

Urinary System

Anatomy & Physiology of Urinary System

Overview

- As the body breaks down protein for energy, nitrogenous waste- urea, ammonia, and creatinine- is produced.
- The urinary system 1) forms urine, 2) **balances fluid and electrolytes**, 3) balances pH, 4) excretes waste products, 5) **regulates blood pressure**, 6) creates red blood cells (**erythropoiesis**) , and 7) activates vitamin D , elevating calcium.
- **Vitamin D helps absorption of calcium. (Calciferol)**



Overview

- Consists of two kidneys, two ureters, the bladder, and urethra.
- **Kidneys:** removes waste, excess water, and electrolytes from the blood and concentrate them in the urine.
- **Bladder:** collects and stores urine.
- **Urethra:** transports urine from bladder to outside of the body.

Kidneys

- Lies parietal peritoneum, below diaphragm, each side of vertebral column; dark red, bean-shaped, 4-5 inch long, 1 inch thick; **right kidney lies slightly lower than left**; surrounded by adipose tissue; renal artery, renal vein, and ureter exit the kidney at the hilum; adrenal glands sit atop each kidney.

Gross Anatomic Structure

- The strong outer layer of connective tissue is the renal capsule. Beneath it is the renal cortex, containing 1.25 million renal tubules. **Next is the medulla (darker color)**. The medulla contains triangular pyramids; the narrow points are the papillae, which empties urine into the calyces. The calyces are cuplike extensions in renal pelvis. The renal pelvis is the upper end of the ureter.



Microscopic Structure (Nephron)

- Each kidney contains more than 1 million nephrons (a microscopic funnel with a long stem and two convoluted sections. **It filters the blood and processes urine by: 1) controlling body fluid levels by selectively removing or retaining water, 2) helps regulate pH of the blood, 3) removes toxic waste from the blood. It filters the entire blood supply approximately 60 times per day.**

Microscopic Structure (Nephron)

- The renal arteries enter each kidney at the hilum. Renal arteries continue branching inside the kidney until blood is delivered to the glomerulus by an afferent arteriole. The filtered blood leaves the

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Holly K. Stromberg



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Table of Contents Anatomy And Physiology Urinary System Study Guide

1. Understanding the eBook Anatomy And Physiology Urinary System Study Guide
 - The Rise of Digital Reading Anatomy And Physiology Urinary System Study Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Anatomy And Physiology Urinary System Study Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Anatomy And Physiology Urinary System Study Guide
 - User-Friendly Interface

4. Exploring eBook Recommendations from Anatomy And Physiology Urinary System Study Guide
 - Personalized Recommendations
 - Anatomy And Physiology Urinary System Study Guide User Reviews and Ratings
 - Anatomy And Physiology Urinary System Study Guide and Bestseller Lists
5. Accessing Anatomy And Physiology Urinary System Study Guide Free and Paid eBooks
 - Anatomy And Physiology Urinary System Study Guide Public Domain eBooks
 - Anatomy And Physiology Urinary System Study Guide eBook Subscription Services
 - Anatomy And Physiology Urinary System Study Guide Budget-Friendly Options
6. Navigating Anatomy And Physiology Urinary System Study Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Anatomy And Physiology Urinary System Study Guide Compatibility with Devices
 - Anatomy And Physiology Urinary System Study Guide Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Anatomy And Physiology Urinary System Study Guide
 - Highlighting and Note-Taking Anatomy And Physiology Urinary System Study Guide
 - Interactive Elements Anatomy And Physiology Urinary System Study Guide
8. Staying Engaged with Anatomy And Physiology Urinary System Study Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Anatomy And Physiology Urinary System Study Guide
9. Balancing eBooks and Physical Books Anatomy And Physiology Urinary System Study Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Anatomy And Physiology Urinary System Study Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Anatomy And Physiology Urinary System Study Guide
 - Setting Reading Goals Anatomy And Physiology Urinary System Study Guide
 - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Anatomy And Physiology Urinary System Study Guide
 - Fact-Checking eBook Content of Anatomy And Physiology Urinary System Study Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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a letter of reprimand or a disciplinary letter is a part of a policy focused on progressive discipline it s used by the management to control the behavior of the employees the letter is one of the final corrective steps that supervisors use against employees before they consider to either suspend or terminate him

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dear recipients name we are writing this letter as a notification of a written warning for your violation of specify company s policy your no pay suspension will start from insert date insert the summary of reason for the disciplinary action we would like to inform you that further misconduct in the future may lead to another

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apr 5 2018 the disciplinary letter you write should cite the company policy on insubordination you can directly quote the employee handbook so it is implicitly clear to the employee and others who are privy to the document that these actions violated your establishment s protocols

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this type is behavior creates control destroys standard workflow furthermore compromises teamwork insubordination would undermine a supervisor s level of respect and ability toward

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the disciplinary letter you write should cite the company policy up insubordination you can directly quote the employee handbook so a is implicitly clear to the employee and others who have privy to the documenting the these actions violations your establishment s protocols

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aug 10 2018 sample warning letter for insubordination at work date name address subject warning for insubordination dear mr wilson i am writing this letter to inform you about your two days of disciplinary layoff due to your disrespectful behavior on friday 10 th august 2018 around 2 00 p m it also serves as a warning letter to avoid any such

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please note if it is found that your act of insubordination was intentional without any valid reasons then it may result in disciplinary action against you viz penalty in terms of deduction from salary reduction suspension from work or termination from your employment or any other appropriate action as decided by the management as per the

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aug 25 2023 inform the employee of the potential consequences of continued insubordination including disciplinary action and termination remind the employee of the values of professionalism mutual respect and cooperation that the company believes in emphasize the behavior and conduct expected of the employee

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gather details regarding the incidents of insubordination so it can describe them accurately in the letter focused on an facts inclusion what been spoken real that actions occurred be careful to concentrate with on the behaviors and not identity issues as to

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some of the reasons for giving an employee a disciplinary letter include 1 gross misconduct 2 poor performance 3
unprofessional behavior 4 insubordination