



Autumn 2017

Restorative Aide (RA) – Part time

Job Description:

A restorative nursing assistant/aide is a person with special training in the area of restorative care, and in accordance with restorative nursing policies and procedures. The position's job description entails upon executing prescribed care plan in helping residents attain and sustain better living standards by implementing strategies and techniques to increase their strength capacity and general well-being.

Culture Aspects:

The position will care for residents of all cultural and religious backgrounds. Assures personal and staff compliance to residents' rights.

Accountability:

Restorative Aide directly receives assignment from and reports back to the Admissions and Rehab Coordinator.

Duties and Responsibilities:

Person in the position must be able to perform the essential functions of the job with or without reasonable accommodations. Except as specifically noted, the following functions are considered essential to this position -

- Provide direct restorative care and delegated therapy tasks including PROM and active ROM, ambulating, special positioning techniques, splints, ADL training, and restorative dining.
- Duties also include coaching and assisting staff NA-Cs in positioning, ROM ambulation, ADL, cones / splints / contracture care, ADL specifics, safety device application.
- Follow instructions from therapists for appropriate padding and wheelchair cushions, and safety device release, documenting residents' progress.
- The person holding this position may be expected to perform other duties as assigned. Such duties will be within the training and ability of the post.
- Interact closely with residents to bond with them; pay attention to their needs and body language or sign to decode what residents may be trying to say in cases where they cannot verbally express themselves due to the state of their health condition.
- Ensure residents' needs are fully met as this could affect their response to therapy/activity and general well-being.
- Provide full emotional support system for residents' rehabilitation process.
- Requires to document and report information regarding the residents' progress and medical condition to Charge Nurses and Admission and Rehab Coordinator.

MAIN OFFICE

4416 S Brandon Street
Seattle, WA 98118

CHINATOWN-ID OFFICE

815 S Weller Street
Suite 212
Seattle, WA 98104

BELLEVUE OFFICE

15921 NE 8th Street
Suite C206
Bellevue, WA 98008

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Physical Requirements included but not limited to:

- Ability to lift up to 40 lbs. 20 times per day.
- Ability to frequently change position: stand, sit, stoop, kneel, bend, twist and carry.
- Must be highly flexible and adaptable, able to respond quickly to the changing needs of residents.
- Physical strength, endurance and motor coordination is necessary for long periods of walking, standing, assisting with lifting, transferring and repositioning residents.
- Strong ability with sight, sound and speech to perform and communicate restorative activities to residents.
- Work hours may vary to meet the needs of the residents and program.

Licensure/Certification Requirements:

- High school degree or GED.
- NA-C license in WA is required. Prefer one year of working experience as NA-C for ADL handling & knowledge.
- Completed RA training. Certified RA is preferred.

Other Training, Skills and Experience Requirements:

- Employee must demonstrate on an ongoing basis the ability to develop and maintain good working relationships with co-workers and supervisors.
- This position requires the ability to work closely with other departments.
- Interpersonal skills to bond and relate to residents on a close level to win their trust and cooperation during therapy/activities is a must.
- Emotional intelligence is required to understand residents' needs.
- A calm and caring temperament at every point in time to follow residents according to their own pace is essential to job success.
- Able to observe the laws of safety in all aspects: physical, psychosocial, and spiritual and in accordance with the Washington State Resident's Bill of Right.
- Bilingual in English, communicative ability in Chinese dialects such as Mandarin, Cantonese, Toishanese and Vietnamese is preferred.

Working Conditions:

The role resides primarily inside a temperature controlled facility with occasional outside travel as need arises. Frequent full range of motion used such as standing, sitting, walking, lifting, manual dexterity, computer use, and exposure to common risks and conditions found in healthcare facilities such as blood, bodily fluids, IV equipment, various machines and monitoring devices, and wheelchairs.

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