



**Nurse Practitioner
Program to Access Treatment for HIV and Support (PATHS)
Manitoba HIV Program**

Job Summary

The Manitoba HIV Program's "Program to Access Treatment for HIV and Support (PATHS)" is an outreach-based service model of care 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 to PLHIV,
- Offer and link to culturally relevant and Indigenous led 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 Manitoba HIV Program's Primary Care Lead and Clinical Education Coordinator, the PATHS Nurse Practitioner works autonomously to provide clinical outreach services and primary care to vulnerable and marginalized PLHIV in the Winnipeg Regional Health Authority and other communities across the province. Service provision will be in accordance with the Regulated Health Professionals Act and in compliance with the regulatory body.

Working Conditions

The job is full -time, 77.5 hours (including holiday pay related hours) per two-week period (2015 hours annually including holiday pay hours). Regular hours for a 1.0 EFT position will range in length, including a combination 7.75 hour and 11.63 hour shifts. Regular work hours fall between 8:00 am and 10:00 pm. Availability to travel to rural and remote communities is required and may result in multi-day trips. Regular work days occur Monday through Friday. Occasional weekend shifts may be required. Overtime and flextime is not a normal requirement of this position. Should department operations require such scheduling adjustments, these must be approved in advance by the Clinical Educator.

- Administrative location is 705 Broadway
- Work locations include various community settings within Winnipeg and on some occasions travel (road or air) to rural and remote communities within the province.
- Requires mobility in community settings and at the worksite.
- Requires good manual dexterity, visual and aural acuity.

- Valid Class 5 driver's license and use of a personal vehicle for business-related purposes.

Qualifications

Education

- Graduate nursing degree at the Master's level as a Nurse Practitioner.
- Current Nurse Practitioner practicing registration with College of Registered Nurses of Manitoba.
- Provider Basic Life Support Certificate.

Knowledge, Skills, and Experience

- Minimum three years of experience in primary care.
- Demonstrated commitment to and knowledge of community-based health care and harm reduction approaches.
- Knowledge and understanding of Indigenous culture, traditions, and the impact of colonization on the health and well-being of Indigenous individuals and families.
- Expertise in STBBI management.
- Expertise in the assessment of mental health and substance use disorders including current pharmacological approaches to treatment.
- 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.
- Requires the ability to prioritize demands in an ever-changing, dynamic environment with attention to detail and effective organizational skills.
- Able to effectively manage multiple tasks and inquiries.
- Able to maintain confidential and sensitive information.
- Able to manage inter-personal conflict in a respectful manner.

Preferred

- Experience providing primary care to PLHIV.
- Clinical experience in fast paced and independent practice settings such as emergency departments, mental health and crisis services, intensive care units and northern nursing stations.
- Extensive experience working with diverse populations, including street youth, sex trade workers, and people who use drugs.
- Competency in an Indigenous language.

- Fluency in languages other than English

Required Immunization & Testing

- Rubella
- Measles
- Hepatitis B
- Varicella
- Tuberculosis screening (TST)
- Covid -19

Duties/Responsibilities

- Provides clinical care and intensive case management 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.
- Applies advanced nursing and medical theory to the provision of clinical care, ordering and interpreting diagnostic tests, prescribing pharmacologic agents, and performing minor invasive procedures.
- Demonstrates competence in the implementation of strategies to promote health and prevent illness, is proficient in planning, implementing, and evaluating complex care.
- Uses knowledge of the community and appropriate resources to facilitate client entry into the health care system, fosters appropriate utilization of services, and advocates for clients to provide the best possible care and optimum health management.
- Ensures a client centered approach to care that is culturally appropriate, safe and inclusive, and fosters open communication and partnership with the client, families, and other service providers in the development of the care plan. Liaises with community-based organizations to deliver care while identifying the health issues, behaviours, needs, barriers, and challenges for PATHS clients. The practice must have a strong emphasis on the principles of harm reduction.
- Assesses high-risk situations and provides crisis interventions, utilizing de-escalation skills to manage aggressive and suicidal behavior.
- Provides competent primary health care following CRNM regulations, Manitoba Primary Care Quality Indicators, standards and competencies.
- Commits to evidence informed clinical practice. Critically analyzes and applies pertinent research findings, applies standards and guidelines in daily work, and participates in health care research activities.

- Provides screening, diagnostic, prophylactic or therapeutic services to clients to prevent and control STBBIs including HIV and to assess, treat, and refer for related and other health conditions.
- Orders diagnostic tests as indicated and permitted, provides follow-up results, and ensures that appropriate measures have been taken.
- Prescribes and monitors medication effect and side effects in accordance with Manitoba Pharmaceutical Association and the Manitoba Health regulations and guidelines.
- Processes referrals to specialists and other programs in a timely manner.
- Encourage maximum independence and accountability for self-care by providing the necessary information to the client to achieve competency.
- Educates clients about methods of preventing STBBIs and reducing harms associated with using substances.
- Employs health promotion and health education strategies to support behaviour changes conducive to health. Jointly with the client, defines and incorporates these strategies into the health plan.
- Ensures accurate and timely medical documentation of all client-related encounters and prompt follow up of documents and tasks in the EMR. Maintains documentation standards in accordance with the practice expectations of the regulatory body and in alignment with workplace policy and procedures.
- Appropriately 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.
- Processes billing and collects organizational, provincial, and federal data as required by the program.
- Ensures infection control standards are following and applies to a variety of community settings.
- Enables clients to increase control over and improve their health, through provision of counselling, health education, group support, and specialized care as identified by community needs.
- Actively participates in staff and team meetings, selected committees, quality improvement, patient safety and risk management initiatives as well as program development and evaluation activities as required.
- Participates in the development, implementation, enhancement and evaluation of PATHS.
- Identifies and communicates gaps in service and opportunities for improvements that will meet current or emerging needs in community.
- Shares knowledge and clinical expertise to build capacity for and increase access to HIV care and primary care for PLHIV.
- Where appropriate, acts as an educator and clinical preceptor/mentor for students and staff from all disciplines. Demonstrates a commitment to

- professional development and continuing competency in the advanced practice role.
- Ensures confidentiality and privacy of client information following the Personal Health Information Act. All organizational and business information following Freedom of Information and Protection of Privacy Act.
 - Performs other duties as assigned.

Authority and Accountability

Reporting

This position reports to the Primary Care Lead and the Clinical Educator, Manitoba HIV Program.

Delegated Authority

- Issuance of Manitoba HIV Program mobile phone
- Issuance of Manitoba HIV Program laptop.

Accountability

The position is accountable for:

- Functioning and executing department operations in order to support and uphold the Department's mandate. This includes maintaining all files, records, systems, and documents with an appropriate audit trail, including maintenance of relevant working documents.
- Regular communication with the Primary Care Lead and Clinical Educator, this may include regular check-in meetings.
- The efficient, effective, accurate and timely performance of the duties and responsibilities listed above.
- Ensuring proper authorization has been obtained for all operations requiring prior approval.
- Consulting with the Program Lead on all materials and communication tools developed on behalf of the program before wide distribution (e.g. forms, reference sheets).
- Identification and collection of performance and quality improvement data.
- Maintenance of productivity standards and practices, effective time management and prioritization of work.
- Active participation in relevant meetings, committees and assigned projects.
- Development and implementation of an individual plan for professional growth and development including participation in professional organizations and activities, workshops, seminars, and staff development.
- Adherence to the organizations' policies, procedures, and Standards of Care guidelines.
- Adherence with Personal Health Information Act, the Federal Personal Information and Electronic Documents Act.
- Demonstrates discretion and tact when dealing with highly confidential materials and matters.
- Represents the Manitoba HIV Program professionally and competently including exercising due diligence in all duties and operations.

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 Clinical Educator, Manitoba HIV Program.

Salary and Benefits

This position is covered by the Collective Agreement between MNU and Nine Circles Community Health Centre. The Collective Agreement governs pay scales, benefits, arbitration, termination and other terms of employment. Union membership is required.

Funding for all Manitoba HIV Program positions are subject to change.

January 26, 2024