

Pine Valley Health Care and Rehabilitation Center Position Description

Position Title: Restorative Nursing Assistant

Pay Grade: C

Reports to: Nursing

Hours Per Week: 40

Purpose of Position

The purpose of this position is to assist in providing restorative care and therapy to residents. The work is performed under the supervision of Physical Therapists, Occupational Therapists, Speech Therapists, and Nursing staff.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

Assists various therapists with resident treatment plans as ordered by the physician.

Meets with the Director of Nursing to report residents' progress and discuss problems/concerns.

Performs range of motion, strengthening exercises, use of adaptive equipment, and ambulation of residents under orders for restorative care.

Applies hot packs and administers therapeutic messages. Assists with repositioning and transferring residents, with whirlpool treatments, with feeding/swallowing program at mealtime, and other CNAs regarding proper ROM, ambulation, use of adaptive equipment, and repositioning. Assists with other CNA tasks such as feeding, bathing, dressing, etc.

Administers walking, standing, and balance exercises to residents and assists residents in getting in and out of wheelchairs.

Sets up, adjusts, and maintains various types of equipment required for treatments.

Records activities on a daily flow sheet and reports residents' progress and change of condition to appropriate therapists and nursing staff.

Evaluates residents' progress according to care plan goals.

Minimum Training and Experience Required to Perform Essential Job Functions

High school diploma or equivalent, Certification as a Nursing Assistant by the State Nursing Assistant Registry Board, prior CNA experience in restorative care preferred, or any combination of education and experience that provides equivalent knowledge, skills, and abilities.

Physical and Mental Abilities Required to Perform Essential Job Functions

Language Ability and Interpersonal Communication

Ability to classify, compute, and tabulate data and information, following a prescribed plan requiring the exercise of some judgment. Ability to compare, count, differentiate, measure, and sort information. Ability to assemble, copy, record, and transcribe data and information.

Ability to advise and provide Interpretation to others on how to apply policies, procedures, and standards to specific situations.

Ability to utilize a wide variety of descriptive data and information such as regulations, flow sheets, therapy plans/goals, lists, schedules, procedure manuals, resident records, correspondence, and general operating manuals.

Ability to communicate effectively with residents, Center staff, visitors, residents' families, and volunteers.

Mathematical Ability

Ability to add and subtract, multiply and divide, and calculate percentages, fractions, and decimals.

Judgment and Situational Reasoning Ability

Ability to use functional reasoning and apply rational judgment in performing diversified work activities.

Ability to exercise the judgment, decisiveness, and creativity required in situations involving the evaluation of information against sensory and/or judgmental criteria, as opposed to measurable criteria.

Physical Requirements

Ability to operate, maneuver, and/or steer equipment and machinery requiring simple but continuous adjustments such as scales, thermometers, blood pressure cuffs, personal hygiene and grooming tools, adaptive equipment, Hoyer lift, and other lift devices.

Ability to coordinate eyes, hands, feet, and limbs in performing movements requiring moderate skill, such as cutting.

Ability to exert moderate but not constant physical effort, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, lifting, carrying, pushing, and pulling.

Ability to recognize and identify similarities or differences between characteristics of colors, shapes, sounds, and odors associated with job-related objects, materials, and tasks.

Environmental Adaptability

Ability to work under conditions that require exposure to environmental factors such as odors, toxic agents, irate individuals, intimidation, and disease. This exposure may cause some discomfort and presents a risk of injury.

Pine Valley Health Care and Rehabilitation Center is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Center will provide reasonable accommodations to qualified Individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

