

# Implementing safeMedicate as an Onboarding Competency Assessment Tool

SCOPE Conference 2021  
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# Objectives

Define the URMH Organizational Model.

Discuss initial implementation & scope of administering safeMedicate.

Describe utility of safeMedicate to identify knowledge gaps.

Define our institutional policy.

Compare/contrast administration for Agency hires versus Strong Hospital staff.

Discuss lessons learned during the implementation phase.

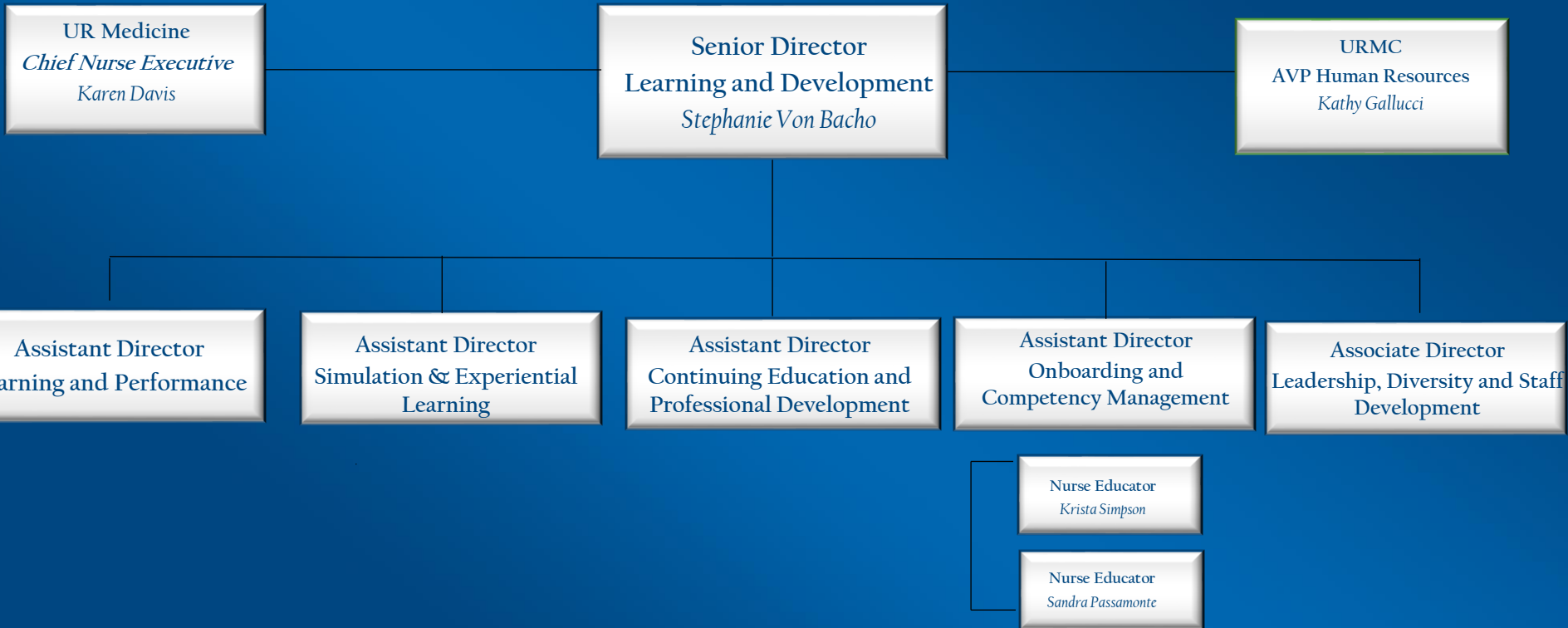
Discuss ongoing evaluation, optimization, & future considerations.



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# Learning & Development Structure



# Back in 2016...



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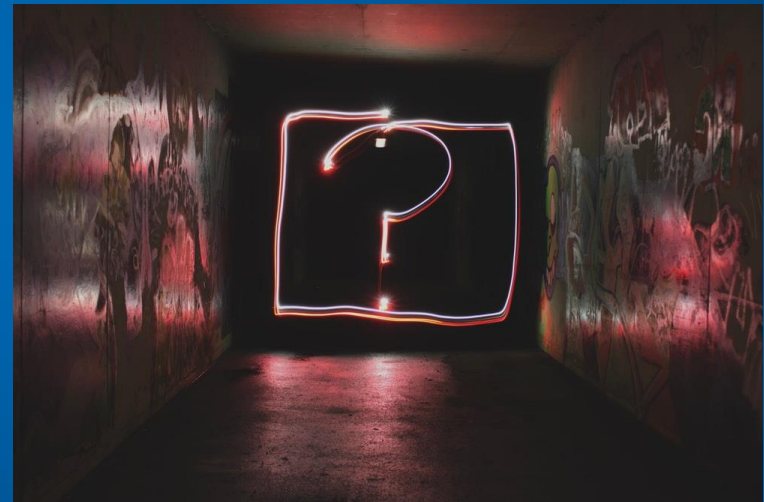
# Evaluating safeMedicate

Meeting(s) with safeMedicate team

Benchmarking

Cost analysis

Stakeholder support



<https://unsplash.com/s/photos/question>

# Coordination Considerations

Timing \*Off cycle hires

Centralized vs decentralized

Number of administrators

Build of the assessment

Compliance tracking

Remediation process

# Policy Considerations

Pre safeMedicate	Post safeMedicate (July 2017 to Present)
Nursing Recruitment proctored pre-hire	Nursing Education proctors during orientation
Passing scores based on sections (low thresholds)	Passing score 90%
3 attempts to pass or offer rescinded (*Agency 2)	Unlimited attempts (*Agency 2)
Paper compliance tracking	Electronic compliance tracking

# Ready for Implementation

Began administration of the Authentic Assessment in July 2017

Set up account and administer assessment within 1<sup>st</sup> week of hire

Initial documentation of pass rate included self attestation in learning management system (LMS)

Nurse educators responsible for compliance

# Help! I did not pass!

Identifying knowledge gaps

Providing remediation

All new hires have been remediated to success

# of agency staff

# Lessons Learned

Anticipate initial staff dissatisfaction if transitioning from a different required medication assessment

Read your manual when setting up assessments- knowing the year the registration key was purchased is important!

Know the bandwidth of your IT department



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# Lessons Learned Continued

Choose consistent & separate password for each group you are administering the exam to (RN, LPN, & Agency assessments)

Make titles obvious & consistent

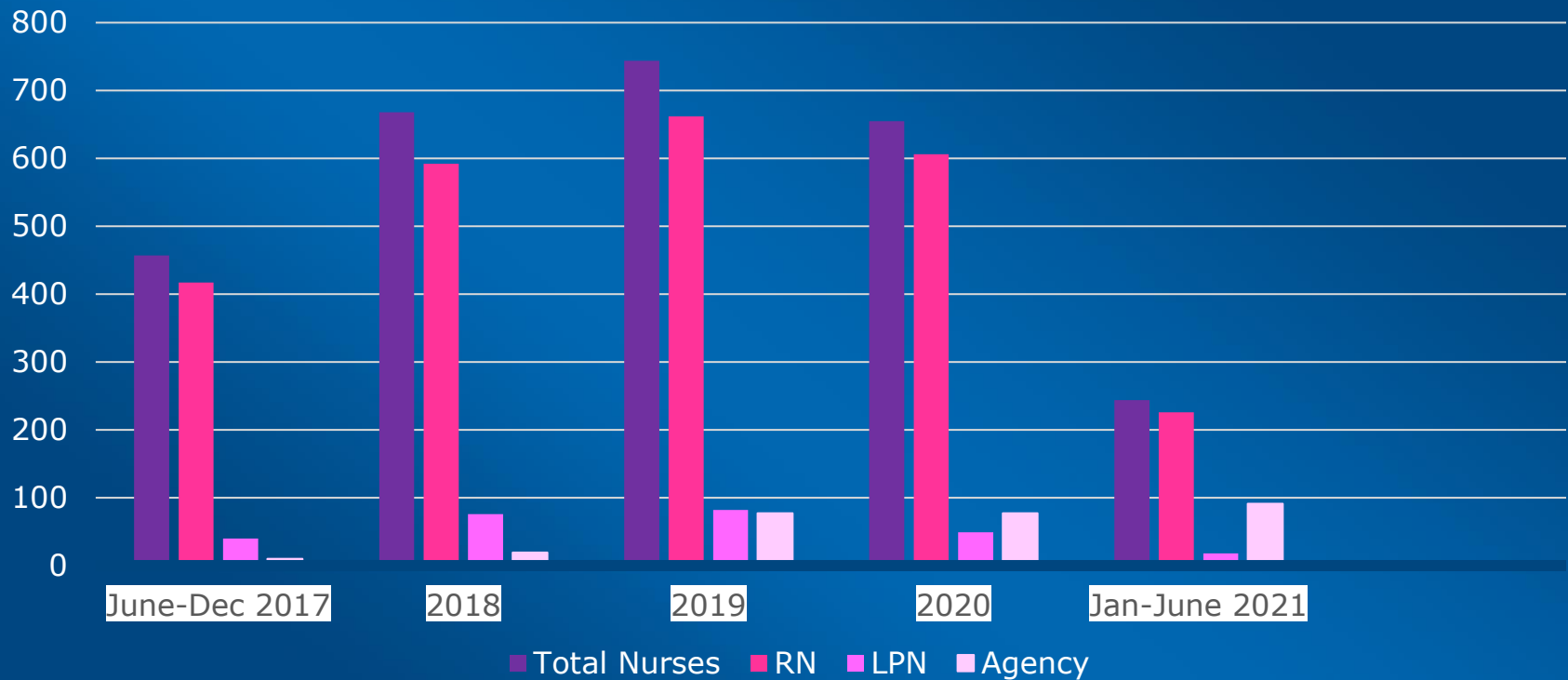
Limit number of attempts per day

Provide instructions & resources

Ideal to implement with smaller groups

# Scope of Administration

## Number of Authentic Assessments Administered



# 2020 Optimization

**2017-** Users set up account & accessed Authentic Assessment on [www.safemedicate.net](http://www.safemedicate.net)

Upon achieving 90% or higher- complete attestation in LMS

\*Agency staff continue with this workflow due to expedited onboarding

TEST

## Nursing Practice Core Medication Exam Attestation

Last Updated 08/14/2020 Duration 5 minutes

Details

This is designed for the new hire to attest successful completion of the medication exam.

[Show More](#)

TEST

## Nursing Practice Core Medication Exam Attestation

Completed

Training was successfully completed and recorded to [your transcript](#)

Review

# 2020 Optimization for New Hires (RN & LPN)

The screenshot displays the 'Nursing Practice Core: Medication Administration' LMS interface. On the left, a sidebar lists two categories: 'SAFE MEDICATE EXAM AND RESOURCES' (checked) and 'PROCEDURAL CHECKLISTS AND MEDICATION SAFETY' (checked). The main content area is titled 'Nursing Practice Core: Medication Administration' with an 'Options' dropdown. Below the title, a note states: 'Expired training is not included in section or curriculum progress percentage calculations'. A summary box for 'Safe Medicate Exam and Resources' shows 'Completed: 6', 'Min Required: 6', and 'Total Items: 6'. The main list contains six items, each with a status icon (checkmark), title, status details, training hours, and an action button:

Item	Status	Due	Training Hours	Action
Safe Medicate Account Set Up	Completed	No Due Date	5 min	Launch
Safe Medicate Exam Instructions Updated	Completed	No Due Date	5 min	Launch
Safe Medicate Exam Tips (Video)	Completed	No Due Date	3 min	Launch
Dosage Calculation Formula Tip Sheet	Completed	No Due Date	5 min	Launch
Safe Medicate Exam Link to Test	Completed	No Due Date	30 min	Launch
Nursing Practice Core Medication Exam Attestation	Completed	No Due Date	5 min	Review

The 'Nursing Practice Core Medication Exam Attestation' item includes a description: 'This is designed for the new hire to attest successful completion of the medication exam.'

[Link To LMS](#) 15

# Future Considerations

Regional expansion

LMS optimization

Assignment & tracking process for registration keys

LPN to RN transitions that already have accounts

Agency to permanent do not need to retest

Rehires over a year, currently we are not retesting, should we?

# Questions?



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# References

*Joint Commission resources Portal.* (n.d.). Joint Commission Resources Portal. <https://e-dition.jcrinc.com/MainContent.aspx>

*Policy Stat* (2017) SMH 7.1 Agency Staff <https://urmc-smh.policystat.com/policy/4089001/latest/>

*PolicyStat* (2020) SMH 14.1 General Medication Policies Administration Adult & Pediatric <https://urmc-smh.policystat.com/policy/8718359/latest/>



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