

Restorative Care Nurse

Name:	Date of Hire:
Supervisor:	Hours:
Primary Purpose of this Position	
The primary purpose of this position is to perform restorative nursing procedures that maximize the resident's existing abilities, emphasize independence instead of dependence and minimize the negative effects of disability.	

Legend			
(1) Potential Risk Exposure to Blood and Body Fluids (√ = yes)	(1) Risk Exposure	(2) Essential Function	(3) Safety Factors
(2) Essential Function (√ = yes)			
(3) Safety Factors: RM = Repetitive motion WL = Weight lifting requirement SB = Sitting, standing and bending prolonged			
Note: Information explaining the above is located on the last page of this job description.			
Duties and Responsibilities			
Administrative Functions			
Assume the authority, responsibility and accountability of directing restorative care services.		√	
Maintain treatment records, resident files and progress notes as required.		√	SB
Perform administrative duties such as completing medical forms, reports, evaluations, studies, charting, etc., as necessary.			
Interpret restorative care policies and procedures to personnel, residents, family members, etc., as necessary.		√	
Review restorative care policies and procedures manuals, job descriptions, etc., at least annually and participate in making recommended changes.		√	SB
Meet with administration, medical and nursing staff and therapy department as well as other related departments in planning restorative care.		√	
Participate in discharge planning, development and implementation of resident care plans, resident assessments, etc., as necessary.		√	SB
Assist the Quality Assurance and Performance Improvement (QAPI) Coordinator in developing, implementing and maintaining an ongoing QAPI program for restorative care services.		√	
Develop and maintain restorative care standards.		√	SB
Maintain a reference library of written restorative care material, laws, standards of practice, etc., necessary to provide assistance in maintaining quality resident care and comply with current standards and regulations.		√	SB
Plan, develop, organize, implement, evaluate and direct restorative care services as well as its programs and activities in accordance with current rules, regulations and guidelines that govern nursing care facilities.		√	SB
Committee Functions			
Evaluate and implement recommendations from established committees as they may pertain to restorative care.		√	
Serve on, participate in and/or attend various committees of the facility as required.			

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Duties and Responsibilities			
Safety and Sanitation Functions			
Ensure that the therapy area is maintained in a clean and safe manner for resident comfort and convenience by assuring that necessary equipment and supplies are maintained to perform such duties/services.		√	
Ensure that restorative care personnel follow established infection prevention and control procedures when performing duties.		√	
Ensure that staff personnel, residents, visitors, etc., follow established safety policies and procedures at all times.			
Develop, implement and maintain a procedure for reporting hazardous conditions or equipment.			
Provide for resident safety during any/all therapy or treatments.	√	√	SB
Report missing/illegible labels and safety data sheets (SDSs) to the Safety Compliance Officer or other designated person.			
Assist in developing safety standards for restorative care and comply with established safety precautions at all times.		√	
Ensure that therapy personnel wear and/or use safety equipment and supplies (e.g., back brace, mechanical lifts, etc.) when lifting or moving residents.			
Equipment and Supply Functions			
Develop and implement procedures that ensure therapy supplies are used in an efficient manner to avoid waste.			
Provide necessary material/equipment for resident to perform required therapy or treatment.		√	
Recommend to the Administrator the equipment and supply needs of the department.		√	
Develop and implement procedures for the safe operation of all restorative care equipment.		√	
Ensure that all personnel operate equipment in a safe manner.			
Ensure that SDSs are on file for hazardous chemicals used in the nursing services department.			
Budget and Planning Functions			
Prepare and plan the restorative care budget and submit to the Administrator for his/her review, recommendations and/or approval.		√	SB
Resident Rights Functions			
Review complaints and grievances made by the resident, families and/or visitors and make oral/written reports to the Administrator indicating what action(s) were taken to resolve the complaint or grievance.			
Ensure that all restorative care personnel are knowledgeable of the residents' responsibilities and rights including the right to refuse treatment.		√	

- Must be able to recognize resident's needs such as ROM exercises, ambulation limitations, etc.
- Must be able to instruct Certified Nursing Assistants (CNAs) in continuing preventive restorative care.
- Must be able to related information concerning a resident's condition.
- Must not pose a direct threat to the health or safety of other individuals in the workplace.

Physical and Sensory Requirements (with or without the aid of mechanical devices)

- Must be able to move intermittently throughout the workday.
- Must be able to speak and write the English language in an understandable manner.
- Must be able to cope with the mental, emotional and physical stress of the position.
- Must be able to see and hear or use prosthetics that will enable these senses to function adequately to assure that the requirements of this position can be fully met.
- Must function independently, have flexibility, personal integrity and the ability to work effectively with residents, personnel, support agencies and outside agencies.
- Must meet the general health requirements set forth by the policies of this facility which include a medical and physical examination.
- Must be able to relate to and work with the ill, disabled, elderly, emotionally upset and, at times, hostile people within the facility.
- Must be able to push, pull, move and/or lift a minimum of 25 pounds to a minimum height of 5 feet and be able to push, pull, move and/or carry such weight a minimum distance of 50 feet.
- May be necessary to assist in the evacuation of residents during emergency situations.
- Must be willing to perform tasks that may involve exposure to the resident's blood/body fluids.

Job Position Analysis Information

(1) Risk Exposure to Blood/Body Fluids Column:

A check mark (✓) entered into this column indicates the risk potential of your exposure to blood or body fluids. Established procedures identify the appropriate personal protective equipment (PPE) that you should use when performing this task.

(2) Essential Functions Column:

A check mark (✓) entered into this column indicates that you may be required to perform this task.

(3) Safety Factors Column:

RM = Repetitive Motion:

A "RM" in this column indicates that it will be necessary for you to perform some functions of this task repeatedly. When such tasks are not performed properly injury can result. Established procedures identify the precautions and/or equipment that should be used.

WL = Minimum Weight Lifting Requirement:

A "WL" in this column indicates that it will be necessary for you to perform functions of this task that require some lifting, moving, pushing or pulling. When such tasks are not performed properly injury can result. Established procedures identify the precautions and/or equipment that should be used when performing this task. **Minimum** weight lifting requirements that you must perform are located in the "Physical and Sensory Requirements" section of this job description.

SB = Prolonged Sitting, Standing and Bending:

A "SB" in this column indicates that some functions of this task require you to sit, stand or bend for an extended period of time. When such tasks are not performed properly injury can result. Established procedures identify the precautions and/or equipment that should be used when performing this task.