**Restorative Nursing**

**Competency**

Leader’s Guide

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With national awareness, reform and quality initiatives surrounding person centered care, advanced care planning and specifically Restorative Nursing - organizations need to take action to promote a comprehensive, resident-centered Restorative Nursing program. These actions include a review and revision of current policies, procedures, implementation processes, documentation system, review of Quality Measures and quality monitoring, communication and education including staff, residents and families related to the components and aspects of Restorative Nursing.

The successful restorative program assists the resident to:

1. **Attain and maintain their highest level of function:** Having a proactive restorative program in place as a part of the normal routine of the facility can avoid deficiencies in Quality of Care, Quality of Life and other related deficiencies.

1. **Maintain or re-attain the dignity and self-worth:** Self-care is essential when considering physical and psychological well-being of the resident. If self-care is not possible, achieving smaller goals can raise the morale of an individual resident (and staff). The ability to feed oneself, wash, or walk to the bathroom help a resident to feel some control and pride within his or her environment.
2. **Prevent complications of chronic conditions:** Depression, constipation, ADL decline, and increased incontinence are just a few of the many complications from chronic medical conditions. Restorative nursing programs can delay or prevent such complications. A restorative program can also help manage this type of complication and keep it from worsening.

It is important that all staff understand the expectations of the regulators. Providers are obligated to comprehensively assess each individual resident and design an individualized plan to support the resident achieving his or her highest level of function.

Not providing a comprehensive assessment, designing goals, implementing interventions, and reassessing the resident as indicated will lead to citations and sanctions.

Keeping the individual at their highest level of functioning has a dramatic impact on quality of life. Center for Medicare and Medicaid Services (CMS) continues to monitor providers’ compliance with comprehensive assessment, planning of care and consistent

Evaluation of Quality Measures and internal facility data to determine resident improvement, decline and need for the program will be essential to monitor effectiveness of the program and identify opportunities for quality improvement.

Organizational Leaders will need to ensure competency of all staff members involved in the Restorative Nursing Program. Adequate resources for the program will need to be evaluated using information from the **Facility-wide Resource Assessment** including:

* Staff Resources
	+ Restorative Nurse
	+ Licensed Nurses
	+ CNA’s
	+ Interdisciplinary Staff involved in the Restorative Program
* Documentation Considerations
	+ Paper vs. Electronic Health Record
	+ Assessment/Evaluation Forms
	+ Care Planning
	+ Program Implementation Forms
	+ Documentation of Minutes
	+ Evaluation Forms
* Education
	+ Restorative Nurse
	+ Licensed Nurses
	+ CNA’s
	+ Interdisciplinary Staff involved in the Restorative Program
* Evaluation and Monitoring
	+ Identification of Responsibility
	+ System to Evaluate
	+ QAPI Considerations
* Supplies and Equipment

**References and Resources:**

* Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17): <https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/downloads/som107ap_pp_guidelines_ltcf.pdf>
* Centers for Medicare and Medicaid Services (CMS), MDS 3.0 RAI Manual: <https://www.cms.gov/Medicare/Quality-Initiatives-Patient-Assessment-Instruments/NursinghomeQualityInits/MDS30RAIManual.html>