

POLICY MANUAL

Subject: Continuing Education-
Pharmacy

Effective Date: 11/20/90

Initiated By: Cinde Stewart Freeman
Director of Nursing

Approved By: William C. Anderson
Chief Medical Officer

Review Dates: 04/96 NC, 10/02 DF, 07/08 DT
01/10 NC, 02/11 NC, 04/12 NC, 03/13 NC
3/15 NC

Revision Dates: 07/06/93 CSF
10/18/99 CSF, 10/22/02 DF/CSF
7/05 JL, 12/06 JH, 2/14 NC

POLICY:

Pharmacy staff is oriented to the patient population, treatment philosophy, and services of Cumberland Heights. In addition, pharmacy staff is required to complete the necessary continuing education to maintain an active TN pharmacy license in good standing. Nursing staff are oriented to the patient population and treatment philosophy of Cumberland Heights as well. Demonstrated competency in medication administration is required during the 90 day probation period with annual evaluation thereafter.

PROCEDURE:

1. The pharmacist is oriented to the patient population, treatment philosophy, and services of Cumberland Heights by the Chief Medical Officer or designee.
2. Licensed nursing staff is also oriented to the patient population, treatment philosophy, and services of Cumberland Heights by the Director of Nursing or designee.
3. Licensed nurses are required to demonstrate competency in the area of medication administration during the 90-day probationary period.
4. A medication test is developed by the Director of Nursing in conjunction with the pharmacist and Medical Director, and given annually to all licensed nurses as part of their competency evaluation. Nurses are expected to pass this test at 90% or above. The test covers the following:
 - A. Review of currently administered medications, including side effects, common doses, routes of administration, and indications for use;
 - B. Review of new medications introduced into the system during the year, including side effects, common doses, routes of administration and indication for use;
 - C. Population specific medication concerns related to factors of age;
 - D. Safe medication practices and methods of avoiding errors;
 - E. Correct documentation of all medications transcribed and administered.
5. A current Drug Handbook is located in the nursing station for reference use. In addition, a list of Internet resources is maintained in the nursing area.
6. The pharmacist is also available for telephone consultation as needed.