**Massachusetts Senior Care Association Testimony**

**105 CMR 775:00: Certified Medication Aides in Long Term Care Facilities**

**August 11, 2025**

On behalf of the Massachusetts Senior Care Association (MSCA), representing approximately 350 long-term care facilities, we appreciate the opportunity to provide testimony in strong support of the proposed regulation 105 CMR 775.00 which establishes the certification, training, and scope of practice for Certified Medication Aides (CMAs) in long term care facilities. Establishment of the CMA role has long been a priority of Mass Senior Care and we are grateful to lawmakers and Governor Healey for including the authorization of the CMA in Chapter 197 of the Acts of 2024.

As Massachusetts continues to face a historic health care workforce crisis—particularly in the nursing facility sector that has nearly 5,000 vacant caregiving positions—this regulation offers timely, responsible, and safe standards for implementing the CMA role. By allowing experienced and specially trained Certified Nurse Aides (CNAs) to administer routine non-narcotic medications under the supervision of licensed nurses, this regulation will significantly improve the efficiency and quality of care for residents while preserving the safety and integrity of clinical practice.

Allowing non-narcotic medication administration by qualified CMAs as outlined in the proposed regulations will provide important relief on workload burden for licensed nurses. It will free nurse time to focus on more complex clinical responsibilities, reduce delays in medication delivery, and improve overall workflow within nursing facilities. Timely administration of medications is not only clinically critical, but it also enhances the dignity and comfort of residents.

The regulation as drafted ensures accountability and patient safety by outlining rigorous requirements for training, competency testing, supervision, and frequent performance evaluation of CMAs. By prohibiting the administration of narcotics and medication administration routes that require nursing judgement and expertise, the regulation strikes an appropriate balance between expanding access, mitigating risk, and maintaining high standards of care.

105 CMR 775.000 enhances a meaningful career ladder for CNAs—one of the most essential and undervalued segments of our health care workforce. The pathway to becoming a CMA offers CNAs the opportunity to expand their skills, earn higher wages, and become one step closer to becoming a licensed nurse. This is an evidence-based strategy to reduce turnover and improve employee morale, especially in a sector that has seen high levels of burnout.

With the passage of these regulations, Massachusetts will align with national best practices, joining 35 other states that have already authorized medication aides to administer medications in long-term care settings with demonstrated positive outcomes in care quality and workforce stability.

In summary, Mass Senior Care Association strongly supports 105 CMR 775.000 because it establishes a clear, enforceable regulatory framework including provisions on eligibility, certification, supervision, disciplinary standards, and due process protections. This ensures transparency and accountability both for providers and the workforce, safeguarding public trust.

We respectfully urge the Department of Public Health to move forward with implementing this regulation without delay.

Sincerely,

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Tara M. Gregorio

President