

**Primary Care Nurse,
Program to Access Treatment for HIV and Support (PATHS), Manitoba HIV Program
Nurse III
Job Description**

Overview

The Manitoba HIV Program's "Program to Access Treatment for HIV and Support (PATHS)" is an interdisciplinary outreach based service delivery model that provides intensive case management for people living with HIV (PLHIV) in Manitoba who are not linked, or precariously linked to HIV care. The goals of the clinical outreach team are to:

- Provide wrap-around care with psychosocial supports
- Offer and link to Indigenous led and culturally safe care
- Support PLHIV to access and adhere to HIV treatment medication, and
- Support PLHIV to transition to long term primary care services

Reporting to the Director of Primary Care, Nine Circles Community Health Centre, the PATHS Primary Care Nurse works as part of an interdisciplinary team to provide clinical outreach services to vulnerable and marginalized clients diagnosed with HIV. Service provision will be in accordance with the Regulated Health Professionals Act and in compliance with the regulatory body.

Working Conditions

- Full time position, 77.5 hours per two-week period (including holiday pay hours).
- Hours of work are Mondays through Fridays, with hours that fall between 8:00am and 8:00pm.
- Location is 705 Broadway and various locations in communities.
- Requires mobility in community settings and at the worksite.
- Requires good manual dexterity, visual and aural acuity.

Qualifications

Required:

- Baccalaureate in Nursing from a recognized university or a combination of nursing diploma from a recognized college and clinical experience.
- Registered with the College of Registered Nurses of Manitoba or College of Registered Psychiatric Nurses of Manitoba.
- Minimum three years of nursing experience with one year of combined experience working in a tertiary and/or primary care setting.
- Basic Cardiac Life Support Certificate.
- Manitoba Indigenous Cultural Safety Training (MICST) (or obtained within one year of employment).
- BC-CfE HIV Treatment and Management Training (or obtained within three months of employment).
- Excellent interpersonal and communication skills.
- Able to work independently and effectively in a team environment.

- Experience in electronic medical records and working knowledge of medical charting systems and principles.
- Demonstrated computer competency and experience working with Microsoft applications including Word, Excel, Power Point, and Outlook.
- Proof of Immunization & Testing (rubella, measles, hepatitis B, varicella, tuberculosis, covid-19).
- Valid Class 5 driver's license and use of a personal vehicle for business-related purposes.

Preferred:

- Knowledge of cultural safety and experience working with/in Indigenous communities.
- Experience nursing in the assessment and treatment of mental health and substance use disorders, including knowledge of current pharmacological approaches to treatment.
- Experience working in community settings and case management.
- Competency in an Indigenous language.

Job Description

- Provides medical services to PLHIV who are not linked to care or precariously linked to care. Service is provided in non-traditional settings which may include community spaces, agencies and drop-ins, shelters, encampments, residences, correctional settings, withdrawal management centers, primary care clinics, hotels, parks and streets.
- Provides frontline primary care interventions to clients of PATHS including immediate assessments, interventions, and treatment in collaboration with PATHS team members.
- Initiates and completes HIV clinical care plan for clients of PATHS including intake, baseline medical assessments, screening and immunizations, ongoing follow up and monitoring.
- Consults with prescribers/associated care providers, administers prescribed medications, and treats minor conditions within the scope of nursing practice.
- Monitors, assesses and responds to client responses to care, their mental state, response to medications and efficacy of the treatment/care plan.
- Provides ongoing support and referrals where required to meet the physical and psychosocial needs of PATHS clients.
- Provides health promotion, harm reduction education, counseling and support.
- Liaises with community-based organizations to plan, develop, implement and deliver care while identifying the health issues, behaviours, needs, barriers, and challenges for PATHS clients. Works collaboratively in team settings to develop creative strategies to address the challenges and barriers identified.
- Liaises with Public Health, First Nations Inuit Health Branch, primary care providers, Manitoba HIV Program sites of care and other community services and social agencies to link and retain PLHIV in care.
- Assesses high-risk situations and provides crisis interventions, utilizing de-escalation skills to manage aggressive and suicidal behavior.
- Initiates and participates in case conferences/meetings with clients, family, service providers, and members of the interdisciplinary team for management of emergent issues and discussion of ongoing follow up care to ensure a coordinated approach to care.

- Advocates to protect and promote client's right to autonomy, respect, privacy, dignity, and access to information.
- Supports PATHS clients to access and attend medical appointments, hospitals, transportation, housing services and social programs by providing health care information and facilitating referrals.
- Prepares and maintains documentation standards in accordance with the regulatory body and where relevant, work place policy and procedure.
- Participates in relevant meetings to facilitate and support enhanced access to services for PATHS clients.
- Maintains and updates knowledge in HIV nursing, mental health, and substance use by reviewing relevant literature, consulting with colleagues, evaluating clinical practice and participating in professional development and continuing education.
- Identifies gaps in existing services and participates in ongoing program planning, evaluation, and quality improvement.
- Performs other duties as assigned.

Authority and Accountability

This position reports to the Director of Primary Care, Nine Circles Community Health Centre

Performance Standards

A probationary Performance Assessment is scheduled within the first six months of start date. A Performance Conversation is completed at the one-year anniversary date, after which they will occur every year. Matters of performance are discussed as part of regular program check-in meetings with the HIV Client Engagement Coordinator, Manitoba HIV Program.

Salary and Benefits

The position is classified as Nurse III on the MNU salary scale. A comprehensive benefit package is provided as per employee eligibility via HEB Manitoba.