Job Title: Restorative Care Nurse	**Reports To:** Director of Nursing
Job Classification:	
FLSA Status:	**Revised Date:** April 2024

POSITION SUMMARY

The Restorative Nurse plays a crucial role in promoting and maintaining the functional independence of the residents in the Facility. The position is responsible for assessing the residents and planning, implementing, and evaluating restorative care services to enhance residents' physical and overall well-being.

GENERAL JOB DUTIES

- All employees are responsible for a basic knowledge of the employee handbook, along with the mission and vision of the Facility, and must conduct themselves with behavior that supports these values.
- All employees understand the safety and well-being of both the residents and staff members is the number one priority of their Facility.
- All employees are responsible for making the most of their working time and reach maximum potential by being on time for appointments, checking voicemails/emails as appropriate and completing deadlines in a timely manner.
- All employees are expected to escalate issues as necessary.
- All employees will specifically be trained on their job duties, however; other mandatory trainings may be deemed appropriate by leadership for one or all members of the team.
- Other projects and/or duties as assigned.

ESSENTIAL JOB FUNCTIONS

- Follow established standards of nursing practice and implement facility policies and procedures.
- Interpret existing policies and procedures to Certified Nursing Assistants, residents, families and physicians.
- Supervise and evaluate all direct resident care and initiate corrective action as necessary.
- Conduct resident rounds daily, reporting problems to the charge nurse or Director of Nursing, if necessary, and initiate corrective action.
- Identify safety hazards and take appropriate action.
- Follow, supervise, and evaluate the implementation of the Resident's Rights Program.
- Provide clinical supervision of Certified Nursing Assistants giving direct resident care.
- Attend staff meetings, in-service programs, and committee meetings as assigned.
- Follow staffing guidelines and make nursing assignments according to qualifications of staff and characteristics of the resident population.
- Comprehend and follow all OSHA, State, and Federal policies and regulations.
- Counsel Certified Nursing Assistants and recommend disciplinary action, when necessary, to the Director of Nursing.
- Participate in the employee evaluation process by providing information on the clinical performance of Certified Nursing Assistants to the Director of Nursing.
- Perform and document comprehensive assessments of each resident.
- Actively and effectively pursue a program of medication reduction and monitor the programs progress. Work with all nursing staff to accomplish and maintain this goal.
- Document resident care response, and/or lack of response to care.

- Report changes in resident's condition to his/her physician, responsible party, Director of Nursing, and/or the Administrator.
- Follow facility admission procedures and communicate resident's admission to other departments, physicians, and ancillary services.
- Knowledgeably and competently perform basic nursing skills.
- Assess residents' functional abilities and limitations.
- Develop comprehensive care plans that address specific restorative needs.
- Participate in resident care conferences as assigned.
- Provide direct resident care and give ongoing instructions to Certified Nursing Assistants related to resident care.
- Listen to residents, families, and/or physician concerns and initiate corrective action and/or report concerns to appropriate supervisory staff.
- Work with Certified Nursing Assistants in making timely rounds, changing linens, turning, and positioning all residents as necessary to ensure good body alignment and skin protection.
- Monitor and report, when necessary, resident weight changes, skin conditions, abnormal lab and x-ray results, medication errors, medications not available, and other pertinent information affecting the well-being of residents to physicians, responsible parties, and the Director of Nursing.
- Educate nursing staff on proper techniques for assisting residents with mobility and transfers.
- Provide restorative and rehabilitative care by using the guidelines established by the Physical and Occupational Therapists.
- Document specific restorative interventions, progress, or lack of progress on the weekly progress notes and appropriate flow sheets.
- Monitor the use of assistive devices, splints, etc. as directed by the Physical Therapist, Occupational Therapist, and/or Physician.
- Review and track resident falls. Implement appropriate interventions to minimize the residents' risk for falls and communicate these interventions to all staff.
- Assist residents in group and/or individual exercise programs using both active and passive range of motion and ambulation.
- Work with the Recreation Program Director in establishing activities which will promote exercise and mobility.
- Establish an effective continence program using management guidelines.
- Work with the charge nurse in bladder retraining and eventual removal or catheters.
- Review care plans and perform restorative care as outlined in the individualized care plan.
- Update resident care signs with intervention changes and communicate changes to the MDS coordinator timely.
- Accurately assess and document each resident's full range of motion upon admission and with each change of their condition.
- Consistently work cooperatively with facility administration, nursing personnel, ancillary personnel, all facility departments, and consultants.
- Comply with established infection control and universal precaution practices. Follow facility Fire Safety and Disaster policies and procedures and monitor facility staff for the same.
- Observe all facility safety policies and procedures including working responsibly to ensure personal safety.
- Come to work in a clean, neat uniform, and consistently present an appropriate professional appearance.
- Come to work as scheduled and consistently demonstrate dependability and responsibility.
- Act as the facility Social Worker Designee in the absence of the appointed Social Worker.
- May be asked to participate in the facility education programs and coordinate student activities with the Director of Nursing.

- Complete reports for facility committees as assigned.
- Accept and perform additional duties as assigned by your department head or Administrator in a cooperative manner.
- The use of personal vehicle for approved work related tasks will be reimbursed for mileage at a pre-determined rate.
- The sensory and communication activities essential to the performance of this position include: ruling, hearing, seeing, smelling, speaking, reading, and writing.

EDUCATION & EXPERIENCE REQUIREMENTS

- Graduate of an accredited Registered Nurse or LPN program.
- Licensure/Certification in the state in which the facility is located required.

REQUIRED SKILLS

- Consistently demonstrate dependability, responsibility, and set a positive example for all other staff.
- Proven track record of collaborative leadership in diverse teams.
- Passionate about excellent resident care, compliant processes, and methodologies and a willingness to continually learn.
- Must be able to explain complicated information in a way that is easy for anyone to understand.
- Excellent decision making and conflict-resolution skills.
- Effective written and verbal communication skills, both professional and interpersonal.
- The ability to work both independently and within a team.
- A responsible, organized, and detail-oriented mindset.
- Refined time management skills and the ability to multi-task.
- Advanced critical thinking and problem-solving skills, in addition to superior computer skills.

PHYSICAL REQUIREMENTS

- Ability to lift up to 100 pounds and sometimes more with assistance. An individual in this position will be expected to use, assist, and demonstrate devices for handling or lifting residents. This position requires regular movements such as: crouching, fingering, grasping, kneeling, lifting, pulling, pushing, reaching, repetitive movement, standing, and stooping.
- An individual in this position may be exposed to inside environmental conditions, and physical, chemical, or respiratory hazards.
- An individual in this position may be exposed to Bloodborne Pathogens.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

EQUAL EMPLOYMENT OPPORTUNITY

At your Facility, we understand that every employee is different in his or her own way. We do not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, retaliation, military status, or other non-merit factors. The Facility is a proud Equal Opportunity workplace.

By signing below, I am certifying that I am qualified for this position (as described above) and capable of performing the general and essential functions of the position. I agree that this Job Description has reasonable expectations and that this is in no way, shape, or form a contract of employment. By signing this document, there is no guarantee of continued employment as the State of Iowa and Nebraska mandates at-will employment.

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FACILITY NAME

_____ _____

EMPLOYEE SIGNATURE DATE

_____

PRINT EMPLOYEE NAME

_____ _____

SUPERVISOR SIGNATURE DATE

_____

PRINT SUPERVISOR NAME