

Category 1, 2, 3, 4
Universal Precautions
Apply (Circle One)

RESTORATIVE CARE NURSE JOB DESCRIPTION

Department: _____ Date of Hire: _____

General Purpose:

To perform restorative nursing procedures with an attitude of realistic optimism that maximizes the residents' existing abilities, emphasizes independence instead of dependence and minimizes the negative effects of disability in accordance with current federal, state and local standards governing the facility.

Qualifications:

- * Must be a Licensed Practical Nurse in good standing and currently licensed by the State of Alabama or in training to satisfactorily complete the requirements to become a Licensed Practical Nurse
- * Must be at least 18 years of age
- * Completion of secondary education or otherwise show ability to read and write in a legible and understandable manner
- * Must speak and understand English
- * Previous experience or completion of appropriate training program in rehabilitative and restorative therapy practices
- * Positive attitude toward the elderly

Essential Job Functions:

A. Restorative Care Functions

Duties:

Review physicians' orders and requests for restorative care; interview residents to evaluate and determine the most desirable type of treatment; select rehabilitative and therapeutic activities and exercises; schedule therapy in accordance with restorative care plans; recommend modifications and changes in the residents' restorative care as indicated; prepare residents for treatment; demonstrate, instruct, supervise and assist residents

and staff personnel, as necessary, with restorative care treatments, ambulatory training, etc.; and, explain to residents the procedures involved in restorative care and encourage them to perform and participate in range of motion exercises and daily functions.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Walking, reaching, bending, lifting, grasping, pushing and pulling, fine hand coordination, ability to communicate with residents and personnel, ability to read and write in English and ability to remain calm under stress.

B. Care Plan Functions

Duties:

Review restorative care requirements, assist in developing, implementing and updating restorative care plans for residents and ensure that care plans indicate restorative care when such therapy is ordered.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Ability to communicate with residents and personnel, ability to read and write in English and ability to remain calm under stress.

C. Administrative Functions

Duties:

Assume authority, responsibility and accountability for directing restorative care services; plan, develop, organize, implement, evaluate and direct the restorative care services, programs and activities; develop, maintain and periodically update restorative care standards, methods, policies, procedures and manuals, and maintain restorative care reference materials; confer with and assist nursing/medical services, related departments and consultants in planning, developing and implementing restorative care services; implement plans of action to correct deficiencies; complete medical forms, reports, evaluations, studies, charts, treatment records, resident files and progress notes on residents treated; assist in developing, implementing and maintaining a quality assurance program; participate in planning, developing and implementing resident discharge plans, assessments, etc.; maintain an adequate liaison with and interpret restorative care policies and procedures to residents, family members and personnel as necessary; make reports and recommendations to the Administrator concerning restorative care services; evaluate and implement

restorative care recommendations from facility committees; and, participate in, attend and provide reports of restorative care services and programs to various committees of the facility as required.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Ability to read and write in English, ability to communicate with residents, families and personnel and ability to remain calm under stress.

D. Residents' Rights Functions

Duties:

Maintain resident confidentiality; treat residents with kindness, dignity and respect; know and comply with and ensure that all restorative care personnel know and comply with Residents' Rights rules; monitor restorative care services to ensure that residents' rights and needs are met at all times; allow the residents to participate in planning and scheduling restorative care treatment; inform residents and family members of consequences of not participating in prescribed therapy, abiding by the residents' decisions; and, promptly report to the Administrator and maintain written records of all resident complaints and grievances.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Ability to communicate with residents, families and personnel and ability to remain calm under stress.

Other Job Functions:

A. Personnel Functions

Duties:

Assist in recruiting, interviewing, selecting, hiring and evaluating restorative care personnel; provide guidance and training for new and/or less experienced personnel; maintain an excellent working relationship with the medical profession, other health-related facilities and organizations and inter-facility department supervisors; and, assist in identifying and correcting problem areas and in improving restorative care services.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Ability to read and write in English and ability to communicate with personnel.

B. Staff Development Functions

Duties:

Participate in the development and implementation of orientation, training and in-service educational activities for restorative care personnel; participate and assist in departmental studies and projects that become necessary; and, maintain professional competence, as well as current licenses, through participation in continuing education programs, workshops, seminars and training programs.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Ability to communicate with personnel, ability to read and write in English and ability to understand and instruct restorative care personnel concerning training and education.

C. Safety and Sanitation Functions

Duties:

Assist in developing, implementing and maintaining safety standards, written aseptic and isolation techniques, and infection control procedures for restorative care; follow procedures for reporting hazardous conditions or equipment; ensure that all personnel, residents, family members, etc. understand and follow departmental policies and procedures; ensure residents' safety during any and all therapy and treatments; and, ensure cleanliness and safety of restorative care areas, therapy rooms, treatment areas, equipment and supplies at all times.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Ability to read and write and ability to communicate with residents, family members and personnel.

D. Inventory and Planning Functions

Duties:

Recommend material, equipment and supply needs of the restorative care department; provide necessary materials and equipment to perform restorative care therapy and treatment; assist

in developing and monitoring adequate and cost effective inventory control procedures; develop and implement procedures to ensure that trained and authorized personnel operate restorative care in a safe manner; and, assist in preparing and planning the restorative care budget and submit to the Administrator.

Physical and Sensory Requirements (With or Without the Aid of Mechanical Devices):

Walking, ability to communicate with residents, personnel and support agencies and ability to read and write in English.

E. All Other Duties as Assigned

I understand this job description and its requirements; I understand that this is not an exclusive list of the job functions and that I am expected to complete all duties as assigned; I understand the job functions may be altered by management without notice and that I am an at-will employee.

_____ Date

_____ Employee

_____ Supervisor