMH). Oakbrook Terrace, IL: Author.

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