

Development of a Medication Reconciliation Education Package for Nurses & Midwives

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Background

Medication reconciliation is a multidisciplinary process. Traditionally pharmacists have taken on the tasks associated with medication reconciliation, however in some health services where there are very low numbers of pharmacists or none at all, and limited medical workforce, involvement of nursing staff is essential in reducing medication errors associated with poor communication of medicines information.

Training specifically for nurses and midwives has been identified as a need across NSW to progress nurses undertaking tasks associated with medication reconciliation.

Aim

To develop a state-wide medication reconciliation education package for nurses and midwives, informed by literature, key stakeholder input and peer review.

Method

A review of current literature was conducted to determine existing education resources. Key stakeholders were consulted to decide on appropriate content and format. This included engagement with the state-wide health education organisation to ensure that it met adult learning principles and the establishment of a working group to lead the development and review of the package. Peer review was conducted through an in-house trial of the package with staff from nursing and pharmacy backgrounds. Information gathered through these processes formed the basis of a draft education package.

The education package was designed to be used in conjunction with facility-led implementation of standardised medication reconciliation processes, with organisations encouraged to adapt the package to suit the local context.

The development process considered the following aims for the education package:

- Provide a suitable resource for facilities to use to train nursing staff in medication reconciliation processes.
- Increase knowledge and skill amongst nursing staff in medication reconciliation processes.
- Improve medication reconciliation rates.

This informed the range of resources produced, particularly evaluation resources to assess if the package was effective in actually improving knowledge and skill.

Results

The education package developed included:

- pre-workshop materials
- three workshop presentations, including group activity materials
- facilitator and participant handbooks
- evaluation resources, including participant surveys and an audit tool (Fig. 1).

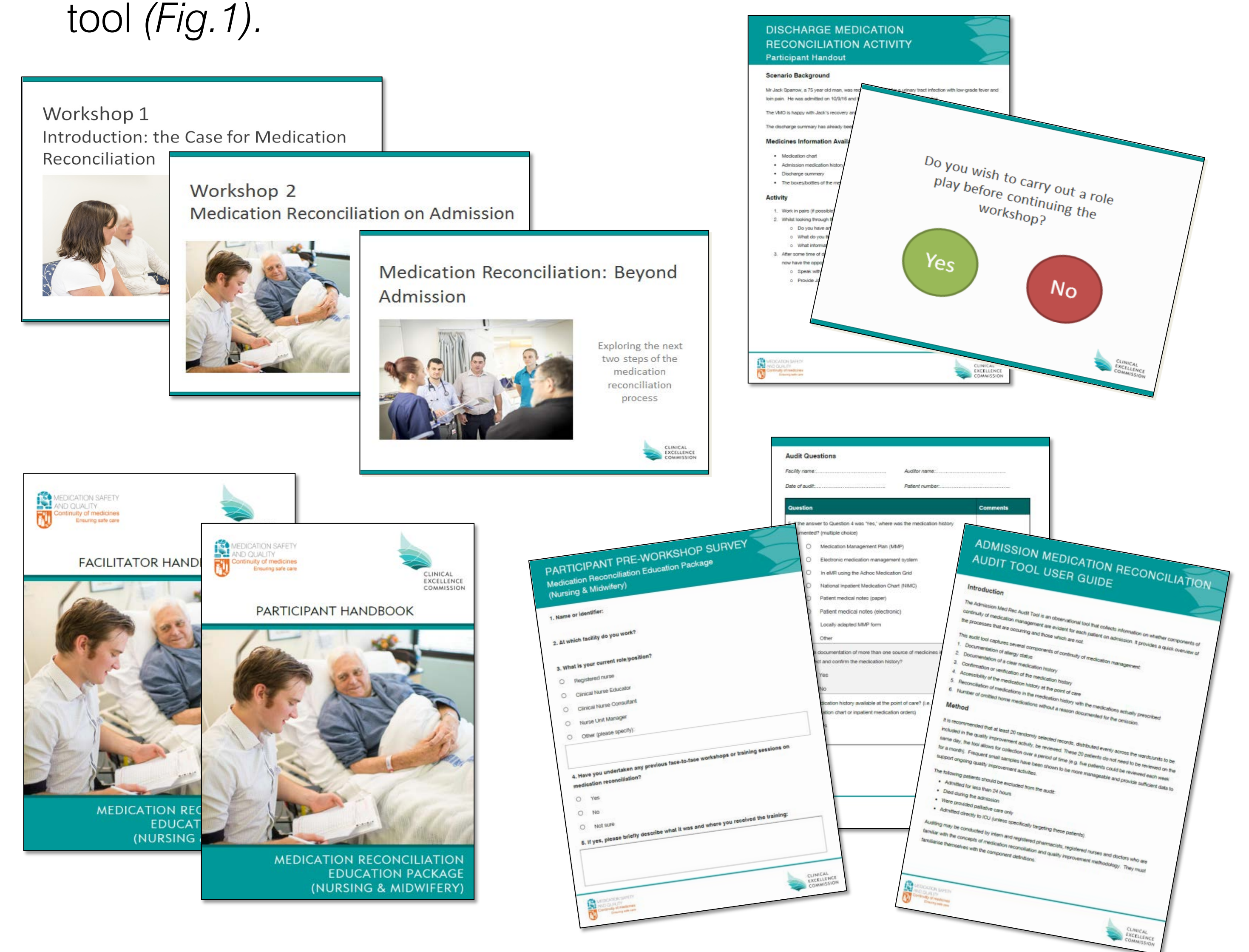


Figure 1. Medication Reconciliation Education Package (Nursing & Midwifery) resources.

Feedback on the education package was received from both the working group and through peer review. The feedback process not only proved useful for making changes to the content of the package but also revealed concerns from nursing representatives regarding establishment of clear roles and responsibilities, the importance of standardising medication reconciliation processes and increasing confidence through activity based learning such as role plays and simulation. Where appropriate, the education package was modified based on the feedback received. Concerns raised during the feedback process which were beyond the scope of education, such as role delegation, have been acknowledged as crucial factors for successful implementation of standardised medication reconciliation processes and will inform future work.

Conclusion

A comprehensive medication reconciliation education package to support nurses and midwives in undertaking medication reconciliation tasks was successfully developed using review and feedback. Pilot-testing of the package has commenced to determine its usability and effectiveness.