



JOB DESCRIPTION RESTORATIVE CARE ASSISTANT

Overview:

The Restorative Care Assistant (RCA) is responsible for providing nursing restorative care to ensure residents attain or maintain the highest possible physical, mental and emotional well-being possible for each resident without declines unless the decline is documented as unavoidable. Elmbrook Management Company is committed to providing care that recognizes each resident's physical, emotional and spiritual needs beyond the traditional nursing procedures and protocols. The RCA reports directly to the DON. The RCA provides care to residents that is designed to strengthen muscles, assist with mobility, promote independence, prevent functional declines and others in accordance with Elmbrook Management Company's policies and procedures, our current standards of care and practice and applicable state/federal regulations.

Physical Requirements:

This job requires good physical and mental health. Physical activities may include; lifting, rotating and assisting residents who are partially or totally dependant for moving about. Other activity requirements of the RCA are stooping, bending, standing and walking most of an eight-hour shift. RCA's must be willing and able to work a flexible shift. Must be able to lift and/or carry 50 pounds.

Qualifications/Education:

A RCA must possess current Certified Nurse Assistant status in accordance with statutory requirements. A RCA must have completed additional instruction and training in restorative care procedures and have appropriate documentation as evidence contained in their employment file of the facility.

Duties:

The RCA must possess and demonstrate comprehensive knowledge of safe, restorative nursing care practices. The RCA must also be able to verbalize and demonstrate appropriate knowledge of good body mechanics, as well as the ability to evaluate and document the effectiveness of the restorative care received by the resident. Other duties of the RCA include:

- Understands and agrees with Elmbrook Management Company's philosophy and goal to maintain, improve and/or enhance each resident's quality of care and quality of life.
- Performs Active Range of Motion (AROM) and Passive Range of Motion (PROM) in a safe manner to residents as assigned by the DON and the resident's overall plan of care.
- Ambulates residents as assigned by the DON and the resident's overall plan of care while utilizing appropriate equipment or devices in a safe manner.
- Assists residents to apply and remove splints or prostheses as assigned by the DON and the resident's overall plan of care.
- Encourages the residents to perform tasks for him/herself as appropriate and as assigned by the DON and the resident's overall plan of care.
- Provides good body alignment, positioning device and contracture padding as appropriate and as assigned by the DON and the resident's overall plan of care.
- Reports to the DON any adverse conditions experienced by the resident during the provision of restorative nursing care including, but not limited to, pain.
- Monitors and assists with the performance of Activities of Daily Living (ADLs) to promote resident involvement to the highest extent possible without resident decline unless the decline is documented as unavoidable.
- Evaluates and documents the resident's progress as indicated by Elmbrook Management Company's policies and procedures. Communicates results to the DON and seeks input and supervision from the Staff Nurse to confirm findings.
- Practices good body mechanics while delivering restorative nursing care to prevent injuries to self or to others. Observes all safety precautions as required in Elmbrook Management Company's policies and procedures.
- Cooperates with licensed rehabilitative therapists when providing restorative nursing care to residents when appropriate.



- Perform all duties and functions as listed in the Certified Nurse Assistant job description.
- Perform other duties and assignments as assigned by supervisor.

Employee Signature