



SWOT Analysis of Nephrology Nursing in Israel

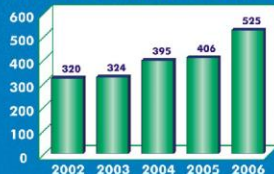
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An initiative of the Israeli Nephrology Nurses Association (INNA) to use the SWOT Analysis as a tool for:

- Improving the quality care of the Nephrology Patients
- Developing Human Resources

INNA: Number of Members Since 1995



Threats- changes in the external environment that might damage the organization's abilities and goals

- New technology might be very complicated and frightening to the Nephrology nursing team
- Budget constrictions might bring new members to the team who are not skilled enough
- The skilled nurses might leave the hospitals toward satellites units for better conditions (salary and workload)
- Legal claims against the Nephrology Nurses

INNA Focusing on the Main Issues

Weakness
Emotional difficulties

Strengths
High professional skills

Threats
Budget reduction

Opportunities
Developing Human resources

The Nephrology Team

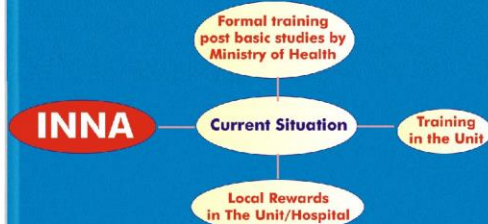
Multidisciplinary team

General practitioner
Cardiologist
Diabetologist
Surgeon
ECT....

The Patient
and their Caregivers



Developing Human Resources



SWOT Analysis: A Managriel Tool

SWOT Analysis is a simple tool for analysis and strategic planning of organizations. It scans the internal and external environment of the organization as shown in the following framework:



Strengths - The organization's resources and capabilities which can be used as a basis for advantage development.

- Nephrology Nurses - highly skilled with a lot of independence and responsibilities in patient's care.
- The daily work is combined with high tech environment and high skilled Human resources
- Variety options of research and personal development
- A strong Association of the Nephrology nurses

Weaknesses- All of the organization's aspects that can damage its potential achievements.

- Older and more complicated patients
- Lack of knowledge and attention of the public health community towards the Nephrology patient
- Emotional difficulties of the Nurses toward the unique type of patients
- Differences in treatment methods between the hospitals wards and the satellites units

Opportunities- External opportunities that can lead toward advantage, profit and growth.

- Increase awareness of the health care team toward Nephrology Nursing performances.
- Improve the clinical Leadership of the Nephrology Nurse.
- Increase the number of special skills of the Nephrology Nurse

Developing Human Resources



Future Plans

1. Professional aspects

- Developing a clinical ladder for professional promotion beside the existing administrative (managerial) ladder
- Standardization the working procedures of the Nephrology Nursing among satellites and public units

2. Education

- Conducting periodical studies to renew the working license
- Conducting education programs and workshops during days of study on specific topics.
- Forming group of interest for trustees of a specific topic Improving managerial skills of the Nephrology Nurse by management seminars guided by special

3. Employment Conditions

- Employee's well-being
- Building bilateral evaluation of both the manager and the employee
- Forming group dynamics for personal relations.
- Designating a special day for the Nephrology Nurses
- Increasing the standard number of care given to complicated patients
- Forming better responsibility in innovation for the Nephrology Nurses

B. Financial Terms

- Improving financial benefits according to clinical ladder and not only according to seniority.
- Allocating rewards for excellence.
- Improving accreditation for post basic studies.