**Medication Error Disciplinary Action**

Medication errors may include failure to use MAR for medication administration, medication/treatment errors, transcribing errors resulting in medication errors, and failure to document medication/treatment administration. The following disciplinary steps will be taken regarding medication errors:

**First Occurrence** Counseling with verbal warning

**Second Occurrence** Written warning

**Third Occurrence** Supervised medication pass with Rehab Nurse, Director of

 Nursing, or Pharmacy RN consultant

**Fourth Occurrence** Five days suspension with employee being required to complete a

 review course with the content to be determined at the time of the

 medication error

**Fifth Occurrence** Supervised medication passes with less than five percent error rate

 to be able to continue unsupervised medication passes

Depending on the severity of error, disciplinary action will be at the discretion of the Director of Nursing and the Administrator.

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