



**Janet Napolitano**  
Governor

**Joey Ridenour**  
Executive Director

## Arizona State Board of Nursing

### **MEDICATION TECHNICIAN PILOT STUDY STEERING COMMITTEE**

#### **MINUTES**

**FEBRUARY 6, 2007**

#### **MEMBERS PRESENT:**

M. Hunter Perry, Chair  
Kathleen Collins-Pagels, AzHCA  
Betty Earp, Mesa CC (telephonic)  
Anamarie McNeese, RN  
Jo A. Podjaski, Sun Health  
Cheryl Roat Grand Canyon University  
Christine Walker, Kachina Point  
Dean Wright, Pharm Board

#### **MEMBERS ABSENT:**

Jane Black, SoAZ Nurses Assoc.  
John Durbin, Alzheimer's Assoc.  
Julie Gordon, AzAHA  
Debra Piluri, AZDHS

#### **BOARD STAFF ATTENDING:**

Pam Randolph, Associate Director, Education  
Pam Raman, Education Consultant

#### **GUESTS PRESENT:**

Sarah Ellis, Good Shepherd  
Phyllis Jordan, Silver Ridge Village (telephonic)  
Marcia Kooiman, Avalon Healthcare  
Maria Montion, Mountain View (telephonic)  
Tim Pietrick, D&S Diversified (telephonic)  
Jill Scott-Cawiezell (telephonic)  
Debbie Thurston, Mountain View (telephonic)

### **I. CALL TO ORDER/INTRODUCTIONS/APPROVAL MINUTES**

Randolph announced that because the meeting was not posted in accordance with open meeting law official business would not be conducted. The meeting minutes will be presented to the Board as information only.

The Certified Medication Technician Pilot Study Steering Committee was called to order by M. Hunter Perry at 9:34 a.m. The November 21, 2006 minutes were not approved and will be placed on the next meeting agenda.

## II. OVERALL PROGRESS REPORT

### A. Pilot Facility Reports

Randolph invited Pilot Facility representatives to share their progress and challenges in training pilot study medication technicians.

Silver Ridge Village reported no issues or problems. There are currently eleven pilot study medication technicians. Silver Ridge Village's sister facility in Kingman is interested in becoming an additional site. Randolph stated that because of the legislation the pilot study may only have six participating facilities. The Kingman facility will be given due consideration, should a participating facility drop out of the study.

Mountain View Care Center is scheduled to begin training on Monday, February 26, 2007. There are four confirmed student and two potential students for a total of six students.

Good Shepherd stated that two students passed the exam and are currently working as medication technicians. The facility is tracking the medication error rate in the neighborhood that the medication technicians are assigned to. To date there were 2 medication errors made by medication technicians. There have been more errors recorded, which were made by nurses in other areas of facilities. An additional class was planned for January but did not go forward because there were not enough applicants that met the criteria. Another factor influencing applicants is the hourly wage offered. Potential applicants did not feel that the salary would be comparable to work load and responsibilities. The overall feedback on the pilot study has been positive.

Shadow Mountain representative Marcia Kooiman recently appointed as regional nurse stated that Shadow Mountain was having difficulty finding candidates that met the criteria, particularly in longevity.

### B. Train-the-Trainer (March 1-2, 2007)

Randolph stated that medication technician instructor training workshop will be held March 1-2, 2007. The course is designed for those who do not have experience teaching. The course will be offered to CNA instructors and others who wish to have the experience and education as a foundation for CNA education.

### C. Testing/Research Update

Randolph stated that there is a concern that because of the low numbers of trainees the validity of the research may be compromised. Cawiezell stated that it would take large numbers to be able to detect statistically significant differences. Cawiezell stated that in a previous meeting she and Paul Dorrance discussed various ways to approach the research. Cawiezell noted that their suggestion

would be to consider how errors are different, the type of error, and the consequence of the error. Cawiezell stated that they want to move to a mixed method approach and qualitative look at the cause of the error. Medication technicians may have lower error rates because they do not get interrupted as often as RNs. Cawiezell stated that the current methodology will have to be enhanced.

Cawiezell's separate study on roles was published in the Journal of Clinical Nursing Research in January. A second article will go to review within the next three months that will show there were no statistically significant differences in medication error rates when sorted by credential.

Randolph stated that data from the written and manual skills test was reviewed. A passing standard was chosen without any available data. In order to determine if the passing standard is appropriate nursing students have been invited to take the test. Betty Earp has been piloting the test with nursing students. The goal was to get 100 students in block 3 or 4 to sign up. Only 10 out of the targeted 100 signed up. Faculty member, Mary Hefter, has offered to have 60 students take the test. With faculty cooperation the goal of 100 may be met. Volunteer faculty, Randolph, and Raman will proctor tests in Earp's absence. D&S Diversified will train proctors on administration of the exam. Proctors will be required to sign a confidentiality agreement.

#### **D. Feedback from CNA Retreat Roundtable**

Randolph addressed the Committee stating that the Update on the Medication Technician Pilot Study roundtable was led by Joey Ridenour at the Fourth Annual CNA Educators Retreat. Medication Technician roundtable participants noted a need for special attention to be taken when selecting candidates. Many candidates have needed remediation in math and reading comprehension skills. Students weak in math concepts did not do well on the medication technician exam.

### **III. REVIEW AND POSSIBLE REVISION OF EDUCATIONAL GUIDELINES**

Randolph asked the Committee to consider and provide feedback on changing the criteria requiring medication technician pilot study candidates to have worked a minimum of six (6) months in a participating facility to three (3) months on the Educational Guidelines providing that candidate has a minimum of six months prior experience as a certified nursing assistant in a long term care facility. Committee members supported the change which will be presented to the Board at the March 26-28, 2007 meeting.

Committee members also discussed instructor requirements. The Educational Guidelines will now show that instructors will either complete the train-the-trainer workshop or otherwise demonstrate to the Board knowledge, skill and ability to provide medication technician instruction. Committee members supported the change which will be presented to the Board at the March 26-28, 2007 meeting.

**IV. SATISFACTION SUBCOMMITTEE**

Randolph addressed the Committee stating that there was no report. Subcommittee will meet directly after today's meeting.

**V. REVIEW OF TIMELINE**

A few changes were made to the timeline which include adding the March 1-2, 2007 train-the-trainer workshop; April 2007 for all facilities to have implemented the program; January 2007-2008 for post data collection.

The project remains on target for a December 2008 report to the legislature.

**VI. CALL TO THE PUBLIC**

There was no call to the public.

**VII. FUTURE TOPICS – DEBRIEFING**

Members and guests discussed the economic impact the pilot study has had on the participating facilities. Of note pay increases for medication technician candidates have varied. Those facilities unable to offer a substantial increase stated that the eligible CNAs have declined to participate citing that the pay raise was inconsistent with the increase in duties and responsibilities. Committee members acknowledged that this particular issue was not considered during grant writing, and that in retrospect participating facilities may have benefited from an additional grant.

Next meeting will be Tuesday, April 24, 2007 at 9:30 a.m.

**VIII. ADJOURNMENT**

M. Hunter Perry adjourned the meeting at 10:41 a.m.

Minutes Approved by:   
Pamela Randolph, RN, Nurse Practice Consultant/Education

02/06/07  
Date