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

POSITION SUMMARY

The Restorative Aide works under the supervision of licensed nursing staff to assist residents with mobility, activities of daily living, and therapeutic exercises designed to restore physical functioning and enhance quality of life.

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 performance standards and performs duties according to nursing service policies and procedures.
- Identify special resident problems and report them to the charge nurse and/or the Director of Nursing.
- Conduct resident rounds daily and initiate corrective action as necessary. Communicate any findings and action taken to the charge nurse and/or Director of Nursing.
- Provide restorative or rehabilitative care by using the guidelines established by the Physical, Occupational, or Speech Therapists.
- Identify safety hazards and emergency situations and initiate corrective action.
- Assist residents in fostering independence through teaching and encouraging Activities of Daily Living (ADL) skills (eating, dressing, bathing, toileting, and ambulation).
- Report to the Director of Nursing, charge nurse, and restorative nurse the resident's response to treatment.
- Document specific restorative interventions on appropriate flow sheets.
- Monitor the use of assistive devices, splints, etc., as directed by the Physical Therapist, Occupational Therapist, and/or Physician.
- Assist residents in group and/or individual exercise programs using both active and passive range of motion, muscle toning, and ambulation.
- Assist residents in transferring from the bed, chair, wheelchair, and toilet using appropriate equipment (person for assist, gait belts, mechanical lift, grab bars, transfer slings, etc.)
- Assist residents in preventing decubitus ulcers, skin tears, joint contractures, etc., by properly placing positioning aides, pillows, and protective padding when the resident is unable to help him/her-self.

- Provide mealtime assistance with resident body positioning that promotes good food and fluid intake.
- Participate in the restorative dining program by assisting with the transfer of residents from wheelchairs to dining chairs, as appropriate and by educating residents and staff in the need for same.
- Report changes in resident appetites to the charge nurse and/or Director of Nursing.
- Work with the Recreation Program Director in establishing activities which will promote exercise and mobility.
- Provide residents care in a manner which promotes resident independence, comfort, and security.
- Assist residents with adequate hydration by offering fluids and working with residents in self-help and consumption of the fluids.
- Promote an effective continence program using management guidelines.
- Work with the charge nurse in bladder retaining and eventual removal of catheters.
- Be flexible with schedule changes and resident conditions in-order to maintain and improve the resident's level of functioning while promoting involvement in the life of the facility he/she desires.
- Review care plans daily and perform restorative care as outlined in the individualized care plan.
- Facilitate continuity in daily routines and provide a rehabilitative structure for both residents and staff.
- 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.
- Always follow Resident Rights policies.
- Observe all facility safety policies and procedures including working responsibly to ensure personal safety.
- Comprehend and follow all OSHA, State, and Federal policies and regulations.
- Accept and perform additional duties as assigned by your department head or Administrator in a cooperative manner.
- Come to work as scheduled and consistently demonstrate dependability and punctuality.
- The sensory and communicative activities essential to the performance of this position include feeling, hearing, seeing, smelling, speaking, reading, and writing.
- The use of personal vehicle for approved work related tasks will be reimbursed for mileage at a pre-determined rate.
- Comply with established infection control and universal precaution practices and follow the Fire Safety and Disaster Policies and Procedures.

EDUCATION & EXPERIENCE REQUIREMENTS

- High school diploma or GED preferred.
- Seventy-five (75) hour Nursing Assistant course with State Certification in which the facility is located. Must also participate in on-going continuing education.
- Maintain active Dependent Adult Abuse training certification, and/or have the ability to complete the required training within 6 months of hire.

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 balancing, bending, 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, 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.

REQUIRED SKILLS

- Consistently demonstrate dependability, responsibility, and set a positive example for all other staff.
- Passionate about excellent resident care, compliant processes, and methodologies and a willingness to continually learn.
- 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.

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.

_____

FACILITY NAME

_____ _____

EMPLOYEE SIGNATURE DATE

_____

PRINT EMPLOYEE NAME

_____ _____

SUPERVISOR SIGNATURE DATE

_____

PRINT SUPERVISOR NAME