
**Abstract**

To provide safe and quality care to patients on hemodialysis, nephrology registered nurses must fully understand the roles of the healthcare providers to whom they delegate patient care. A job analysis survey of hemodialysis technicians and licensed practical nurses/licensed vocational nurses (LPNs/LVNs) was conducted by the Nephrology Nursing Certification Commission (NNCC) in 2011 to 1) revalidate the Certified Clinical Hemodialysis Technician (CCHT) test blueprint, 2) delineate differences in practice between entry-level technicians and experienced/advanced technicians, and 3) delineate differences in practice between hemodialysis technicians and LPNs/LVNs in hemodialysis settings. Significant differences in practice were identified among the three groups, which led to the development by NNCC of two additional certification examinations: the Certified Clinical Hemodialysis Technician-Advanced (CCHT-A) examination and the Certified Dialysis LPN/LVN (CD-LPN/LVN) examination.