

Testimonials on Working with Medication Aides (from nurses who have worked with them in other states)

“In my personal experience, I cannot imagine how we would get along without medication aides. They have been in our state at least 25 years, and are a vital part of our nursing teams. Judicious use of Medication aides to administer routine oral medications and simple treatments **frees professional nurses to provide more direct skilled care, spend more time on assessments, and even helps them develop leadership skills through delegation.**”

Roger L. Beins RN, Clinical Services Mentor

Meadowlark Hills Retirement Community, Manhattan KS 66502

“We find that using a well trained CMT can be an advantage to the nursing home and the nurses. **Using a CMT to pass medications leaves the nurse free to interact with the residents and families, complete assessments, and do other things that nurses need to do that may be difficult if the nurse has to spend hours each day passing medications...** We have found that generally the CMT makes fewer medication errors than nurses, possibly because they can concentrate completely on giving the medications correctly.”

Betty Williams, Acting DON

Lutheran Senior Services at Laclede Groves, Webster Groves, MO

“The medication aides were aware of what their boundaries were and they did not infringe on the nurses’ clinical expertise; only added to the nurses’ ability to perform a more comprehensive assessment and better communicate with the family and physician. The morale of the nurses was better because they were not spending a great deal of their time with medication passes, only doing oversight and meds other than orals, because many felt as though they did not want to become a nurse only to pass medications all day so this prohibited them from connecting with their patients and families....Medication aides are an enhancement to the nursing profession, as CNAs are; everyone working together provides the most positive patient outcomes. **The nurses’ time is better served assessing and monitoring patients and staff; and are able to carry out their mission as to why they became a nurse in the first place.**”

Jean Black, RN, ADON Provena St. Anne, Rockford, IL

Former ADON at 264-bed facility in Wisconsin for 5 years, during which time she had the pleasure of working with the benefit of medication techs

“I came from Wisconsin where Med aides are used in Assisted Living and in the SNF, and in my facility we had all Assisted Living aides med certified and the nursing home now has 8 or 9 CNAs that are med certified. At first blush 5 years ago I was opposed, but gradually with exposure I re-thought my position. **The use of certified med aides has freed up RN time to be with residents and spend more time on assessments, including helping the aides better understand things at the bedside or in issues of skin and continence management.** The CNAs have felt very good about being able to help in different ways and they grew and stretched. They also learned about a nurse's role and realized how complex the issue of passing pills is. Both sides walked a mile or two in a new pair of shoes and it was good!

If RN's define themselves professionally by hiding behind the med cart and waste their knowledge and skills by clinging to the pill pass, it is a sorry day. Elderly residents are difficult to diagnose sometimes and focusing upon better assessment skills, both medically and functionally, can only be positive for all of us. Who knows, care plans might improve, too! Or behaviors might be better shaped without resorting to meds. The possibilities are numerous.”

Kathy Wagner, RN, DON, The Moorings of Arlington Heights