**Medication Management**

**Competency**

Leader’s Guide

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The nursing home is required to develop and implement a solid system to ensure medication management procedures are in place, only authorized persons will administer medications, personnel administering medications have the skills and competencies to assure resident safety and to attain and/or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.

Medication management is based in the care process and includes recognition or identification of the problem/need, assessment, diagnosis/cause identification, management/treatment, monitoring, and revising interventions, as warranted as well as documenting medication management steps. The attending physician plays a key leadership role in medication management by developing, monitoring, and modifying the medication regimen in conjunction with residents, their families, and/or representative(s) and other professionals and direct care staff (the IDT).

The Pharmacy Consultant also plays a key role with policies, procedures, program review, education and consultation as well as reviews and audits of the facility medication management program.

It is important that all staff understand the expectations of the regulators and best practice approaches. Providers are obligated to comprehensively assess each individual resident and design an individualized plan to support the resident achieving his or her pain goal/highest level of well-being, thereby ensuring a process to education and identify evidence of competency will be essential.

Keeping the individual at their highest level of functioning has a dramatic impact on quality of life. Center for Medicare and Medicaid Services (CMS) continue to monitor providers’ compliance with comprehensive assessment, planning of care, implementing interventions and re-evaluation. This includes identification of resources and services necessary to care for all residents as identified in the facility assessment.

Organizational Leaders will need to ensure competency of all staff members involved in medication administration. Adequate resources for the program will need to be evaluated including:

* Staff
  + RN Nurse
  + Licensed Nurses
  + CNA’s
  + Interdisciplinary Staff with resident contact
* Documentation Considerations
  + Paper vs. Electronic Health Record
  + Assessment/Evaluation Forms
  + Care Planning
  + Implementation and documentation of interventions
  + Documentation
* Education
  + RN Nurse
  + Licensed Nurses
  + Non-licensed Personnel permitted by State Law for Medication Administration
  + CNA’s
  + Interdisciplinary Staff with resident contact
* Evaluation and Monitoring
  + Identification of Responsibility
  + System to Evaluate
  + QAPI Considerations
* Supplies and Equipment
* Medication Management