



LNA Medication Certification

TO: HCANH Members

FROM: Susan M. Young, Executive Director

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Over the past year a group of your colleagues has been working to develop a curriculum for LNA Medication-Certified staff, in accordance with Board of Nursing guidelines. The curriculum and supplemental information is being made available to you as an HCANH member benefit.

Under the current scope of practice for Licensed Nursing Assistants (LNAs), assistance with medication administration is considered appropriate for nursing delegation *assuming the LNA has received a minimum of four (4) hours of training in specific areas*. Therefore, HCANH undertook to provide members with a NH Board of Nursing-approved curriculum for LNAs consistent with the LNA Scope of Practice requirements at Nur 404.12. The overall goal of this expansion of the LNA's role is threefold:

- To better meet the needs of the home care consumer
- To improve the safety of medication facilitation in the home setting
- To provide help to clients whose physical impairments limit their ability to independently self-administer medications

Definition of Project

The workgroup developed a curriculum consistent with NH Board of Nursing and state home health licensing rules (Nur 404, He-P 809) to educate LNAs working in the home setting to provide assistance in medication facilitation, under the supervision of a licensed nurse, for appropriately identified clients. We have received official approval of this curriculum from the Board of Nursing, and are now making the course available to HCANH member agencies at no cost. Please note the curriculum is copyrighted and can not be amended by users. If you wish to amend the curriculum you will need to seek separate approval from the Board of Nursing. You may add supplemental information without prior approval from the Board of Nursing.

Role of the LNA Medication-Certified

LNA Medication-Certified are individuals who have been educated to provide assistance, observation, and documentation to clients with stable medical conditions who are fully able to recognize and accept medications as prescribed. The purpose is to provide the task as requested by the patient/client and delegated by the supervising licensed nurse. The LNA Medication-Certified works under the supervision of a licensed nurse under RSA-326-B and delegation rules Nur Chapter 400. The role is designed only for Licensed Nursing Assistants (LNAs) working in the home care setting where agency policies and procedures support this role.

LNAs Appropriate for this Role

An LNA in good standing with the NH Board of Nursing who successfully completes the Board-approved LNA Medication-Certified curriculum and post-test with a score of 80% or better will be eligible to provide this assistance with medications. Individual agencies will make this course available according to their internal policies and procedures.

Suitable Clients

Selection of clients will be subject to the licensed nurse's professional judgment. Only stable clients may receive assistance with medications by an LNA-Medication Certified and the activity must be in accordance with the client's plan of care. Clients must be able to recognize and accept medications as prescribed. Individual agency policies and procedures must support identification and selection of clients, as well as supervision of the LNA.

LNA-Medication Certified Instructors

With completion and approval of a NH Board of Nursing faculty approval form, the following professionals may deliver the training:

- Advanced Registered Nurse Practitioners
- Registered Nurses
- Licensed Practical Nurses
- Pharmacists

Choice of qualified instructors will be according to individual agency policy and limited to the above four practitioners.

Implementing This Curriculum

The Home Care Association is providing the curriculum and supporting information to member-agencies at no cost.

When implementing this curriculum for Licensed Nursing Assistants (LNAs), the agency MUST ensure that policies and procedures are in place in regard to nursing delegation; that individual patient care plans reflect this delegation and specific medication assistance tasks; and that policies and procedures support medication assistance activities.

Should you decide to add these duties for all or selected LNAs on your staff, there are a number of steps that must be completed:

- 1) Send a letter via regular mail or email to the NH Board of Nursing to the attention of either Margaret Walker (mwalker@nursing.state.nh.us) or Kim Cicchetto (kcicchetto@nursing.state.nh.us) stating that your agency is adopting the LNA Medication-Certified curriculum developed by the Home Care Association of New Hampshire. You will **not** be required to go before the NH Board of Nursing for this approval.
- 2) You must attach copies of your organization's orientation/continuing education policies that cover areas such as confidentiality, infection control, emergencies, and documentation that are agency-specific and not detailed in the HCANH curriculum.
- 3) Your agency must submit an application for faculty approval to the NH Board of Nursing. Access that application form via the Board of Nursing website at <http://www.nh.gov/nursing/general/index.html>; click on "Forms, Applications, Publications" and choose the "Education Program Faculty Approval" form.
- 4) Your agency must notify the NH Board of Nursing of LNAs who have completed the approved program at your agency.

LNAs who complete this education and move to another agency, or who work for multiple agencies **will not** be required to retake the full course, but will only need to undergo the orientation for each new employer (e.g., emergencies, documentation). If the hiring agency has adopted the HCANH curriculum and has submitted the required supportive information listed above, the agency will simply submit the name of the LNA and the dates of completion of the agency-specific orientation components.

Agencies will be able to check the Board of Nursing online verification for LNAs who state they have previously completed the 4-hour course to confirm that they are Medication Certified and at what agencies. The hiring agency will then simply provide written evidence of agency-specific orientation to the Board, and the LNA's registry profile will be updated.

We hope that you will find this information useful in providing a consistent, approved curriculum that will allow further career development for your employees and enhanced care and safety for your clients and families.