GENERAL OVERVIEW

JOB DESCRIPTION

OKLAHOMA STATE REGULATIONS

RECOMMENDATIONS
Job Description for a Restorative Aide

Restorative aides are health-care professionals who are responsible for providing restorative and rehabilitation care for residents/patients to maintain or regain physical, mental and emotional well-being. Aides in this capacity are certified nurse assistants (CNAs), with specialized training in restorative care. These health care workers are employed in long-term care facilities, hospitals, outpatient clinics and rehabilitation hospitals.

Restorative aides work alongside registered nurses, occupational and physical therapists, and speech pathologist and will be able to serve in a maintenance capacity in the therapists or consultant’s absence.

Restorative aides are responsible for following a resident/patient care plan in helping residents/patients with active range of motion (AROM) and passive range of motion (PROM) as assigned.

Restorative Nursing Assistant:

- Reports to and performs those duties assigned by the restorative nursing supervisor.
- Is a certified nursing assistant and has been given additional training in the area of rehabilitation.
- Demonstrates acceptable skill proficiency in those areas of restorative nursing that the facility has determined it will make available to its residents.
- Demonstrates proficiency in motivating residents to participate in and complete restorative programs.
- Follows appropriate safety and hygiene measures at all times to protect residents and themselves.
- Meets facility continuing education requirements for certified nurse assistants.
- Demonstrates a practical knowledge of facility policies and procedures for restorative nursing.
- Complies with facility guidelines for documentation and physicians’ orders.
- Relates well to residents, their families, and facility staff.
- Interacts well with therapists and implements individual programs as developed.
- Maintains equipment and supplies for treatment.
- Maintains consistent resident care schedule and is efficient in use of time.
- Able to perform duties with a minimum of supervision.
- Identifies potential problems/issues and reports to supervisor in a timely manner.
- Maintains a professional attitude and appearance.
- Is supportive of facility goals and objectives.
State Regulations

310: 675-9-3.1 Rehabilitative or restorative nursing services

(a) Rehabilitative services promote restoration of the resident’s maximum potential. Rehabilitative services shall be provided or obtained by the facility or an outside source according to the resident assessment. An evaluation shall address the resident’s rehabilitative needs, on admission, annually, and as the resident’s condition indicates. Rehabilitative services shall be ordered by the physician, and provided under the direction of licensed or qualified staff. These services shall include, but not be limited to, the following:

1. Physical therapy.
2. Speech therapy.
3. Audiology.
4. Occupational therapy.
5. Psychological or psychiatric counseling/therapy.
6. Nutritional counseling.

(b) Restorative nursing services may be provided by the nursing staff according to the care plan. These services shall include, but not limited to, the following:

1. Range of motion to prevent contracture.
2. Bowel and bladder training to restore continence.
4. Behavioral modification under the direction of a qualified consultant.
5. Ambulation.
6. Remotivation.
7. Reality orientation.
8. Reminiscent therapy.

(c) There shall be an ongoing in-service education program for all restorative nursing staff.
**Restorative Nursing Resident-to-Staff Ratio Recommendation**

- An example of an eight-hour day of a restorative nursing aide-to-resident caseload ration analysis is:
  - Three hours restorative dining
    - 1.5 hours each for breakfast and lunch or lunch and dinner
  - Four-hour individual restorative resident care
    - 15 minutes = 1 resident treatment = total of 16 individual resident treatments max

**NOTE:** The actual number of residents that may be treated during this four-hour timeframe may vary depending on how much time is required to complete the individual recommended restorative programs. Some residents may require 30 minutes of ROM and splint application while others may only require 15 minutes of strengthening exercise.

- .5 hour taken for two 15-minute breaks
- .5 hour allotted for the walk-to-dine program for breakfast and lunch

**NOTE:** It is recommended that residents appropriate for this program are at standby, contact guard assist, modified independent or independent level for ambulation.

- **General recommendations**
  - Restorative staff is scheduled and designated to provide restorative care.
    - Ensures compliance with Medicare and state survey guidelines for a restorative nursing program.
    - Provides consistent continuity of care to residents to achieve their highest level of independence and quality of life.
  - Certified nursing assistant on-call staffing pool recommended to insure RNA staff is not pulled to provide personal resident care needs, vital signs, weights, showers, etc.

- **Variables to consider for appropriate staffing patterns**
  - Staffing patterns may vary dependent on the RNA’s organizational skills, flexibility, amount of interruptions throughout the day, or personal care required in providing the individual resident preparation for their restorative program.
  - Nursing and therapy need to establish a team effort for admission and discharge to the restorative program to insure each resident has the needed time to benefit from restorative intervention.