



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:**

**EAR NOSE & THROAT (ENT) SURGEON**

**Salary range: CI\$163,164– CI\$189,204 per annum**

**On call Allowance: CI\$29,050 per annum**

**The ENT Surgeon provides a quality patient centred ENT service at the Cayman Islands Hospital, Grand Cayman as well as a backup service for Faith Hospital, Cayman Brac. Work is generated by way of patient referrals from other consultants and the Accident and Emergency departments as well as private practitioners. The successful candidate is expected to also refer patients to other disciplines within the Cayman Islands Hospital as indicated by the clinical needs of the patients.**

**Primary Responsibilities include:** The successful candidate is responsible for providing 24-hour ENT service in collaboration with one (1) full time staff and one (1) visiting ENT consultant. The candidate provides backup services to the Accident and Emergency department and involves colleagues from other disciplines where the clinical need is required in the management of patients. Also provides regular ENT surgical outpatient services and ward rounds including allergy clinics and hearing aid workshops on an agreed basis. Works in close liaison with the Anaesthetists and Operating Theatre nursing staff to ensure the efficient running of the operating schedule.

**Qualification & Experience:** The successful candidate must have a primary medical degree and specialist qualifications (i.e MB ChB and FRCS or MBBS and DM, ENT) qualifications or equivalent from a recognised institution and be eligible for registration with the Cayman Islands Health Practice Commission. The successful candidate must have a minimum of seven (7) years post graduate practical experience in the ENT specialty relevant to the services required. The ability to work well within a multidisciplinary team is essential.

**A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidate.**

**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 17<sup>th</sup>, 2025**

*Committed to Caring for You*



## Job Description

<b>Job title</b>	ENT	<b>Job Holder</b>	
<b>Reports to</b>	Medical Director	<b>Section</b>	Surgical Services

### 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.

Services are delivered primarily through the 127-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic which is a purpose-built facility.

### Job purpose

To provide a quality patient centered ENT service at the Cayman Islands Hospital, Grand Cayman, and a backup service for the Faith Hospital.

Work is generated by patients referred by other consultants and the Accident and Emergency Departments. Patients transferred from General Practice Clinics. Patients referred from private practitioners.

Post holder is expected to refer patients to other disciplines within the government health service, or to tertiary center, where this is indicated by the clinical needs of the patients.

Liaise closely with colleagues in other clinical disciplines.

### Dimensions

The principal specialties are provided by the C.I. Health Service Authority. Those requiring tertiary referral to Miami include neurosurgery, specialist pediatric surgery, thoracic and vascular surgery, with some requiring air ambulance transfer. The 8 CCU beds enable more critically ill patients to be retained on the island.

There are two trauma resuscitation rooms in the Accident & Emergency Department.

Postholder has no budgetary responsibilities

Provide ENT back up for the Faith Hospital.

## **Duties and responsibilities**

To provide a 24-hour ENT service.

To provide regular ENT surgical outpatient clinics and ward rounds on an agreed basis.

To provide back-up for the accident and emergency medical staff

To provide allergy clinics on an agreed basis

To provide hearing aid workshop

To involve colleagues in other disciplines, where this is indicated by clinical need, and work in close cooperation with them in the management of patients.

To work in close liaison, with the anaesthetists and operating theatre nursing staff to ensure the efficient running of the operating schedules

To take part in continuing professional development for medical staff

To run outpatient clinics at Faith Hospital from time as a backup.

To be available in times of national disaster

To participate in strategic healthcare planning of medical services

To establish, with colleagues, an ongoing education program for nursing and other staff within the department

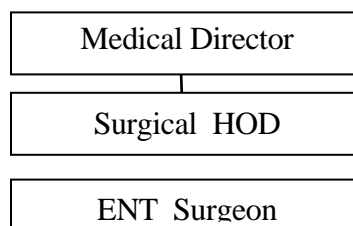
## **Qualifications, Experience & Skills Requirement**

Must have a MB ChB and FRCS or equivalent. recognized in the Cayman Islands

At least 7 years postgraduate experience in the specialty relevant to the services provided

Eligible for registration with the Health Practice Commission

## **Reporting Relationship**



## **Direct reports**

Postholder reports to the Medical Director through Clinical Head of Department

Postholder may be involved in the supervision and training of returning Caymanian Doctors who are employed in the Department.

Ensuring adequate exposure to general surgical cases and how to deliver evidence base care for interns who rotate through the department.

Postholder guides the nursing staff in the care of the ENT patients.

## **Other Working Relationships**

The postholder is expected to refer patients to other disciplines within the government health service, the tertiary centre, where this is indicated by the clinical needs of the patients

To work closely visiting ENT and oral surgeon

To liaise closely with colleagues in other clinical disciplines

To work closely with local ENT surgeons and visiting ENTs.

## **Decision Making Authority and Controls**

Postholder makes decisions on the management of his/her patients.

## **Working conditions**

Ability to function on minimal sleep

Having to deal with aggressive patients

Providing 24-hour on call with assistance from visiting ENTs

## **Physical requirements**

Postholder needs to be prepared mentally and physically in order to provide the best quality service to patients.

## **Problem/Key Features**

Constant research is needed to achieve a high-quality patient centered service based on sound scientific evidence of good clinical practice.

Meet the demands of a changing and developing service

## **Evaluation Metrics**

Maintaining professional performance

Providing quality medical care

Knowledge and experience to practice

Documentation; clear, accurate and legible

Adhering to clinical standards

Assuring safety and quality

Protect patients and others from risks posed by own health  
Communicating with patients and others  
Working constructively with healthcare colleagues and professionals  
Establishing and maintaining partnerships with patients  
Maintaining trust  
Acting with honesty and integrity

<b>Approved by:</b>	<i>Dr. Delroy Jefferson Medical Director</i>
<b>Date approved:</b>	<i>30 November 2021</i>
<b>Reviewed:</b>	<i>30 November 2021</i>
<b>Next Review</b>	<i>30 November 2023</i>