



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 127-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and four District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

**We invite applications for the following position:**

### **CLINICAL PHARMACIST**

**Salary range: CI\$85,320 – CI\$114,768 per annum**

**The Clinical Pharmacist provides and coordinates clinical pharmacy services, including medicines optimization, safe and accurate dispensing of drugs, ward rounds, drug information and clinical training. The post-holder is responsible for the development and implementation of evidence based clinical pharmacy services within the Health Services Authority, thereby maintaining and improving the quality of Pharmaceutical Care provided to all patients.**

**Primary Responsibilities:** The successful candidate is required to liaise with medical, nursing and pharmacy staff to provide ward/clinical pharmacy services, thereby promoting the safe, effective, and economical use of drugs in both the ambulatory and inpatient settings. He/she will be responsible for upgrading and developing the provision of drug information services by expanding resources available, implementing documentation procedures, and adopting a pro-active approach to disseminating information; evaluate new drug therapies (by literature review) and provide the Drug and Therapeutics Committee with objective information when considering drugs for inclusion in the Health Services Authority Formulary; and provide dispensary coverage when needed, as directed by the Chief Pharmacist. The candidate assists in the management and development of aseptic services, ensuring that high standards of Good Manufacturing Practice and safety are in place. Also provides clinical support to medical staff and dietitians regarding Cytotoxic and Total Parenteral Nutrition (TPN) therapies.

**Qualifications and Experience:** The successful candidate must possess a Bachelor of Pharmacy degree or higher, supported by a post graduate clinical pharmacy qualification to diploma/MSc. or equivalent level. The candidate must have three to four (3-4) years' experience as a qualified pharmacist working in a hospital setting. He/she must have at least three (3) years' experience in a clinical capacity, encompassing expertise in ward pharmacy services, drug information and aseptic services. Experience in clinical pharmacy training and/or lecturing would be an advantage. The successful candidate must have good communication skills, be capable of working as part of a team and demonstrate own initiative. He/she should have a committed and strategic vision for the development of Pharmaceutical Care services including maintaining a high standard of performance by keeping current with clinical advances through reading professional journals and participation in clinical courses.

**A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidates of these positions.**

**NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to [hsa.jobs@hsa.ky](mailto:hsa.jobs@hsa.ky) using pdf format. Log on to our website at [www.hsa.ky](http://www.hsa.ky) to access Application Form and Job Description.**

**Application deadline: March 9<sup>th</sup>, 2025**



## Job Description

<b>Job title</b>	<i>Clinical Pharmacist</i>	<b>Job Holder</b>	
<b>Reports to</b>	<i>Chief Pharmacist</i>	<b>Section</b>	<i>Pharmacy</i>

### Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

The Pharmacy department provides prompt and accurate dispensing of drugs under prescription by Medical Officers of the Health Services Department.

### Job purpose

The Post-holder provides and coordinates clinical pharmacy services, including medicines optimization, safe and accurate dispensing of drugs, ward rounds, drug information and clinical training.

- To be responsible for the development and implementation of evidence based clinical pharmacy services within the Health Services Authority, thereby maintaining and improving the quality of Pharmaceutical Care provided to all patients.

### Dimensions

Post-holder does not have any budgetary responsibilities.

Post-holder may be required to supervise Pharmacy technicians and/or assistants.

### Duties and responsibilities

1. Liaise with medical, nursing and pharmacy staff to provide ward/clinical pharmacy services, thereby promoting the safe, effective, and economical use of drugs in both the ambulatory and inpatient settings. This is achieved by:
  - a. Conducting medication reconciliation upon patient admission and addressing drug related issues that may be identified.
  - b. Processing medication requests; ensuring order entries are completed and medicines are supplied to the units.
  - c. Prescription monitoring and participation in ward rounds to identify drug interactions, adverse drug reactions (ADR’s), drug administration problems, inappropriate dosing, etc.
  - d. Appropriate documentation of clinical pharmacy interventions and the relevant outcomes.

- e. Optimizing therapeutic outcomes (by monitoring and interpreting biochemistry, hematology, and microbiology reports) as well as providing pharmacokinetic advice and therapeutic drug monitoring (TDM)
  - f. Processing of discharge prescriptions (TTH) which includes a clinical screen to identify and resolve drug related issues and also the accurate dispensing of the order.
  - g. Conducting discharge counselling in patients with complex therapies or treatment modalities.
  - h. Providing advice to medical and nursing staff on all aspects of drug usage, administration, and storage, including through participation in the Code Blue (resuscitation/crash) team.
  - i. Identifying and counseling patients who have problems with their prescribed medicines and monitoring compliance.
  - j. Providing an efficient system for the supply of non-stock medicines to the wards as well as rationalizing ward stocks/distribution.
2. Upgrade and develop the provision of drug information services by expanding resources available, implementing documentation procedures, and adopting a pro-active approach to disseminating information.
  3. Evaluate new drug therapies (by literature review) and provide the Drug and Therapeutics Committee with objective information when considering drugs for inclusion in the Health Services Authority Formulary.
  4. Participate in committees and working groups where advice of a clinical pharmacy nature is required.
  5. Assist in the management and development of aseptic services, ensuring that high standards of Good Manufacturing Practice and safety are in place. Provide clinical support to medical staff and dietitians regarding Cytotoxic and Total Parenteral Nutrition (TPN) therapies.
  6. Educate and train medical, nursing and pharmacy staff in all aspects of Pharmaceutical Care through lectures, case presentations, bulletins etc. Responsible for the training of other pharmacists in ward pharmacy procedures, including prescription monitoring and clinical intervention. Train pharmacists and technicians to provide appropriate counseling and pharmaceutical advice to both out-patients and in-patients.
  7. Develop educational materials for patients and the public on pharmaceutical, lifestyle and public health issues as well as develop pharmacists' led clinics (e.g. medication reviews; hypertension, diabetes and Anti-coagulation clinics).
  8. Provide dispensary coverage when needed, as directed by the Chief Pharmacist.
  9. May be required occasionally to assist Anticoagulation Clinic (along with the Cardiologist or Internist), with patients regarding their warfarin use, laboratory appointments and test results.
  10. Perform other duties as directed by the Chief Pharmacist

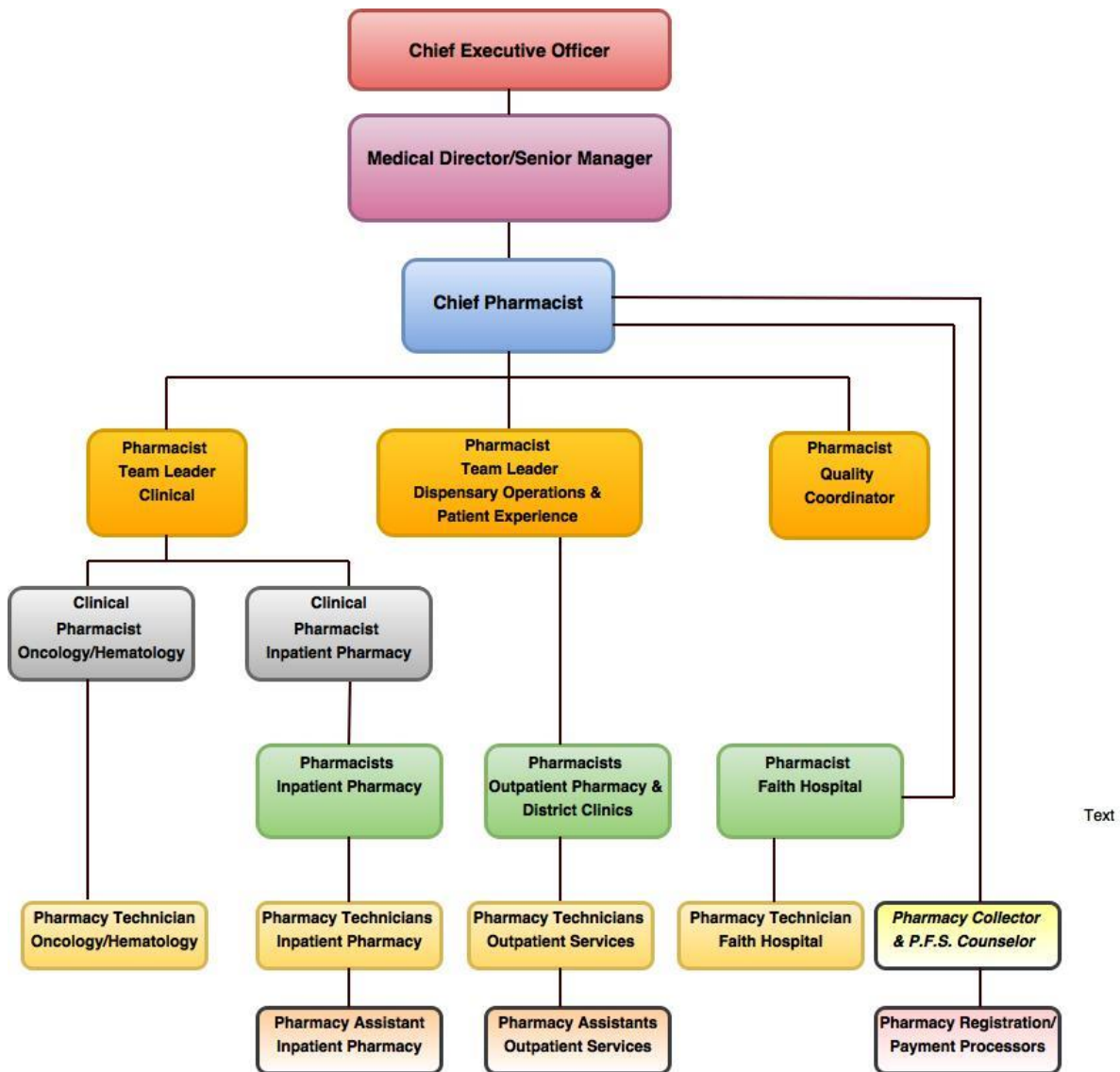
### **Qualifications, Experience & Skills Requirement**

Post-holder must possess a Bachelor of Pharmacy or higher (four-year program) and have three to four (3-4) years' experience as a qualified pharmacist working in a hospital setting. Incumbent must have at least three (3) years' experience in a clinical capacity, encompassing expertise in ward pharmacy services, drug information and aseptic services. This should be supported by a post graduate clinical pharmacy qualification to diploma/MSc. or equivalent level. Experience in clinical pharmacy training and/or lecturing would be an advantage.

Post-holder must have good communication skills and a committed and strategic vision for the development of Pharmaceutical Care services. Must be capable of working as part of a team but also be able to demonstrate own initiative.

Maintain a high standard of performance by keeping current with clinical advances through reading professional journals and participation in clinical courses.

### Reporting Relationship



### Direct reports

Post-holder indirectly supervises pharmacy staff namely Pharmacy Technicians and Assistants.

### Other Working Relationships

Post-holder will liaise closely with medical, nursing and pharmacy staff (at all levels of seniority) to develop and deliver a clinical pharmacy service. This requires confidence and good communication skills in order to forge strong and productive professional interdepartmental relationships.

## Decision Making Authority and Controls

Post-holder consults with Chief Pharmacist as well as senior medical and nursing personnel to make decisions on the nature, content and dimensions of all clinical pharmacy services and projects undertaken by the Health Services Authority. To this end the post holder will ensure that all approved policies and protocols are adhered to in the execution of clinical pharmacy services at the Health Services Authority. Initiative, organizational skills and problem-solving abilities are prerequisites to perform these duties.

Post-holder monitors prescriptions and uses clinical skills and clinical evidence to make decisions on when intervention in drug therapies is necessary.

Post-holder uses clinical knowledge to provide well-informed advice and recommendations on all aspects of Pharmaceutical Care.

## Working conditions

The post holder will be required to work on varying shifts including mornings, evenings, weekends, and bank holidays.

## Physical requirements

The job requires the post holder to stand for extended periods of time and to walk from ward to ward often times utilizing the stairs.

## Problem/Key Features

An ability to adapt to the medical practices of physicians from North America, Europe, Caribbean, and other areas is required.

The ability to prioritize competing requests, clinical and otherwise, in a very demanding environment.

## Evaluation Metrics

1. Safe and Accurate dispensing.
2. Efficient and effective completion of aforementioned duties.
3. Appropriate documented pharmacy interventions.
4. Clinic audit and client feedback – Pharmacist led clinics.
5. Evidence of continued professional development.
6. Development and implementation of new guidelines/protocols/policies.

<b>Approved by:</b>	<i>Dr. Delroy Jefferson Medical Director</i>
<b>Date approved:</b>	<i>30 November 2017</i>
<b>Reviewed:</b>	<i>30 November 2017</i>
<b>Next Review</b>	<i>30 November 2020</i>
<b>Employee Signature/Date:</b>	
<b>Manager Signature/Date:</b>	