



Janet Napolitano
Governor

Joey Ridenour
Executive Director

Arizona State Board of Nursing

MEDICATION TECHNICIAN PILOT STUDY STEERING COMMITTEE

MINUTES

AUGUST 9, 2005

MEMBERS PRESENT

Pamela Randolph, RN, MS, CPNP Co-Chair
Joey Ridenour, RN, MN Co-Chair
Jane Black, RN, MS (telephonically)
Betty Earp, RN
Lindsey Norris, Exec Dir AZAHA
Helen Houser, RN
Dean Wright, AZ Pharmacy Board

MEMBERS ABSENT

Joyceen Boyle, RN, PhD
Kathy Boyle, RN
Kathleen Collins-Pagels
Catherine Corbin, MHS
Sarah Ellis, RN
Mary Fermazin, MD, MPA
Sue Macdonald, RN, MSN
Christine Walker, RN, NHA

GUESTS

Mary Griffith, AzNA
Cindy Leach, AHCA
Pattie Rehn, AzNA
Sue Roe, One-to-One

I. CALL TO ORDER

The Certified Medication Technician Pilot Study Steering Committee was called to order by Pamela Randolph at 9:30 a.m.

Houser moved and Norris seconded to approve the May 17, 2005 Minutes without correction. Motion carried unanimously.

II. OLD BUSINESS

A. Report from Board Meeting/CNA Summit

In her statement to the Committee Randolph reported that at the May 2005 Board meeting the Board expressed concern regarding the Arizona Nurses Association's comments relative to Certified Medication Technicians having access to controlled substances. Randolph was given a directive to

obtain further information at the regulatory workshop held in Washington, D.C. on June 3, 2005. Twenty-six (26) jurisdictions were represented at the workshop. Randolph reported that all jurisdictions that utilize medication technicians stated that diversion was not an issue. Disciplinary issues typically addressed with Certified Nursing Assistants involve alcohol abuse or alcohol impairment. Medication Technicians, however, have been very helpful in informing Directors of Nursing when RNs and LPNs were not properly administering medications. Most jurisdictions agreed that medication administration by Certified Medication Technicians was not a 'fast track' toward gaining access to narcotics.

Most jurisdictions do require experience, course work, and validation of competency, and most allow Certified Medication Technicians access to controlled substances. Randolph stated that Arkansas does not allow CMTs to access controlled substances. Arkansas recently enacted enabling legislation and is still in the implementing phase.

Certified Medication Technicians were seen in a very positive light by most of the participants because of their knowledge of residents. Participants acknowledged that many errors are caused by misidentification of patients or residents, and the CMT's familiarity with residents is thought likely to diminish that type of error. Safeguards used by other states, such as Certified Nursing Assistants required to work for a minimum of six (6) months at the same facility, reinforce familiarity with the resident.

Based on the information provided by Randolph at the July 2005 Board meeting, the Board voted to approve the guidelines for pilot facilities, the protocols, and the scope of work which includes giving regularly scheduled controlled substances.

Committee members discussed the following:

Ridenour reported that \$180,000.00 was approved at the National Council of State Boards of Nursing annual meeting to conduct a job analysis and develop a medication technician test; the analysis should also identify core curriculum elements.

Monitoring and routine assessments remain the responsibility of the professional (registered) nurse and with the assistance of the practical nurse.

In response to a Committee directive Randolph developed a question and answer document for pilot facilities.

B. Report from Funding Subcommittee

In her statement, Cindy Leach informed the Committee that she was in attendance on behalf of Kathleen Collins-Pagels. Leach reported that Collins-Pagels is working on the RFP for research from the AHCA Foundation using the scope of work as a basis.

1. Funding Report

The total amount of funds raised remains at \$60,000. No additional funds have been raised by the subcommittee.

2. Administration of Contract

The subcommittee continues to work on this item.

3. Recruitment of Facilities

Norris reported that a few facilities expressed disappointment that there may be a fee, however a couple of others stated that they were still interested in participating in the project. Norris and Collins-Pagels will continue to discuss fund-raising possibilities, such as an auction, to subsidize the fee.

Facilities will be invited to the Board office for a presentation of the project on September 20, 2005 at 9:00 a.m. Invitations will include all Certified Medication Technician documents approved by the Board.

A due date for the RFP was established as October 1, 2005.

C. Report from Educational Subcommittee

1. Curriculum Guidelines

In her statement to the Committee, Randolph reported no significant changes to either the curriculum guidelines or the syllabus. Of note the Board has acquired a new testing vendor, D&S Diversified Technologies that has a bank of test questions/items for medication technicians for another state.

A practical exam has been proposed. The committee debated the necessity of this measure as most jurisdictions do not require a practical exam. The committee decided to retain the practical exam and utilize the results to determine if one would be needed in

the future. The practical exam would be administered by the Board.

Randolph provided clarification on the requirements for trainers, which mirrors the requirements for nursing assistant training program instructors. The requirement of experience in teaching adults will be added to the criteria. The skills checklist and a draft student evaluation form will be made available for Committee review at the next meeting.

Mary Griffith, AzNA, addressed the Committee to state on the record AzNA's continued opposition to controlled substances being included in the medication technician protocols, noting that Colorado recently passed a law prohibiting the passing of controlled substances by medication technicians. Griffith stated that AzNA was unaware that the protocol's inclusion was no longer being debated and had already been Board approved.

Randolph offered that Marla Weston presented AzNA's opposition at the May 2005 Board meeting. The Board did not approve the protocol at the May meeting, and directed Randolph to obtain information from other states regarding the passing of controlled substance, and return to the Board. The information ascertained was presented to the Board at the July 2005 meeting at which time the Board voted to approve the protocol.

Motion: Recommend that the Board approve the Curriculum Guidelines.
Moved: Ms. Houser
Seconded: Ms. Earp
Vote: Motion carried.

2. Curriculum/Syllabus

The Committee reviewed the Curriculum/Syllabus and included antibiotic associated diarrhea, particularly C. difficile under section C, Considerations When Administering Antibiotics MRSA, VRE.

Motion: Committee forward the Curriculum/Syllabus to the Board.
Moved: Ms. Houser
Seconded: Ms. Ridenour
Vote: Motion carried.

3. Testing

Randolph reiterated that the new test vendor, D&S Diversified Technologies has items for a medication technician exam.

A standardized test will be administered at the end of the course. Unit tests will be developed by the individual facilities.

4. Training Workshop

There were no changes to the training course outline. The Committee established the fact that the training workshop will enable facilities to share test information with each other, and discussed issues relative to test security. The outline will be sent to the Board for information only and will be placed on the website.

D. Timelines and Assessment of Progress

Randolph addressed the Committee stating that the timeline had been revised. The Committee is on schedule having determined curriculum and core structure, working on selection of pilot facilities, and will work on the research proposal process next. Work will begin with the new vendor on the competency test. Committee members in the educational institutions may be asked to use students to pilot. Training and pre-data collection is tentatively scheduled for February. Implementing is scheduled from March to May, and post-data collection in November 2006.

III. NEW BUSINESS

A. Michigan Proposal

Randolph informed the Committee that the State of Michigan would like to partner with the State of Arizona on the Certified Medication Technician Pilot Study.

The Committee discussed the following potential benefits of partnering with Michigan:

- Use of the same researcher
- Collaboration would give the Arizona study more legitimacy by having a larger population.

The Committee expressed the following concerns:

- Under Scope of Work Michigan states that data will be collected for no more than twelve (12) months whereas the Arizona pilot study will not be complete for up to eighteen (18) months.

- The Michigan RFP does not provide information necessary to know how well matched the pilot studies are particularly with regard to curriculum development.
- Nursing advocacy groups are not listed as advisory group members.
- Potential problems with consistency and data collection between two different states one which will have 6 facilities participating in the study and the other 9.
- The Michigan RFP cites the work product as belonging exclusively to the State of Michigan unless specifically released.

Norris volunteered to telephone one of AZAHA sister associations to inquire as to whether or not stake holders had been contacted regarding the creation of an advisory group.

Randolph stated that the concerns the Committee raised would be discussed during the conference call scheduled for August 10, 2005. A statement on Informed Consent will be included in the Criteria for Facility Selection.

B. Call to Public

In a statement to the Committee Ridenour informed the Committee that the LPN Board Member, Sharon Mollelo has resigned. The State Board of Nursing is seeking a LPN member. Judy Rich is the new RN Board Member that replaced Alice Gagnaire, and will be starting in September. Greg Harris finished his term and there is now a public member opening.

IV. FUTURE TOPICS/DEBRIEFING

Future topics will include the following:

- Under Guidelines for Pilot Facility, more discussion about the changes in personnel.
- A statement that says CMTs may not be utilized in place of licensed personnel.
- Development of guidelines or an application process for facilities and what type of information should be submitted to the Board.
- Medication administration checklist.
- Evaluations for the course.
- Informed consent

Next meeting: October 11, 2005, 9:30 a.m.

V. ADJOURNMENT

There being no further business, the meeting adjourned at 10:56 a.m.

Minutes Approved by:  August 9, 2005
Pamela Randolph, RN, Nurse Practice Consultant/Education Date