

# DELEGATION AND THE MA-C

CATEGORY A LAW: OAC 4723-27-01

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# Disclosure

- The Planner and presenters have declared no conflicts of interest
- Criteria for successful completion and 1.0 hours of nursing CE:
  - Attendance for 100 % (60 minutes) of the presentation

Approved provider statement:

# Agenda

→ Harriet : will review Chapter 4723-27 of the Ohio Administrative Code; Ohio Board of Nursing

- Definitions
- Delegation
- Requirements for issuing a Medication Aide Certificate
- Continuing Education Requirements

→ Sherri: Program Emphasis

- Program approval
- Curriculum/clinical experience
- Competency testing
- Testing for Certification



# Assessment/Pre-test

1. What does MA-C refer to?
2. A nursing task may be delegated to an unlicensed person only by a \_\_\_\_\_.
3. Does a MA-C go through a separate training program?
4. How is competency measured for the MA-C?
5. The MA-C is regulated under the Board of \_\_\_\_\_?

# Purpose and Goal

- By attending this one hour presentation, the participant will be able to:
  - 1. Understand the training and role of the MA-C
  - 2. Understand the role of delegating medication administration to the MA-C
  - 3. Incorporate concepts into the education of student nurses so they understand the role of delegation as an RN to the MA-C

Where did this concept come from?



# Definitions overview 4723-27-01

- Delegation: transfer of responsibility for the administration of prescription medication from a registered nurse, or a licensed practical nurse acting at the direction of the registered nurse, to a certified medication aide
- Certified Medication Aide: a person who holds a current, valid certificate as a medication aide issued by the board of nursing under section 4723.651 of the Revised Code
- Active certificate: the certificate held by the individual who has fulfilled all the requirements of the board for initial certification or for certification renewal
- Board: The Ohio Board of Nursing
- Curriculum: the standard minimum curriculum to be used in a board-approved training program for medication aides in accordance with the rule 4723-27-08 of the Administrative Code

# Role: Standards of safe med adm by a MA-C 4723-27-02

- A certified medication aide shall administer prescription medications only at the delegation of a nurse according to section 4723.67 of the Revised Code, Chapt 4723-13 of the Adm Code and to residents of nursing homes and residential care facilities.
- Can Administer
  - Oral medications
  - Topical medications
  - Medications administered as nasal spray, or as drops, or ointment to a resident's eye, ear or nose
  - Rectal and vaginal medications
  - Inhalants delivered by inhalers, nebulizers, or aerosols, that allow for a single dose of a fixed, pre-measured amount of medication



# Cannot administer

- 1. Medications containing schedule II controlled substance (sections 3719.01 of the Revised Code)
- 2. Medications, including inhalants delivered by inhalers, nebulizers, or aerosols, requiring dosage calculations
- 3. Medications that are not approved drugs
- 4. Medications being administered as part of clinical research, or

# The medication aide shall not administer medications by any of the following methods

- Injections
- Intravenous therapy procedures
- Splitting pills for purposed of changing the dose being given
- Through jejunostomy, gastrostomy, nasogastric, or oral gastric tubes

# The Medication Aide shall not

- 1. Receive, transcribe, or alter a medication order
- 2. Administer the initial dose of a medication ordered for a resident
- 3. Administer medications to a person other than a resident of a nursing home or residential care facility
- 4. Administer any medication without the task having been delegated by a nurse
- 5. Administer medications to pediatric residents
- 6. Access schedule II controlled substances



- A certified medication aide shall display the title “certified medication aide” at all times when administering medications to residents of a nursing home or residential care facility.
- A certified medication aide shall not accept a resident care assignment that would interrupt or conflict with the administration of medications or the performance of other tasks and activities that are directly related to the administration of medications.

# The RN or LPN Delegating Medication Administration by the MA-C

- (L) A registered nurse or a licensed practical nurse acting at the direction of a registered nurse, who delegates the administration of medications to a certified medication aide (section 4723.67 of the Revised Code), shall not be liable in damages to any person or government entity in a civil action for injury, death, or loss to person or property that allegedly arises from action or omission of the certified medication aide in the administration of medications.



# Medication Aide Certification

- 1. 18 years of age
- 2. HS diploma or HS equivalence diploma
- 3. To function in a nursing home, must be a state tested nurse aide; To function in a residential care facility: must be a state tested nurse aide, or must have one year of direct care experience in a rc facility
- 4. Background checks
- Complete an approved medication aide training program and passed the board examination



# Certification Period

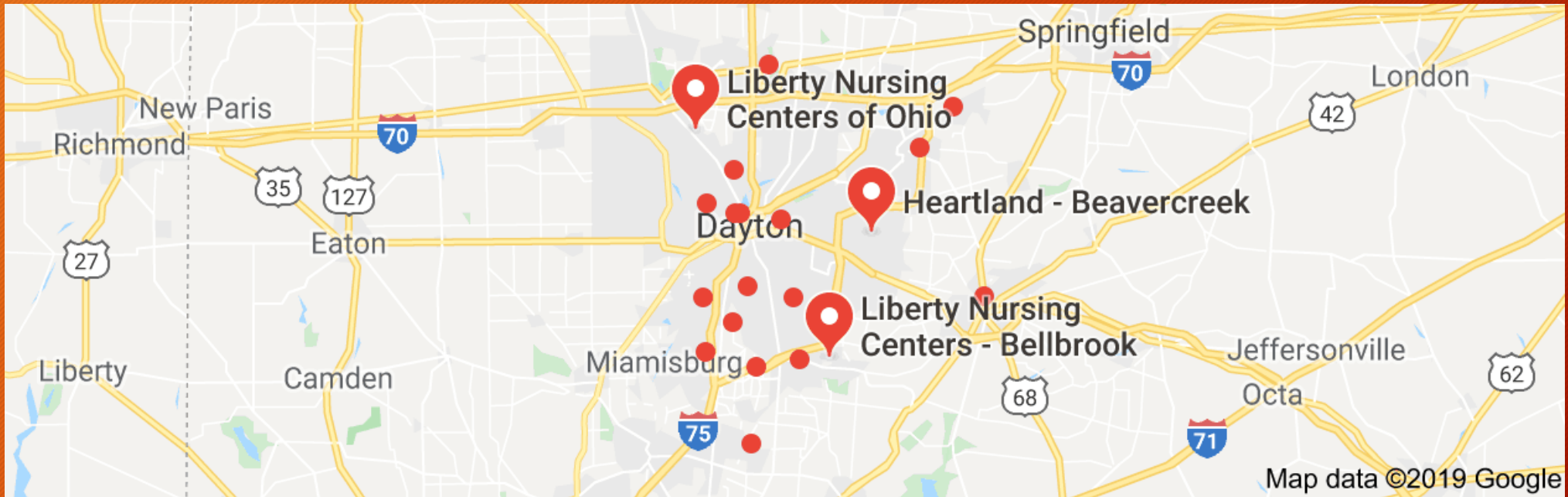
- Renewed biennially on or before April 13<sup>th</sup> of even numbered years
- CE requirements

# Continuing Education Requirements for the MA-C

During the certification period, a certified medication aide must obtain fifteen (15) approved contact hours of continuing education, that includes the following;

- A. 1 hr directly related to Chpt 4723 of the Revised Code
- B. 1 hr directly related to establishing and maintaining professional boundaries
- C. At least 10 hrs related to medications and medication administration consistent with the function of the certified medication aide

# How many nursing facilities are in Ohio?





# Over 1000 facilities in Ohio...how are we going to safely provide care????

- Ohio has over 1000 nursing homes and 40 assisted living facilities
- Approximately 10,000 baby boomers retiring daily
- In US, we have 2.9 million nurses, by 2026 need 3.4 million
- Expected in 2022, over half a million nurses expected to retire.
- Thousands fewer RNs entering geriatric field annually
- Recent survey of 245 entry level RNs: only 27 went to LTC and 5 AL

# What does a 'nursing home nurse' do?





# Duties of Long Term Care Nurses in a typical twelve-hour shift

- Pass meds at least three times per shift (within a two-hour time frame)
- Monitor blood sugars and give insulin
- Check vital signs
- Manage certified nursing assistants
- Watch mealtimes/supervise dining room
- Perform wound care
- Receive and transcribe physician's orders
- Complete incident reports
- Complete documentation
- Complete Admission and Discharge education and paperwork
- Arrange transportation, diagnostic testing, and schedule appointments
- Ensuring their residents are safe and cared for and notifying physicians and family members of any concerns are additional tasks to a long list of duties!





How much time do you think the nurse has to provide care for each resident?



# Ohio Department of Health Staffing Requirements for Nursing Homes

## 2.5 hours of 'nursing' care per patient per day

(nurse and nurse aide)

- Number of nurses & nurse aides in 24 hour period X 7.5 = 2.5 total hrs  
number of residents
- Example: 9 nurses and 22 aides (in 24 hrs) x 7.5 = 1.93 HPPD (with 3 managers 2.58)  
120 residents

Nurses only Example: 9 floor nurses x 7.5 = 0.56 (33.6 minutes total in 24 hr period)  
120 residents

The nurses spend 33.6 minutes per patient in a 24 hour period **(16.8 minutes per 12/hr shift)**  
the nurse aide spends the other 1.94 hours per patient in a 24 hour period



# 33.6 minutes PPD (per patient day) (16.8 minutes per resident in 12 hr shift)

- Typical Assignment: 18 plus residents.
- 6 hours or more for 3 med passes (2 hours each)
- 6 hours remaining minus 1 hour for lunch and breaks=5 hours left
- Calculation on previous slide indicates the nurse has 16.8 minutes per resident per shift.
- 18 res/5 hours left=16.7 minutes per resident after the med pass.
- PDPM studies show 18% increase in nursing staff time for each AIDS patient (so additional 6 minutes of time per AIDS patient)
- Recent study published in *The Gerontologist* reveals nursing hours per resident day increased by at least 38 minutes when medication aides used.



# The Need to Delegate

## PDPM---Patient Driven Payment Model

10/01/2019

- Medically complex residents bring an increase of residents with psychiatric diagnoses and multiple comorbidities. The Centers for Medicare & Medicaid initiative to reduce rehospitalizations -- the Patient-Driven Payment Model (PDPM) -- facilities will treat higher acuity residents.
- - Tracheostomies/possibly ventilators
  - Intravenous Medications
  - Psychiatric Patients
  - More HIV/AIDS patients—studies show each resident takes 18% more time per day (around 6 more minutes per patient)
- Sicker patients with no change in staffing ratios.
- State requirements: 1 RN for one 8 hour shift in 24 hour period.

# Will the facilities and nursing staff be able to tell the difference between the Medication Aides?

Medication Aide-Certified (MA-C) vs DODD Medication Certification





# MEDICATION AIDE-CERTIFIED compared to DODD MEDICATION AIDE CERTIFICATES

## Questions the nurse can ask to determine delegation

MEDICATION AIDE-CERTIFIED  
OHIO BOARD OF NURSING (OBN)  
PERMITTED TO ADMINISTER MEDICATION IN  
**SKILLED LONG TERM CARE AND  
ASSISTED LIVING FACILITIES ONLY**

**80** HOURS OF DIDACTIC/LAB PRACTICE  
**40** HOURS OF CLINICALS  
IN A NURSING HOME OR ASSISTED LIVING FACILITY  
Renew Certification even numbered years

ADMINISTER MEDICATIONS MENTIONED DELEGATED  
BY THE NURSE.

MA-C'S DO NOT ADMINISTER  
OXYGEN, INSULIN, G/J TUBE, OR SCHEDULE 2  
NARCOTICS

**TAKE STATE WRITTEN & SKILLS EXAM**

MEDICATION CERTIFICATE 1, 2 OR 3  
DEPARTMENT OF DEVELOPMENTAL DISABILITIES  
(DODD)  
PERMITTED TO ADMINISTER MEDICATION IN  
**DODD FACILITIES ONLY (ALL AGES)**

CERTIFIED LEVEL 1: **14** HOURS OF TRAINING  
CERTIFIED LEVEL 2: **4** HOURS TRAINING  
CERTIFIED LEVEL 3: **4** HOURS TRAINING  
ALL TRAINING AND TESTING COMPLETED IN THE  
EMPLOYEES DODD FACILITY  
Renew Certificate annually

LEVEL 1: **ALL** ORAL OR TOPICAL, OXYGEN; **NO  
NURSING DELEGATION REQUIRED**

LEVEL 2: MEDICATIONS AND FEEDING PER G/J  
FEEDING TUBES

LEVEL 3: INSULIN AND OTHER SQ MEDICATIONS  
**NO STATE TEST; TESTED IN FACILITY BY RN.**



# Items submitted for approval by Ohio Board of Nursing

- NTC Medication Aide Program---Approved 2016
- Organizational Chart
- Curriculum (OBN has an established model curriculum)
- Program Evaluation forms-for students, instructors, facilities to complete.
- Notification to the Board within 30 days of RN Administrator changes
- Statement that I will give an advanced written notice to the Board, current students, and applicants that the program will be closing and where students can obtain their records.

# Curriculum

80 plus hours of classroom and lab training

- Roles and Responsibilities
  - Anatomy and Physiology
  - Communication: Practice receiving and giving report
  - Basic Pharmacology
  - Monitoring for Side Effects
  - Storage and Disposal of Medications (with nurse)
  - Medication Error Identification, Reporting and Documentation
  - Vital Signs, including apical pulse
- \*Types of Facilities MA-Cs can work
  - \*Medical Abbreviations and Terminology
  - \*Drug Classifications and affect on body
  - \*Circumstances to report to Nurse



# NTC Medication Aide Objectives & Outcomes submitted for approval

- Program objectives:

- Describe the role and responsibilities of a certified medication aide.
- Administer medications safely, accurately and document appropriately.
- Relate the function of administering medications to the promotion of resident's rights.
- Describe the six rights of medication administration and their application to safe medication administration.
- State medication effects and allowable routes for administering them.
- Maintain the dignity of the residents.
- Comply with current Ohio laws governing certified medication aides.

- Program outcomes:

- 1) Student will be able to state his or her role as a certified medication aide.
- 2) Student will be able to state medications he or she are allowed and not allowed to administer.
- 3) Student will be able to safely administer prescription medications pursuant to nursing delegation in the appropriate categories.
- 4) Successfully complete the written and clinical examinations approved by the Ohio Board of Nursing.



# Items submitted for approval by Ohio Board of Nursing

- Policies & Procedures showing the Program meets requirements:
  - Program Administrator directs & supervises all aspects of program
  - Program informs all applicants at admission:
    - Refund Policy
    - Cost of State Exam \$110
    - Must test within 60 days of completion of program
    - Qualifications for Certification
    - Admission Exam-reading, writing, and mathematical skills sufficient to administer medication safely
    - Program keeps records for 6 years

# Application process

- Submit items listed so far
- Application
  - OBN meets every once quarterly to review applications
  - Took six months for approval letter.
- Pay \$800 (now is \$1000) application fee



# Program requirements

## Ohio Administrative Code 4723-27-07

- Registered Nurse Instructors
  - Current Ohio RN License
  - Worked one year as a RN in Nursing Home or Residential Care Facility in last 5 years
  - Experience in adult instruction
  - Train the trainer course
  
- RN Program Administrator

# Program requirements

## Ohio Administrative code 4723-27-08

- Program no fewer than 20 business days and no more than 90 business days
- Student must successful complete didactic and laboratory component to participate in supervised clinical component and pass the course.
- Skills competency check off-midterm and final checkoff in lab.
- Student must take their state test within 60 days of completion of the course.



# Daily 4-hour classes consist of:

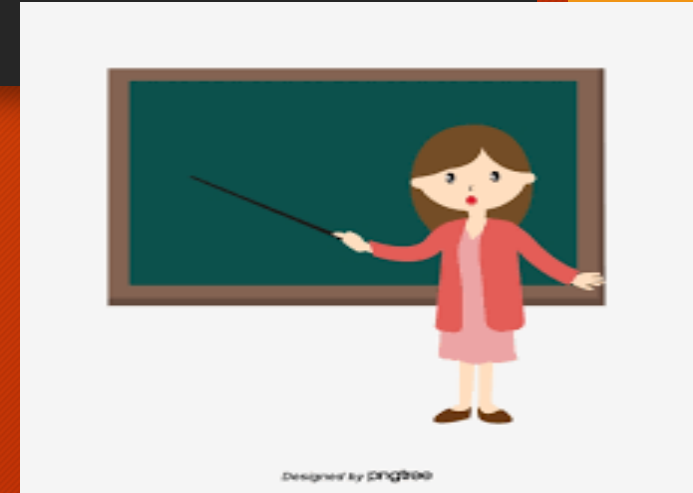
Review



Quiz or Exam every class



Lecture



Practice at desk



Medication Preparation at med cart



Simulation

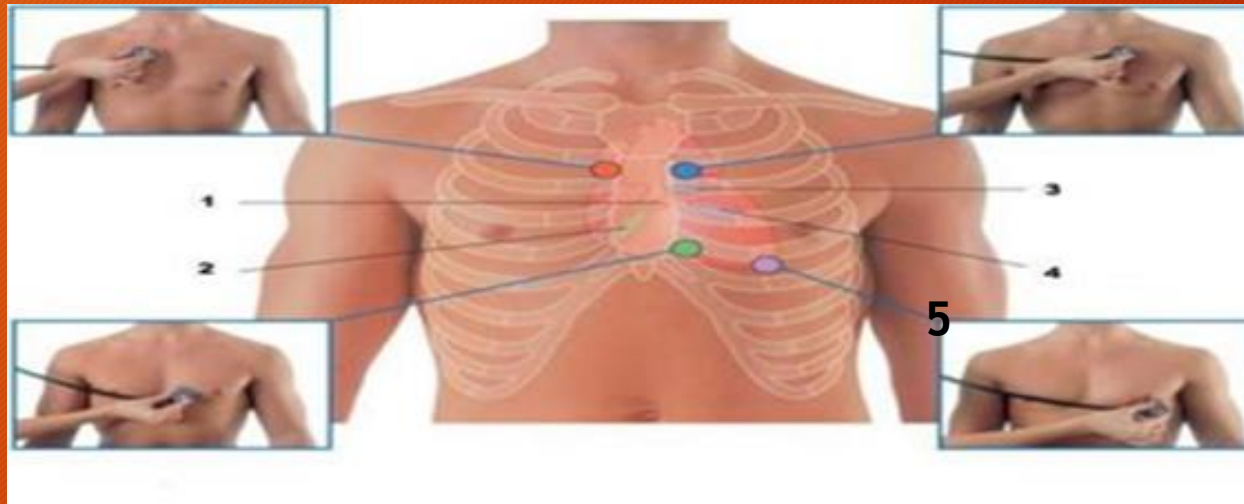
# Example of test questions:



- What class of drug is digoxin \_\_\_\_\_
- What type of physician orders do you expect to see on the MAR \_\_\_\_\_
- Do you need to collect any information before or after giving it (if so, what) \_\_\_\_\_
- Your resident asks what the medication does, you reply \_\_\_\_\_
- What are some adverse reactions you would need to report to the nurse \_\_\_\_\_
- What is digoxin given for \_\_\_\_\_



- It's 8 am and you are administering digoxin for Mr. Gordon in room 502-A. You enter the room to take the resident's apical pulse. Which site will you place your stethoscope on to listen for the apical pulse?



# Question???

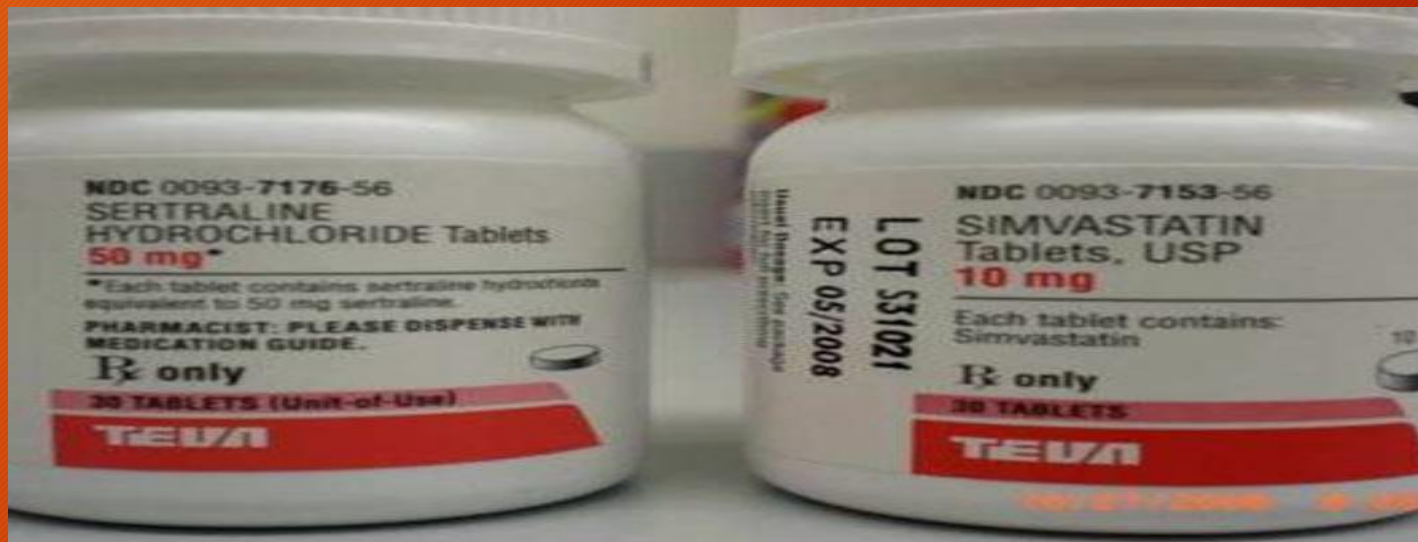
- 1) The MA-C is preparing medications for Ms. Leonard in room 502-B. The MA-C checks the MAR and midodrine is due to be given.
- 2) Based on the BP below, will the MA-C administer?





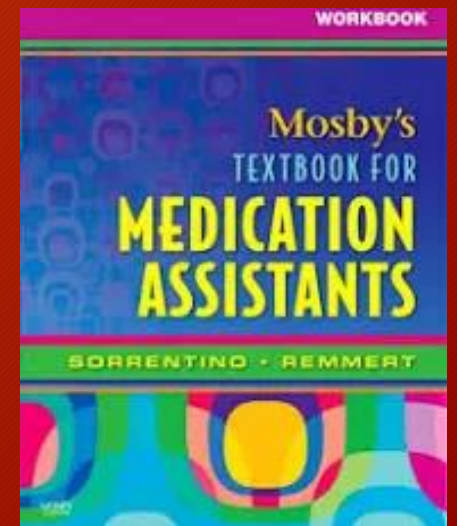
# Question

- 1) Mr. Gordan in room 518-A visited his cardiologist two-weeks ago and the resident was diagnosed with hypercholesterolemia. Mr. Gordan states that since he started taking this medication he has been experiencing muscle weakness. Which medication did he start?  
A) sertraline hydrochloride or B) simvastatin



# Daily Homework Assignments

- Mosby's Medication Aide workbook chapters
- Make Six Medication Drug Cards and prepare for practice and tests related to them the next day.
- Practice at Home medication cart and MAR assignments
  - **Example:** Based on these vitals or this residents condition
    - What medication would you administer or not?
    - Why?
    - Documentation on MAR
- Nightly worksheets





# Clinicals

## completed in the students facility if applicable

- Facility free from deficiencies related to the administration of medications and skilled nursing care in the two most recent annual surveys
- 40 clinical hours with instructor
- Facilities so far:
  - St. Leonard
  - Edgewood Manor in Greenfield, OH
  - Trinity of Beavercreek
  - Forest Glen Springfield (a Trilogy facility)
  - Cypress Point (a Trilogy facility)
  - Cottages of Clayton in Dayton
  - Fox Run in Fairborn
  - Upcoming January 2020—Kingston of Miamisburg

# State knowledge test

D&S Testing Centers in Cincinnati, Columbus & Findley

50 Questions in 60 minutes  
80% required/2 chances to pass

<b>SIX RIGHTS (6 ITEMS)</b>	<b>ERROR REPORTING (2 ITEMS)</b>
<b>MEDICATION EFFECTS (10 ITEMS)</b>	<b>ROLE AND RESPONSIBILITIES (8 ITEMS)</b>
<b>ALLOWABLE ROUTES (2 ITEMS)</b>	<b>TERMINOLOGY (4 ITEMS)</b>
<b>CONTROLLED SUBSTANCES (4 ITEMS)</b>	<b>STATE REGULATIONS (2 ITEMS)</b>
<b>DOCUMENTATION (2 ITEMS)</b>	<b>MEDICATION ADMINISTRATION (10 ITEMS)</b>



## State Skills Test

25 minutes for two task groupings

Must receive 80% or better and not miss any bold print items

- SKILL 1 Oral Liquid / Ear Drops Administration
- SKILL 2 Topical Medication Spray/Tablet Unit Dose Administration
- SKILL 3 Topical / Oral Capsule Medication Administration
- SKILL 4 Oral Tablets / Eye Drop Administration
- SKILL 5 Oral Capsule Administration
- SKILL 6 Oral Liquid / Ointment Administration
- SKILL 7 Ear Drops / Tablet Administration
- SKILL 8 Nasal Spray / Tablet Administration
- SKILL 9 Eye Drops / Tablet Administration
- SKILL 10 Eye Drops / Tablet Unit Dose Administration

# After passing state exam....

OAC: 4723-27-07

- D&S testing sends OBN the students state test results
- The OBN receives criminal records background check (BCI & FBI) results
- Program Administrator submits form to OBN stating the student's eligibility for certification.
- The student submits an application to the OBN for certification
- Student pays \$50 fee.



# Concerns



# Addressing Concerns

- Residents receive 7 to 16 medications each
- Regulation less than 5% medication error rate.
- Study observing RNs & LPNs shows 21.2% med error rate-mostly Medicare skilled residents.
- RNs highest errors due to frequent interruptions at 10.4% and LPNs 7.25%.
  - One in three medication passes interrupted causing errors.
  - All studies show Medication Aides reduce medication errors, reduce nurse stress and increase their assessment time with residents.
- Receive as much pharmacology and medication administration time as a LPN student.



# Comments/Concerns

- Will the nurse be responsible for medication errors?
  - All studies show medication aides reduce medication errors.
- Will the Medication Aide know if there are side effects?
- Will facilities cut nurses hours to use medication aides?
  - Studies show facilities do not reduce nurses hours or nurses
  - MA-Cs reduce turnover rates for nurse aides
  - MA-Cs reduce the number of burnt-out nurses
  - Attract and retain older experienced nurses to remain in LTC

# In closing...Education is necessary

- Nurses, Director of Nurses, Administrators and Human Resource departments need education on Medication Aides.
- Facilities are using the wrong type of Medication Aides.
- High acuity levels
  - MA-C's Improve the quality of care
- Attract nurse aides seeking advancement to the facility
  - Shortage of nurse aides. They can perform care between med passes and improve nurse aide hours.
  - medication aides reduce medication errors, reduce staffing deficiencies, reduce the use of unnecessary drugs, do not reduce nurse hours (Walsh, Lane, Troyer, 2014)