



Restorative Aide

REPORTS TO: Director of Nursing

POSITION: Provides restorative therapy services to the residents and relays recommendations for resident care status to the restorative care coordinator.

POSITION QUALIFICATIONS:

- Current, valid Nurse Aide registry required.
- At least 6 months of previous CNA experience in a long-term care or hospital setting.
- Regular attendance is required.
- Must be able to read, write and speak fluent English.

PHYSICAL REQUIREMENTS:

- Sitting: 1-3 hours/day
- Standing: 1-3 hours/day
- Walking: 3-7 hours/day
- Lifting: Over 20 lbs regularly using good body mechanics and up to 200 lbs occasionally with assistance.
- Twisting: Moderate: 121-480 twists/day
- Bending: Moderate bending: 121-480 bends/day
- Squat/Kneel: 1-3 hours/day need not be continuous

MENTAL DEMANDS:

- Must demonstrate effective communication skills with staff, residents and the public.
- Demonstrates ability to develop and maintain good interpersonal relations with staff, residents, and families in sometime stressful situations.
- Must demonstrate use of mature judgment in dealing with confidential information and demonstrate excellent problem solving skills and ability.
- Must be able to work under stress when confronted with critical or unusual situations.
- Able to handle job responsibilities in a positive, professional manner.

WORK ENVIRONMENT:

- Works primarily indoors in a well-illuminated, reasonably climate-controlled environment.
- Involves possibility of exposure to communicable disease.
- Works with frequent interruptions.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Resident Care

- Provides restorative nursing care according to care plans under supervision of Restorative Care Coordinator.
- Participates in the Walk and Dine program and other restorative programs.
- Follows new orders.
- Documents on attendance records.
- Follows implementation of Restorative Nursing policies and procedures.
- Provides information on the resident plan of care and MDS for the restorative interventions.
- Follows proper handling and use of personal adaptive equipment, including proper body mechanics when lifting and transferring residents.
- Ensures restorative care equipment is available for the residents, inventory of supplies and care equipment needs are communicated to supervisor.
- Follows proper lifting/body mechanics techniques and use of the mechanical lifts.
- Participates in State Annual Survey process and other Department of Inspection and Appeals investigations
- Works closely with family and caregivers on ensuring resident participation and compliance with restorative program for effective results.
- Attends continuing educational programs as indicated.
- Participates in the data collection as indicated.
- Participates on committees as needed or determined by the Director of Nursing and/or designee.
- Performs other CNA duties as directed by the Charge Nurse.

Safety and Sanitation

- Demonstrates knowledge of emergency policies and procedures.
- Performs all duties in a safe and efficient manner.

Customer Service

- Interacts with residents, families, staff, and other visitors to the center in a pleasant, respectful, and courteous manner.
- Acts as a positive representative of the facility at all times.
- Performs incidental housekeeping and maintenance tasks as may arise during the course of regular duties, in order to maintain a clean, safe, pleasant environment for residents, visitors and staff.

Residents/Patients' Rights

- Provides privacy and maintains the confidentiality of all resident care information.
- Ensures care and security of residents' personal possessions.
- Reports all complaints and grievance made by residents, family members, and visitors to the supervisor.
- Ensures that residents are free from abuse (physical, mental, and sexual), mistreatment and neglect, and reports any such instances to appropriate facility staff.

In-Service Education

- Attends all in-service education programs mandated by federal, state, and company guidelines.
- Participates and assists in departmental meetings and projects as assigned.

Miscellaneous

- All other duties as assigned by the supervisor.

All requirements are subject to possible modifications to reasonably accommodate individuals with disabilities.

Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves, other employees, or residents.

This description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

Requirements are representative of minimum levels of knowledge, skills, and/or abilities. To perform this job successfully, the incumbent will possess the abilities or aptitudes to perform each duty proficiently.

This document does not create an employment contract, implied or otherwise, other than an "at will" employment relationship. I have read this position description and fully understand the requirements. If I am offered and I accept the position of Restorative Aide, I agree to follow the requirements and will perform all duties and responsibilities to the best of my ability.

I understand that I may be assigned other duties, in addition to or in place of those described previously. I also understand that the essential duties of this position may change at any time, according to the needs Luther Manor.

I further understand that my employment is at-will, and thereby understand that my employment may be terminated at-will by Luther Manor or myself.

Print Name

Signature

Date