

Section B

Medication Aide in Adult Care Homes

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Objectives:

At the completion of this section of study, the student should:

1. Identify the general role of a Medication Aide.
2. Explain the expectations of the role of a Medication Aide.

Advance Preparation – In General

- Review curriculum
- Add examples or comments
- Make copies of student manual for each student

NOTE:

The Medication Aide's role and responsibilities will vary in facilities. It is important the Medication Aides know their role and responsibilities in the facility they are employed in and the expectations and limitations of a Medication Aide.

Refer to the content for Section B for general discussion of the medication aide's role, limitations and expectations.

Section B – The Medication Aide in the Adult Care Homes
Content
<p>Role of the Medication Aide</p> <ul style="list-style-type: none"> • Based on the need to provide safe care to the public, statewide uniform standards were developed for the training and competency testing for all Medication Aides involved in medication administration in adult care home settings in North Carolina. • The training for administration of medications provided in this course will prepare you at the basic level of medication administration. If you have completed the 5-hour medication training course for adult care homes, the 10-hour training course will help strengthen your skills with medication administration. • Each adult care home has policies to follow and some may have broader and more stringent policies that must be followed. Licensed capacity for adult care homes range from 2 to over 200, therefore, the medication aide’s responsibilities vary greatly.
<p>Expectations of the Medication Aide</p> <ul style="list-style-type: none"> • Administer medications to residents as ordered by their physician or prescribing practitioner, under the direction of the facility supervisor and administrator • Administer medications in accordance with <ul style="list-style-type: none"> ○ Established medication administration standards ○ Policies, procedures, and practices of the facility, based on specific licensure ○ Requirements of the state of North Carolina • Respect resident’s right to confidentiality and privacy regarding <ul style="list-style-type: none"> ○ Health status ○ Diagnosis of illness ○ Medications • Only shares protected health information (PHI) confidentially with health care team members who need information to provide care to a resident • Follow the facility’s standards in hand hygiene and infection control <ul style="list-style-type: none"> ○ Hand hygiene is an important part of infection prevention and performed in order to prevent spread of germs ○ Understanding standard precautions with injections and blood glucose monitoring is important to prevent spread of blood borne diseases

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- Must follow the **SIX Rights** of medication administration
 - Identify the **Right RESIDENT**
 - Select the **Right MEDICATION**
 - Give the **Right DOSE**
 - Give by the **Right ROUTE**
 - Give at the **Right TIME**
 - Perform the **Right DOCUMENTATION**
- Always use the medication administration record (MAR) when administering medications and compare the information for medication administration on the MAR to the information on the medication label and seek advice when there is a difference between the label and MAR
- Seek advice from supervisor or licensed healthcare professional before giving medication to the resident anytime something unusual occurs
 - Example – if resident is too drowsy to take medications, is vomiting, or cannot swallow well
- After medications are administered, correctly document that medications were taken
- Maintain security of medication cabinet or cart at all times; keep the cabinet or cart locked at all times when not in use
- Whenever you leave the work area, lock the cabinet or cart
- Respect decisions of residents who are able to make informed decisions about medications
- Follow specific facility policies/procedures and regulations regarding handling, storage, and disposal of medications
 - If the resident did not take medications, document a clear explanation of why it was not administered
 - Recognize when a medication should not be given, such as when the medication is expired, is not labeled or the label is not readable
 - Recognize that the “unsafe conditions” described above must be reported to supervisor immediately
- **REMEMBER** –The Medication Aide is the **last checkpoint** before the resident takes the medication and is an important safeguard for the residents to whom they are administering medications.

Limitations of the Medication Aide

- Medication Aide must be able to identify exactly what tasks the facility allows them to perform and what tasks they are not allowed to do legally

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- If the resident asks questions about the medication, it is best for the Medication Aide to refer the question to the supervisor, primary physician, prescribing practitioner, registered nurse, or pharmacist
- If there is something different about the resident or the medications they are taking, talk to the supervisor or primary physician prior to giving the medication
- If the resident seems to be having difficulty because of a medication, alert supervisor or primary physician immediately
- Report any errors in the administration of medications immediately to their supervisor or primary physician

Consequences of Exceeding Tasks

- If a Medication Aide exceeds those tasks and/or specific job duties outlined in this course and specific facility policy, it may result in legal or disciplinary action taken by the facility and state regulatory agencies. The Medication Aide may lose eligibility to work in certain health care areas.

Adult Care Home Responsibilities for the Medication Aide

- The adult care home will have a thorough understanding and specific policies and procedures regarding your role as a Medication Aide that you must follow. Responsibilities of Medication Aide vary in adult care homes.
- As a Medication Aide, you can expect
 - Validation of your skills by employing facility
 - Orientation to facility policies and procedures regarding medication management and medication administration

Roles of Other Health Care Providers

- A healthcare provider such as a physician or nurse practitioner will diagnose disease and decide on treatments, which may include prescribing medications according to the needs of the resident
- Registered Nurse (RN) is involved with assessment, development and coordination of a resident’s plan of care. Registered nurses are licensed to administer medications by all routes
- Pharmacist will dispense the medications prescribed for the resident and is a resource for questions with medications such as mixing of medications, dosing precautions

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Medication Aide should know whom to contact: <ul style="list-style-type: none">• If a resident needs an assessment/evaluation prior to administering a medication• If any questions or concerns related to medication administration• If a resident refuses medications or medications not available for administration
Proceed to Section C