REHAB NURSE

**Department:** Nursing

**Supervisor:** Director of Nursing

**Salary Range:**

**Shift:**

**FLSA Status:** Non-exempt

# QUALIFICATIONS

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| **EDUCATION & CREDENTIALS:** | RN or LPN graduate from an accredited school of nursing required. Current licensure as an RN or LPN in the State of Iowa by the Iowa Board of Nursing, without restrictions, is required. CPR certification required. Failure to maintain current licensure and certification in good standing without restrictions will result in termination. May not be a debarred provider. |
| **REGULATORY**  **COMPLIANCE**  **REQUIREMENTS:** | The Rehab Nurse is required to report any arrest, charge, or conviction of a crime other than a traffic violation, and receipt of notice of any agency investigation or charge, including investigations relating to licensure, certification status, or dependent adult or child abuse within 48 hours and may not perform services pending such report. Failure to report such an arrest, charge, conviction, investigation or similar issue may result in termination.  The Rehab Nurse must understand the nature of resident care and resident rights and comply with these requirements at all times.  A Rehab Nurse who reasonably believes a dependent adult  has suffered dependent adult abuse is required to report suspected abuse to the Director of Nursing within twenty-four (24) hours.  During the course of employment the Rehab Nurse is also required to report any information that may impact patient/resident care, including, but not limited to, violations of resident rights and HIPAA violations to his/her supervisor or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. |
| **CONTINUING EDUCATION REQUIREMENT:** | The Rehab Nurse is required to complete annual 12‑hour in‑service training programs as well as any CEU required for licensure. Failure to complete the 12‑hour in‑service training program or required CEU’s, or any other requirement under internal policies, local, state or federal law may result in termination. |
| **WORK EXPERIENCE:** | Applicants with previous physical therapy experience are preferred. |

# GENERAL JOB SUMMARY

The Rehab Nurse provides direct therapy work involved in the treatment and prevention of physical disability caused by injury, disease, congenital conditions or age by using appropriate therapy techniques and methods, under the general supervision of the therapy department, to assigned residents to help them reach their maximum performance level.

The Rehab Nurse will administer active/passive manual therapeutic exercises, massage, hot and/or cold packs. The Rehab Nurse will instruct, motivate and assist residents to learn and improve functional activities such as transfer, ambulation and daily living activities. The Rehab Nurse will observe residents during treatments, compile and evaluate data on resident responses to treatments and progress and report to physician and/or therapist verbally or in writing.

The Rehab Nurse will confer with members of nursing, therapy and other health care members to exchange, discuss and evaluate resident information for planning, modifying and coordinating treatment programs.

**ESSENTIAL FUNCTIONS AND RESPONSIBILITIES**

1. Knowledge of the principles, methods, techniques, materials, equipment and procedures used in physical/occupational therapy and their applications.

2. Knowledge of potential hazards involved in physical/occupational therapy treatments and precautionary measures needed.

3. Knowledge of skeletal, muscular and neural anatomy and physiology as it applies to therapy.

4. Ability to plan, organize and oversee development of treatment goals and objectives.

5. Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals.

6. Ability to perform physical tasks required in applying therapy treatments in order to properly administer therapy treatments and to accurately observe and assess the progress of resident(s) being treated.

7. Ability to write reports, chart consistently and keep necessary records related to treatment of residents.

8. Ability to speak effectively before groups of residents, families or employees.

9. Display a high level of initiative, effort and commitment towards completing assignments efficiently.

10. Work with minimal or no supervision.

11. Demonstrate responsible behavior and attention to detail.

12. Encourage and facilitate cooperation, pride, trust and group identity.

13. Foster commitment and team spirit.

14. Complete functional activity of daily living assessment on all residents at time of admission to establish initial therapy care plan and then regularly thereafter.

15. Coordinate therapy services and make referrals when appropriate.

16. Monitor care plans for appropriate therapy services to meet resident needs.

17. Assist with the development, implementation and evaluation of the care plans for each resident in accordance with therapy specialist and physicians.

18. Organize time effectively to complete necessary tasks.

19. Willing to work flexible hours to meet requirements of the job.

20. Assist residents in exercise using parallel bars, mats, weights or pulleys, or other equipment.

21. Administer gait training in conjunction with developed treatment plans.

22. Evaluate progress of resident in relation to treatment applied.

23. Instruct nursing staff in administration of physical therapy treatments and use of modalities.

24. Instruct residents in care and use of wheelchairs, braces, canes, crutches, and other prosthetic and orthotic devices as prescribed by physicians or in conjunction with treatment plans as developed by the physical therapist.

25. Attend professional physical therapy conferences as allowed, attend facility staff meetings and resident care plan conferences for evaluations as required.

26. Participate in continuing education to maintain credentials and increase expertise and knowledge in professional clinical nursing and restoration/rehabilitation therapy.

27. Prepare progress or statistical reports as required; maintain records necessary to chart progress and schedule treatments.

28. Meet all submission timelines of documentation/reports/records as required by state and federal rules, regulations and laws for health care facilities.

29. Other Duties: (Fill in)

30. Other duties as assigned.

**PHYSICAL ACTIVITY REQUIREMENTS AND ENVIRONMENT**

**Lifting Requirements:** The Rehab Nurse may be called upon to lift equipment or supplies weighing up to 50 lbs. and to assist with lifting and moving residents. Assistive devices are required for resident lifts. Push/pull requirements of 40 lbs. are common.

**Carrying Requirements:** The Rehab Nurse will frequently be required to carry objects including charts and equipment up to 20 lbs. The Rehab Nurse may be called upon to carry equipment up to 30 lbs. Carrying equipment in excess of 30 lbs. is not generally required.

**Safety:** Various safety protocols and assistive devices are utilized to perform job functions such as Hoyer lifts and gait belts. The Rehab Nurse must be capable of using all such devices efficiently and safely and all such devices must be used pursuant to facility policies. The Rehab Nurse must be familiar with and follow all facility safety policies.

**Sight Requirements:** The Rehab Nurse is required to have vision corrected to average in order to assess and respond to residents, family members, physicians, co-workers and others needs.

**Hearing Requirements:** The Rehab Nurse is required to have an average range of hearing, as corrected, in order to assess and respond to residents, family members, physicians, co-workers and others communications.

**Socialization Requirements:** The Rehab Nurse is required to work with all other persons in the facility and the ability to get along with others and to socialize with others is essential. In addition, the Rehab Nurse is responsible for meeting and dealing with residents and their families requiring excellent communication and socialization skills.

**Other Physical Requirements:** While performing the duties of this job, the Rehab Nurse is frequently required to stand and sit; use hands to finger, handle or feel; and to talk or listen. Significant fine finger dexterity is required. The Rehab Nurse will be called upon frequently to perform twisting, bending, squatting, kneeling or crouching when assisting with resident therapy needs. The employee is frequently required to reach with hands and arms.

**Environment:**

* Exposure to general resident care environment.
* Exposure to resident variables such as inappropriate language or physical behaviors due to compromised mental capacity.
* Exposure to moderate temperature variations.
* Exposure to pharmacological preparations, biologicals, and potential biohazard materials including blood and other bodily fluids and medical sharp objects.
* Exposure to moving equipment and machinery.
* Exposure to chemicals including cleaning and disinfecting solutions, etc.
* Frequent work interruptions occur.
* Must work well independently and as a team member.
* Must be able to give clear and concise direction to residents and others.
* Extended or variable hours may be required.

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|  | Nvr  0% | Rare  1-5 | Seld  6-19 | Occas  20-33 | Freq  34-66 | Cont  67-100 |  |  | Nvr  0% | Rare  1-5 | Seld  6 -19 | Occas 20-33 | Freq 34-66 | Cont 67-100 |
| **LIFT** | | | | | | | **PHYSICAL ACTIVITIES** | | | | | | |
| 1 - 10 lbs. |  |  |  |  |  |  | Bend/Stoop |  |  |  |  | X |  |
| 11 - 20 |  |  |  |  |  |  | Twist |  |  |  |  | X |  |
| 21 - 35 |  |  |  |  |  |  | Crouch/Squat |  |  |  |  | X |  |
| 36 - 50 |  |  |  | X |  |  | Kneel |  |  |  |  | X |  |
| **CARRY** | | | | | | | Crawl |  | X |  |  |  |  |
| 1 - 10 lbs. |  |  |  |  |  |  | Walk-Level |  |  |  |  | X |  |
| 11 - 20 |  |  |  |  | X |  | Walk-Uneven |  | X |  |  |  |  |
| 21 - 35 |  |  |  | X |  |  | Climb Stairs |  | X |  |  |  |  |
| 36 - 50 |  |  |  |  |  |  | Climb Ladder | X |  |  |  |  |  |
| **PUSH** | | | | | | | Reach Over Shldr |  |  |  | X |  |  |
| 1 - 10 lbs. |  |  |  |  |  |  | Use Arms |  |  |  |  | X |  |
| 11 - 20 |  |  |  |  |  |  | Use Wrists |  |  |  |  | X |  |
| 21 - 35 |  |  |  |  | X |  | Use Hands |  |  |  |  | X |  |
| 36 - 50 |  |  |  |  |  |  | Grasping |  |  |  |  | X |  |
| **PULL** | | | | | | | Fingering |  |  |  |  | X |  |
| 1 - 10 lbs. |  |  |  |  |  |  | Foot Control | X |  |  |  |  |  |
| 11 - 20 |  |  |  |  |  |  | **ENVIRONMENT** | | | | | | |
| 21 - 35 |  |  |  | X |  |  | Inside |  |  |  |  |  | X |
| 36 - 50 |  |  |  |  |  |  | Outside |  |  |  |  |  |  |
| **HAZARDS** | | | | | | | Heat |  | | | | | |
| Blood Borne Pathogens | | | | Mechanical  | | | Cold |  | | | | | |
| Electrical  Radiant  | | | |  | Burns  | | Dusty |  | | | | | |
| Explosive  | |  |  |  | Other:  | | Noisy |  | | | | | |
|  |  |  |  |  |  |  | Humid |  | | | | | |