

Lakewood

Department: Dementia Unit

Position is located: Lakewood Cont Care Center

Work Type: Part Time Eligible

FTE: 0.600000

Work Schedule: 6:30 AM TO 3:00 PM

Summary:

The Medication Technician- C.N.A.-M is responsible for the administration of certain medications to residents as prescribed for them by their licensed care providers under the direction of the Licensed Nurse, in accordance with State and Federal regulations and facility policy. This position may also entail functioning as a C.N.A, which would include other nursing directed activities, including provision of personal care services, assistance, support and supervision for residents and other designated duties assigned by their supervisor.

Responsibilities:

• Ensures that medication is verified three times prior to its administration. Ensures label on medication contains all documentation required by federal and state legislation and that label agrees with current order.

• Observes each resident as they take their medication. Ensures medication is Never left unattended or left with the resident at the bedside.

• Documents administration of medication in the Medication Administration Record (MAR) as soon as resident is observed taking medication. Documents any instance when medication is not taken or is refused, as well as the reason for omission and/or refusal and reports these instances to supervisor.

• Observes, records and reports unusual signs, symptoms or reactions to the nurse Reports all medication errors to supervisor as required by facility policies and procedures.

• Takes and records appropriate vital signs whether required before, during or after administration of medication. These may include temperature, pulse, respirations, blood pressure, oxygen saturation, blood glucose , or level of discomfort, in accordance to medication orders or parameters, and in accordance with facility policies and procedures.

• Consults appropriate drug references to verify proper drug indication, dosage, route, purpose, storage and administration guidelines and precautions as well as interactions and possible side effects of each medication.

• Demonstrates knowledge of common terms, abbreviations and symbols related to medications and their administration.

• Stores medications in accordance with current federal and state regulations and policies and procedures of the facility. Maintains the security of all drug storage areas at all times. Separates internal vs. external preparations. Maintains separation of individual residents' medications.

• Observes residents' rights related to medication administration, recognizing the

following:

• The right to be informed of the purpose for the medication

• The right to refuse any or all medication

• The right to select their own pharmacy provider

• The right to treatment with dignity and respect at all times.

• Maintains confidentiality of all information in accordance with HIPPA and facility guidelines

• Immediately reports any violations of resident rights, complaints or grievances made by residents or their families to the supervisor.

• Utilizes appropriate aseptic techniques in the preparation, administration and storage of medication.

• Disinfects hands after administering medication to each resident

• Washes hands with antibacterial soap and water utilizing proper hand washing techniques after the administration of eye preparations

• Utilizes personal protective equipment when there is risk of exposure to blood or body fluids.

• Assists residents with activities of daily living (bathing, dressing, grooming, etc.) and instrumental activities of daily living, ( housekeeping, minor meal preparation, meal service, laundry, and transportation) as assigned by supervisor.

• Monitors health, safety and well-being of the residents. Accurately measures residents' blood pressure, temperature, pulse respirations, weight and other appropriate vital signs and records them accordingly. Reports concerns about residents to supervisor and co-workers on a need-to-know basis, maintaining confidentiality at all times.

Competencies and skills:

Essential:

- 1+ years of relative work experience required.
- Behaves with Integrity and Builds Trust: Acts consistently in line with the core values, commitments and rules of conduct. Leads by example and tells the truth. Does what they say they will, when and how they say they will, or communicates an alternate plan.
- Cultivates Respect: Treats others fairly, embraces and values differences, and contributes to a culture of diversity, inclusion, empowerment and cooperation.
- Demonstrates Emotional Intelligence: Exhibits a high level of self-awareness, self-management, other awareness and relationship management. Conducts themselves in an empathic, appropriate way, with a sense of humor and stimulates a collaborative work environment. Is respectful of the attitudes, feelings, or circumstances of others and aware of the influence of their own behavior on them. Is aware of relevant social, political, system, and professional trends and developments and uses this information for the organization's benefit.

- **Effectively Communicates:** Listens, speaks and writes appropriately, using clear language. Communication methods are fitting to the message(s), audience, and situation and follow-ups are regular and timely. Shows that important (non-) verbal information is absorbed and understood and asks further questions to clarify when necessary. Expresses ideas and views clearly to others and has ability to adjust use of language to the audiences'™ level.
- **Fosters Accountability:** Creates and participates in a work environment where people hold themselves and others accountable for processes, results and behaviors. Takes appropriate ownership not only of successes but also mistakes and works to correct them in a timely manner. Demonstrates understanding that we all work as a team and the quality and timeliness of work impacts everyone involved.
- **Influences and Inspires:** Builds enthusiasm and commitment among others to move in a desired direction and models it personally. Creates a compelling vision of success that motivates workplace initiative and energizes others to follow. Provides direction and guidance to encourage cooperation between team members in order to attain an objective. Has the ability to appropriately influence others'™ actions and decisions with and without express authority.
- **Ability to understand the language used to precisely describe the human body** including its components, processes, conditions affecting it, and procedures performed upon it.
- **Practices Compassion:** Exhibits genuine care for people and is available and ready to help; displays a deep awareness of and strong willingness to relieve the suffering of others.
- **Promotes Health and Safety:** Promotes a healthy and safe environment for patients, employees and visitors. Advocates and models healthy physical and mental health behaviors even in challenging circumstances. Sets high quality standards and strives for continuous improvement and quality assurance by reporting and encouraging others to report near misses and safety issues.
- **Provides Patient-Centered Care:** Demonstrates understanding of patient care quality and service as organizational priority. Proactively supports change to improve patient experience and results. Exhibits the ability and willingness to find out what the patient wants and needs and to act accordingly, taking the organizational and outside resources into account. Cooperates, collaborates, communicates, and integrates care within and between teams to ensure that care is continuous and reliable.
- **Seeks Process Improvement & Applies System Thinking:** Possesses and gains insight into situations, problems and processes. Understands the interconnection between organizational elements. Deconstructs problems and sy