Independent Order Writing: Jump in the Water’s Fine

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Objectives

- Identify and implement steps in achieving independent order writing for the RDN
- Available Resources of the Academy of Nutrition and Dietetics
- Professional implications of independent order writing and advancing the Scope of Practice for RDNs
Five Characteristics of a Profession

Quality of Leadership

Quality of Organization
Quality of Practice

Quality of Practice and Academy Resources

Quality of Outcomes

Quality of Outcomes

Independent Order Writing

- CMS Work Group at the Academy formed in May 2011
  - Kathleen Niedert, Nancy Collins, Anne Gallagher, Roberta Gershner, Sandra McNeil, Jessie Pavlinac, Brenda Richardson, Charity Simpkins, Karan Staten, Charlotte Thiessen, Cindy Wolfram
  - Final Ruling Published in May 12, 2014 Federal Register
  - Implementation July 11, 2014

Independent Order Writing in Hospitals

- Center for Medicare and Medicaid Services (CMS) date allows dietitians in acute care hospitals to write orders, without co-sign
  - oral diets, enteral and parenteral nutrition
  - Laboratory tests needed to write these orders

Independent Order Writing in Hospitals

* Not in conflict with state regulations and licensure laws
* Facility approval through privileging dietitians or through policy

Order Writing in Long Term Care

* July 16, 2015 Proposed Rule by CMS
  * Allow attending physicians to delegate prescribing resident diets to registered or licensed dietitians, including therapeutic diets, in accordance with state law.
  

* September 14, 2015 Academy comments on Long Term Care Regulations

Results of Survey of Oregon and Washington Facilities

* 19 Respondents as of 3/28/2016

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- oral diets
- oral nutrition supplements
- enteral nutrition
- parenteral nutrition
- labs necessary to make nutrition changes
- dietary supplements (e.g. oral vitamins, minerals)
- complex infant feedings

If YES what can they independently order without MD or other Licensed Independent Practitioner co-signature?

If you have independent order writing privileges have you seen any change in compensation for the dietitians?

Yes  No  NA - do not have privileges

Do you plan to obtain independent order writing?

Yes  No  NA - can write orders
Results of Survey of Oregon and Washington Facilities

When?
- Next 3 months
- Next 6 months
- Next year
- NA - we can write orders

OHSU Experience

- 573 bed: Adult (428 beds) and Pediatric (145 beds) Hospitals
- Oregon’s Only Academic Medical Center
- One of two Level I Trauma Centers in Oregon
- Solid Organ and Bone Marrow Transplants
Order Writing Timeline

- Fall 2014/Winter 2015
  - Met with key MDs
  - Tried without success to get on the Professional Board docket
  - Met with Medical Affairs
  - No Bandwidth for adding more staff to be privileging process

- Spring 2015
  - Policy Developed for Independent Order Writing – Nichole Choyce, Dietetic Intern, wrote policy and procedure drafts
  - New eMR order mode approved – “Per Independent Scope”

- June 4, 2015
  - OHSU Policy granting independent order writing was approved by the OHSU Professional Board

- October 2015
  - OHSU Clinical Nutrition procedure for determining competency accepted by OHSU Professional Board
Required Qualifications

- R D / L D

Standard New Hire Training Granted to Existing Personnel

Introductory Competency Achieved

Therapeutic Diet Orders and Routine Infant Feeding Orders

Nutritional Supplement Orders

Heights & Weights

Outpatient Referrals

Independent Study

One-Time Group Lecture

Moderate Competencies Achieved

Dietary Supplement Orders (nutrients, vitamins, minerals)

Enteral Feeding Orders and Complex Infant Feeding Orders

Nutrition-Related Labs

Mentorship by Clinical RD Specialist

Case Studies Completed

1 Year Relevant Experience

CSNS or other Specialty Certification

Advanced Competencies Achieved

Parenteral Nutrition Orders

OHSU Steps for Achievement of Dietitian Independent Order Writing Privileges

Classification Specifications were revised to include order writing in July 2015

Clinical Dietitian, Clinical Dietitian Specialist and Clinical Dietitian Coordinator were re-evaluated for appropriate compensation and new compensation presented in January 2016

Acceptance of new classification specifications and compensation approved by OHSU Human Resources and OHSU Union February 2016 with implementation March 14, 2016

Results of Survey of Oregon and Washington Facilities

If you have independent order writing privileges have you seen any change in compensation for the position?

- Yes
- No
- NA - do not have privileges

OHSU’s Experience

- Classification Specifications were revised to include order writing in July 2015
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**Scope of Practice**

- How do you know you are competent to do what you’ve been asked to do?
- Are you trying to change practice areas?
- Use the Scope of Practice Decision Tool to assess your competence

**Comprehensive Scope of Practice**

- **Academy Resources:**
  - Scope of Practice in Nutrition and Dietetics
  - Scope of Practice for the RD
  - Revised 2012 Standards of Practice (SOP) in Nutrition Care and Standards of Professional Performance (SOPP) for the RD
  - Scope of Practice Decision Tool
  - Definition of Terms

**Standards of Professional Performance (SOPP)**

- Behaviors related to the professional role of the Dietitian that are not part of the Nutrition Care Process
- Apply to all practice settings
- Cover the Six Domains of Professional Behavior
- Reflect the individual levels of training, responsibility, and accountability

**Standards of Practice (SOP)**

- Apply to RDs or RDNs in direct patient/client care
  - Based on the Nutrition Care Process
  - Nutrition Assessment
  - Nutrition Diagnosis
  - Nutrition Intervention/Plan of Care
  - Nutrition Monitoring and Evaluation
  - Reflect individual levels of training, responsibility, and accountability
Why Do We Need Standards?

- Standards Promote:
  - Safe, effective, and efficient food and nutrition services
  - Evidence-based practice
  - Improved health care and food and nutrition service-related outcomes
  - Continuous quality improvement
  - Dietetics research, innovation, and practice development

Standards

- Minimum levels of practice and performance
- Promote consistency in practice
- Reflect applicable federal laws and regulations
- Used to develop goals and focus continuing education efforts
- Provide common indicators for self-evaluation
- Basis for researchers to investigate relationships between dietetics practice and outcomes

SOP and SOPP

- Standards provide:
  - Minimum competent levels of practice and performance
  - Common indicators for self-evaluation
  - Activities for which RDs or RDNs and DTRs are accountable
  - A description of the role of nutrition and dietetics and the unique services that RDs or RDNs and DTRs offer
  - Guidance for policies and procedures, job descriptions, competence assessment tools and academic objectives for education programs

Language in SOP/SOPP Related to Order Writing

- Implement, initiate, or modify orders for diet or nutrition-related services (e.g., nutrition supplements, dietary supplements, food texture modifications for dentition or individual preferences, enteral and parenteral nutrition, nutrition-related laboratory tests and medications, and nutrition education and counseling)
- Services are consistent with specialized training where required, competence, approved clinical privileges for order writing, and organization policy
Career Development Guide Definitions

**Competent**
- Just obtained RDN status
- Starting in an employment situation as a professional
- Gains on the job skills as well as tailored continuing education to enhance proficiency and knowledge.

**Proficient**
- Three plus years beyond entry into the profession
- Obtained operational job performance skills and is successful in the chosen focus area of practice.

**Expert**
- Recognized within the profession and has mastered the highest degree of skill in or knowledge of a certain focus or generalized area of dietetics

**Advanced Practice**

- **Definition:**
  - The practitioner demonstrates a high level of skills, knowledge and behaviors.
  - The individual exhibits a set of characteristics that include leadership and vision and demonstrates effectiveness in planning, evaluating and communicating targeted outcomes.

**Expert**
- Manage, drive, and direct clinical care; conduct and collaborate in research
- Leadership roles in scholarly work; collaborate with the interdisciplinary health care team and other health care practitioners
- Lead the advancement of nephrology nutrition

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Scope of Practice in Nutrition and Dietetics

Scope of Practice Resources

Scope of Practice Decision Tool
- An online, interactive tool
- Permits the individual RD or RDN and DTR to answer a series of questions
- Determines if a particular activity is within his or her scope of practice
- Locate the Decision Tool at www.eatright.org/shop under Quality Management

Decision Tree

Let’s analyze activities that an individual RD or RDN or DTR use to verify his or her scope of practice!
Scope of Practice Resources

- Members: [www.eatright.org/scope](http://www.eatright.org/scope)
- Non-members: Health Professionals Web page
- Resources for Health Practitioners: [www.eatright.org/HealthProfessionals/content.aspx?id=6866](http://www.eatright.org/HealthProfessionals/content.aspx?id=6866)

Thank you!

Questions?