Interlake-Eastern
Regional Health Authority

POSITION DESCRIPTION

POSITION TITLE: NURSE CLINICIAN

DEPARTMENT: PAIN CLINIC, ACUTE CARE

CLASSIFICATION: NURSE III

UNION: MNU

REPORTING RELATIONSHIPS

POSITION REPORTS TO: MANAGER HEALTH SERVICES

POSITIONS SUPERVISED: NOT APPLICABLE

POSITION SUMMARY

Under the general direction of the Manager Health Services, the incumbent functions as a pivotal member of the multidisciplinary team to coordinate and provide clinical management to patients with complex health issues within the defined patient population and acts as a resource person to other healthcare professionals and to the community.

The Nurse Clinician utilizes advanced skills and knowledge and performs at a high level of independence as a clinical practitioner, leader, consultant and educator. Practices are in accordance with employer policy and professional standards. The position of Nurse Clinician functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

Interlake-Eastern RHA is committed to responding to the Truth and Reconciliation Commission of Canada's Calls to Action and creating working environments free of racism for both clients and employees. All staff members are encouraged to seek and identify patterns of harm towards Indigenous, black and marginalized clients and employees and to take actions to disrupt any form of racism. Collectively and individually, we are growing cultural competency capacity by implementing the region's anti-racism action plan.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

Direct Patient Care

- Differentiates between urgent and non-urgent patients and makes clinical judgments as to the need for early assessment and intervention, based on guidelines and in consultation with the patient care team.
- Compiling and assessing available investigational data on selected patients to arrange for pre- and post- procedure tests (i.e. chest x-ray).
- Conduct follow up phone calls as required.
- Ensures the maintenance of nursing standards in accordance with overall Nursing and Hospital standards.
- Responds to urgent situations while resetting priorities (multi-tasking).

Patient Assessment

- Conducts a nursing assessment of the complex/chronic patient.
- Assesses the patient's and family's understanding of their needs and compliance with their care plan.

Direct Patient Care and Special Treatments

- Establishes realistic short- and long-term goals with the individual and family.
- Plans interventions with the individual and/or family in accordance with short- and long-term goals.
- Interprets treatment recommendations to families, other disciplines and referring physicians, as appropriate.
- Collaborates with other health team members to develop and implement a comprehensive plan of care.
- Consults other members of the program team, other healthcare disciplines to assess, plan, implement and evaluate specialized care needs of patients and their families as required.
- Coordinates treatment and tests in a timely manner; conducts special treatments if complex, infrequent or in pilot with no standard procedures.
- Advocates for patient/family with social, financial, emotional and clinical issues.
- Develops expertise in new emerging technologies to better support the patient and family.
- Participates as a program team member to resolve highly sensitive issues and difficult problems.
- Coordinates and consults with program team to develop a patient care plan that incorporates family, cultural and environmental needs.

Discharge Planning/Bridging to Community/Community Outreach

- Consults and collaborates with members of the healthcare team in order to make appropriate referrals to other team members and community resources in a timely manner.
- Collaborates with internal healthcare professionals as necessary to ensure continuity of patient care.
- Collaborates with external agencies to address social and financial issues.
- Acts as a liaison between in-patient and out-patient population to promote continuity of care.

- Evaluates and advocates for delivery of care and treatments on an outpatient basis as appropriate.

Patient and Family Education

- Collaborates with the patient, family and program team, educating the patient on their medical condition and care plan while encouraging increasing independence and accountability for self-care, keeping in mind the patient's ability to comprehend and follow through.
- Participates in the acquisition, design, development and evaluation of health and patient teaching materials and tools, audiovisual aids, manuals and visual displays while being sensitive to cultural and environmental needs.
- Designs, implements and evaluates group education programs, when appropriate.

Staff Education/Resource

- Assists in identifying learning needs of staff.
- Acts as a lead to establish procedures, and education tools/seminars for conducting special/complex treatments, new patient care models and technologies being introduced and utilized by the program.
- Acts as an advisor and consultant to Nursing and other disciplines.
- Works with staff to enhance their knowledge base and clinical practice skills in area of specialty.
- Participates in the design, implementation and evaluation of education sessions/seminars according to the learner's needs, utilizing principles of adult education, growth and development.
- Participates in the acquisition, design, development and evaluation of staff teaching materials and tools, audiovisual aids, manuals and visual displays.
- Acts as a preceptor for students (both Bachelor through to the Masters level), visiting healthcare professionals and new staff.
- Assists and participates in the learning experience through rounds, interdisciplinary patient care conferences and informal and formal teaching sessions within and outside the region.

Continuous Quality Improvement/Research

- Participates as a program team member to scan the environment for new technologies, patient care models and service delivery processes to better support patients and their family to improve patient care and program efficiencies and effectiveness.
- Continuously evaluates patient care models, service delivery and process.
- Identifies problems for nursing research.
- Critiques and extrapolates research relevant to nursing practice.
- Collaborates with Nursing Administration in the implementation of research findings.
- Collaborates with nursing and related disciplines on research projects.

Program Advocate

- Provides consultation to planning groups, health institutions, community groups, policy makers, organizational leaders and teaching institutions regarding issues related to the delivery of patient care.

- Develops and maintains strong working relationships with expert clinical practitioners in other portfolios as required, to enhance patient care.
- Liaises with healthcare professionals in other institutions in relation to clinical issues, education and research.

Interprofessional Practice

- Seeks out, integrates and values as a partner, the input and ongoing involvement of each patient/client/resident/family/community when designing and implementing care and services.
- Understands one's own role and the roles of other health providers to appropriately establish and achieve patient/client/resident/family/community goals.
- Applies the principles of cultural proficiency, team dynamics and group processes to enable quality patient care and effective inter-professional collaboration to emerge in everyday practice.
- Applies leadership principles that support a collaborative practice model including shared decision-making and accountability for one's own actions.
- Consistently communicates in a respectful, responsive, and responsible person-centered manner.
- Engages self and others, including the patient/client/resident/family/community in a positive manner to constructively address disagreements as they arise.
- Engages in relationships with care, dignity and respect regardless of race, ethnicity, culture, ability or language proficiency.
- Adheres to all safety and health regulations and safe work practices.
- May be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities.
- Pursuant to the Health System Governance and Accountability Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Graduate of an approved Registered Nursing education program required.
- Baccalaureate Degree in Nursing preferred or an equivalent combination of education and experience will be considered.
- Successful completion of a relevant post-basic program may be required in a designated area.
- Certification from accredited educational program in relevant area.
- Responsible for maintaining and providing proof of registration with the College of Registered Nurses of Manitoba (CRNM).
- Active participation in professional associations e.g. Association of Regulated Nurses of Manitoba (ARNM) preferred.

- Basic Cardiac Life Support Certification

REQUIRED KNOWLEDGE:

- College of Registered Nurses of Manitoba Standards of Practice for Registered Nurses.
- Canadian Nurses Association Code of Ethics for Registered Nurses.
- Scope of practice as documented in the Regulated Health Professions Act (RHPA), Regional/Facility/Unit policies, procedures, protocols, and guidelines.
- Nursing care knowledge related to clinical area.
- Personal Health Information Act (PHIA), Protection of Persons in Care Act, Mental Health Act, Workplace Hazardous Material Information System (WHMIS), Principles of Routine Practices (Universal Precautions) and other legislated acts.
- Roles and responsibilities of members of the healthcare team.
- Principles of delegation.

EXPERIENCE REQUIRED:

- Minimum of three (3) years recent clinical experience in relevant nursing specialty required.
- Proficient with computers, software programs, and applications such as Windows and Word processing, spreadsheets, and databases.

SKILLS/COMPETENCIES:

- Demonstrated effective oral and written communication skills.
- Preference will be given to those applicants competent in an Indigenous language and/or knowledge in Indigenous customs, traditions and values.
- Demonstrated critical thinking/problem solving skills.
- Ability to prioritize care for an individual patient or group of patients.
- Ability to respond to a variety of simultaneous demands.
- Ability to recognize and pursue self-development opportunities.
- Ability to perform independently and as a member of the healthcare team.
- Ability to adapt quickly to changing situations.
- Ability to maintain concentration with frequent interruptions.
- Ability to function in a demanding and stressful environment.
- Valid Manitoba driver's license.
- Mental and physical ability to meet the demands of the position.
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record.

WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- May be required to travel throughout the region as duties may require.
- Moderate to heavy physical effort required.
- May be required to work flexible hours.
- No hazardous or significantly unpleasant conditions.

- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Manitoba Association of Safety in Healthcare (MASH), Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facilitys' Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created:	June 2023 Date	
Revised:	 Date	
Approved by:	Tracy Abraham Regional Manager/ Supervisor	May 20 2026 Date
Approved by:	 Vice President/ CEO	Jun 1, 2026 Date
Reviewed by:	 Vice President, Human Resources	June 3, 2026 Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.