

Restorative Nursing Assistant (RNA)

Roles and responsibilities

Roles

The purpose of the RNA is to interact with the resident and provide skill practice in such activities as walking and mobility, dressing, and grooming, eating and swallowing, transferring, amputation care, and communication in order to improve and maintain function in physical abilities and ADLs and prevent further impairment.

Pre-requisite RNA qualifications:

Recommended qualifications include:

- Completion of RNP Certification Course through the Quality Care Health Foundation in California.
- Current California Certified Nursing Assistant (CNA).
- Minimum one year experience as a CNA in long-term care.
- Ability to communicate effectively in English both verbally and in writing.
- Ability to function independently with indirect supervision.
- Able to participate in physical activities that may require bending, squatting, reaching, twisting, repetitive grasping, frequent pushing and pulling and frequent lifting up to 150 pounds with assistance.
- Training in gait belt use, safe transfers and body mechanics.
- Creative problem solver.

Recommended responsibilities include:

- Administer restorative activities specific to resident needs.
- Administer Restorative Dining Program.
- Perform transfers, bed mobility, positioning and range of motion (passive/active).
- Perform general strengthening exercises.
- Ensure the placement of restorative devices/equipment (e.g., splints, positioning devices).
- Assist with turning and positioning of residents as needed.
- Document per treatment activity and summarize progress for each resident in the RNP.
- Report and chart significant changes in resident condition, evidence of pain or motivational level.
- Notify RNPC, Charge Nurse or appropriate therapy discipline of problems, referrals and reassessment needs.
- Follow appropriate safety, hygiene and infection control measures.
- Ensure adequate restorative supplies to meet the needs of the residents in the RNP.
- Maintain consistent resident care schedule and be efficient in use of time.
- Coordinate restorative treatments with other facility departments.
- Attend all meetings and in-services as required.
- Follow policies and procedures for RNP.
- Identifies potential problems/issues and reports to RNPC in a timely manner.

Restorative Nursing Program Coordinator (RNPC)

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The roles of the RNPC are to provide guidance to the RNA and oversight of the RNP.

Pre-requisite RNPC qualifications:

Recommended qualifications include:

- Completion of RNP Certification Course through the Quality Care Health Foundation in California.
- Current California license as Licensed (LVN) or Registered Nurse (RN).
- Minimum one year experience as a licensed nurse in long-term care.
- Ability to communicate effectively in English both verbally and in writing.
- Willingness and ability to function as coordinator of RNP and supervisor of RNAs.
- Ability to participate in physical return demonstration for the purpose of competency skills check which may require bending, squatting, reaching, twisting, repetitive grasping, frequent pushing and pulling and frequent lifting up to 150 pounds with assistance.
- Training in gait belt use, safe transfers and body mechanics.
- Creative problem solver.

Recommended responsibilities include:

- Monitor all aspects of the RNP on an ongoing basis (e.g., skills, documentation, communications, schedules, assignments etc.)
- Review all RNA documentation for accuracy and completeness and update as needed.
- Serve as primary liaison with the professional Therapists by participating in resident assessments and coordinating the implementation of the RNP or recommendations made by the professional Therapists for nursing staff to follow.
- Oversee or participate in initiating or updating resident care plans related to the RNP.
- Assure licensed documentation in the medical record supports resident progress in the RNP.
- Communicate with the RNAs on a regular basis to review the status of individual resident programs, update programs, review charting and provide input to the RNAs regarding their skills.
- Assure input regarding the restorative needs of residents is provided at the resident care plan meeting.
- Serve as resource for other facility staff involved in the provision of restorative services (e.g., activities).
- Coordinate inservice efforts for restorative nursing and general nursing with staff development designee.
- Represent the RNP to families, Physicians and other individuals involved in the resident's care.
- Conduct the annual reviews of the RNAs.
- Report to the quality assessment and assurance (QA&A) committee.