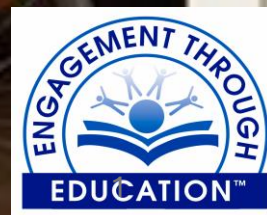


HOW TO SET UP AN EFFECTIVE MEDICATION MANAGEMENT PROGRAM

Presented by: Stephanie Berman, MSN, RN



Are you experiencing:

Medication
errors

Missed
medication
administration

Limited
skilled med
techs

Medication
shortages

Objectives for Today:

Steps to create
or evaluate
medication
management
programs

Ensure
compliance,
safety,
efficiency, and
best practices

Medications; why so serious?

Medical errors
cause approximately
250,000+ deaths
annually

Top causes of
death:

- Heart disease
- Cancer
- Medical errors
- Unintentional injuries

Quick Assessment

- Let's do a quick assessment of your current medication program...

Introductions

- Stephanie Berman, MSN, RN
- RN delegated thousands of UAPs
- Story of Tony



Delayed Integration of New Knowledge

- Healthcare advances are delayed by how many years?
 - Put answer on your paddles
- Examples of other things delayed that long:
 - Antibiotic stewardship
 - Hormone replacement therapy
 - Routine chest x-rays
 - Infant back sleeping
 - Reduced physical restraints
 - Reduced antipsychotic use in dementia
 - Limited foley catheter use
 - Robust hand hygiene enforcement

Policy and Process Essentials

- Clearly defined roles and responsibilities
(Let's fill this out together)
- Critical policy questions:
 - Medication start timeliness
 - Medication recording
 - Order processing
 - Medication discontinuation procedures
 - EMAR/MAR responsibilities
 - Medication destruction policies
 - Auditing and accountability

Prescriber Collaboration

- Standardized templates for medication orders
- Do you require RFU “reason for use” on your orders to reduce errors

Pharmacy Partnership

- Let's take another poll: What is your number 1 priority? You can only select one...
- 1) Medications being delivered on time
- 2) Medications being put into the system timely (w/in 4 hrs.)
- 3) Being able to talk to a live person at the pharmacy

Medication Administration

- Who gives medications:
 - Nurses
 - CMAs
 - Med techs/RN Delegated

Training methods

Retention incentives for
trainers

Non-judgmental question zone

Understanding consequences

Medication Room Optimization

- Organization, storage and security
- Clear overflow storage
- HIPPA compliant
- Medication destruction area; let's take another poll
 - Rank you med destruction program/place
 - 1 All good
 - 2 Could use some help
 - 3 It is a hot mess!

Medication Cart Organization

Separated out
by route

Proper OTC
labeling
practices

Prescription
medications
labeling

Consequences
of medication
misuse due to
labeling
errors

Medication Administration Procedures

Nurse vs CMA vs Med tech RN delegated

Privacy matters, what does that mean?

PRN medication risks (High error rates)

Procedure for handling missing medications

Receiving Medication Procedures

Verify EMAR
order before
acceptance

Standardize
pharmacy
medication
check-in
process

Oversight and Quality Assurance

Regular Audits (“Med Cart Monday”)

Do you have an effective feedback loop and QA forms

Continuous monitoring post-medication pass

Actionable Steps

1

Stop spinning

2

Progress over
perfection

3

Revisit our
report card

Resources and Support

- Step-by-step implementation guides available
- Ongoing support: Reach out for help anytime

Resources: EngagementThroughEducation.com

Contact us!

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