

## **RESTORATIVE AIDE**

**DEPARTMENT:** Rehabilitation  
**SUPERVISOR:** DON/Charge Nurse

**FLSA STATUS:** Nonexempt  
**DATE:** July 1, 2018

### **DUTIES AND RESPONSIBILITIES:**

Under the on-site supervision of a licensed nurse, assists in the provision of restorative/rehabilitative care to residents as identified and directed by nursing as part of the care plan. Completes assigned, routine, non-treatment activities, which are pre-determined for each patient by the restorative therapy program to strengthen muscles, assist with mobility, promote independence, prevent functional declines. Operates within the guidelines consistent with accepted/legal standards of practice relevant to individual's level of training/education).

The person holding this position is delegated the responsibility for carrying out the assigned duties and responsibilities in accordance with current existing federal and state regulations and established company policies and procedures.

### **ESSENTIAL FUNCTIONS:**

1. Assists patients with exercise (Active Range of Motion/Passive Range of Motion) to improve or maintain mobility and independence in the resident.
2. Provides residents with routine restorative care and services in accordance with the resident's assessment, care plan and as established by physical or occupational therapist.
3. Documents care on Rehabilitation/Restorative flow sheet.
4. Monitors, assists in and document results of residents' activities of daily living programs such as dressing, feeding and personal hygiene; maintain restorative therapy notes in residents' record.
5. Encourages the residents to perform tasks for him/herself as appropriate and as assigned in resident's plan of care.
6. Notifies Charge Nurse of any problems, referrals or reassessments needed.
7. Ambulates residents as assigned by nursing while utilizing appropriate equipment or devices in a safe manner.
8. Assists residents to apply and remove splints or prostheses as assigned by nursing and the overall plan of care.
9. Observe body alignment of all residents in bed, chairs and wheelchairs, especially those using various positioning devices or contracture padding and perform adjustments/corrections, as necessary;
10. Encourage eye-hand coordination by assisting residents to participate in restorative feeding program.

11. Monitor wheelchair-bound residents to ensure proper use, positioning and fit of leg extenders and footrests;
12. Check and adjust resident urinary drainage bags and catheters to assure correct placement.
13. Reports to the Charge Nurse any adverse conditions experienced by the resident during the provisions of restorative care including, but not limited to, pain.
14. Assist in transfer and transportation of residents as needed;
15. Prepare residents, treatment areas, equipment and supplies for treatment.
16. Monitors use and condition of adaptive equipment (walkers, gait trainers, crutches) and assistive devices. Arranges for repair or replacement of equipment as needed.
17. Assists in maintaining therapy area and equipment in clean, safe, functional condition.
18. Ensure that adequate supplies for treatments are maintained.
19. Arranges/adjusts restorative service schedule according to resident needs for service.
20. Maintain resident confidence and protect facility operations by keeping information confidential.
21. Protect residents and employees by adhering to infection-control policies and protocols.
22. Assist the licensed PT, OT, ST or Restorative Nurse in other non-treatment activities.
23. Performs all duties and functions as listed in the Certified Nursing Assistant job description.
24. Attends all required in-services of the facility.
25. Perform related duties as assigned or as the situation dictates.

**Risk Exposure Categories:**

- 1**=Tasks may involve exposure to blood/body fluids.
- 2**=Tasks do not involve contact with blood/body fluids but could result in performing a Category 1 task.
- 3**=Tasks do not involve any risk of exposure to blood/body fluids.

**PHYSICAL REQUIREMENTS**

These are physical and mental requirements of the position as it is typically performed. Inability to meet one or more of these occupational or mental requirements will not automatically disqualify a candidate or employee from the position. Upon request for a reasonable accommodation, the Company may be able to adjust or excuse one or more of these requirements, depending on the requirement, the essential functions to which it relates, and the proposed accommodation.

	Never 0 hours	Occasionally (1-33%) .1 – 2.6 Hours	Frequently (34-66%) 2.7 – 5.2 Hours	Continuously (67-100%) 5.3+ Hours
Standing/Walking:				X
Sitting:		X		
Lifting /Carrying 0-10 lbs.			X	
Lifting/Carrying 11-20 lbs.		X		
Lifting/Carrying 21-25 lbs.		X		
Lifting/Carrying 26-50 lbs.		X		
Lifting/Carrying 51-70+ lbs.		X		
Pushing/ Pulling 0-10 lbs.			X	
Pushing/Pulling 11-20 lbs.			X	
Pushing/Pulling 21-25 lbs.			X	
Pushing/Pulling 26-50 lbs.		X		
Pushing/Pulling 51-70+ lbs.		X		
Climbing/Balancing:	X			
Stooping:			X	
Squatting:			X	
Kneeling:		X		
Reaching:			X	
Hearing/Listening: Must be able to hear well enough to communicate with co-workers and residents				X
Fingering/Grasping/Feeling: Dexterity necessary to handle and manipulate equipment and supplies.				X
Seeing: Must be able to read reports, instructions, and observe residents				X
Color Perception: (Red, Green, Amber)				X
Animals/Plants		X		

**MENTAL/REASONING REQUIREMENTS**

- Reading Simple       Writing – Complex       Analysis/Comprehension
- Reading-Complex       Clerical       Judgement/Decision Making
- Writing – Simple       Basic Math Skills

**EXPOSURES**

- Airborne particles       Explosives       Muscular Strain       Temperature
- Caustics       Fumes       Noise       Toxicants
- Chemicals       High places       Odors       Vibration
- Electrical Current       Moving Parts       Occupational abuse       Vision strain
- Slippery Floors       Weather

**WORK AREA AND ENVIRONMENT:**

Office, nursing stations, drug room, resident rooms, and all other areas in the facility and on the property; visits to other health-care facilities and offices may be necessary; and attend seminars and meetings.

**QUALIFICATIONS:**

Education: High school diploma or equivalent. Successfully completed state approved certified nursing assistant training program.

Experience: One year experience working as aide in home, geriatric and acute care preferred.

License/Registration: Possess a current acknowledgment card and/or certificate as a nursing aide issued by a state agency.

Continuing Education: As required by state law and regulations 12 hours per year.

Job Knowledge: Ability to read, write and speak English. Good verbal and written communication skills to understand instructions and complete basic charting functions. Must be able to implement specific procedures and programs; coordinate work within department; report pertinent information to the immediate supervisor; respond to inquiries or request for information. Motor coordination and manual dexterity required. Adaptability and ability to adjust to various residents and unit needs.

Standards: Knowledge of and ability to meet regulations of: Centers for Medicare and Medicaid Services (CMS); State Health Department; OSHA, Life Safety Codes; Facility Policies and Procedures

**BASIC REQUIREMENTS**

1. Residents always come first, and their needs will be met unless there is a conflict with the needs of others or the organization as a whole.
2. Residents, resident families, co-workers and visitors will be treated with respect, dignity and kindness.
3. Support the mission, vision and values of the facility
4. Employee behavior will consistently be in a manner that demonstrates both employee's and the company's commitment to an ethical, honest and above-board approach in all dealings with employees, customers, suppliers and the community.
5. Report to work on time and for scheduled shifts as attendance is required to perform the duties and responsibilities of this position.