



HSA
Committed to *Caring* for You



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:

GENERAL PRACTITIONER

Salary range: CI\$133,128 to CI\$158,256 per annum

The General Practice (GP) Physician is usually the first point of contact between the public and the health care system, except in emergencies where the patient goes to the Accident and Emergency Department or urgent care cases where the patient goes to the Urgent Care Clinic. The GP Physician must have a wealth of knowledge and skills to enable the best outcome. Presently a General Practice clinic is provided every day (Monday to Friday) in George Town and West Bay, four times a week in Bodden Town, and twice a week in both East End and North Side with plans to increase clinic days.

Responsibilities: The successful candidate provides primary care (treatment of urgent and non-urgent), non-specialist, medical conditions commonly known as General Practice), covering a variety of services including: home care visits to patients (mostly elderly) with medical concerns and/or mobility issues who are unable to access hospital care, support services to resident clients in the Drug Rehabilitation Centre (Caribbean Haven) through the Bodden Town Health Centre, the male and female prison population, Immigration Detention Centre and Smoking Cessation Programmes. The successful candidate provides coverage of Emergency Medical Centres during storms/post-storm coverage as scheduled and assists with ad hoc requests to cover sporting events, health fairs and community-based events.

Qualification & Experience: **Qualification & Experience:** The successful candidate should have a Medical Degree (MBBS, MD) AND a postgraduate qualification (DM, Family Medicine or MRCGP) with an accredited body recognised by the Health Practice Commission. Must have at least three (3) years' postgraduate experience within a hospital/General Practice setting. The candidate must be either registered in one of the 7 jurisdictions to be eligible to practice in the Cayman Islands: Jamaica, Canada, USA, New Zealand, Australia, South Africa, UK. The ability to relate well with staff and colleagues is essential and a solid ethical and professional attitude will be valuable. Skills in Public Relations are desirable.

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

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 using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.

Application Deadline: June 16, 2024



Job Description

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| Job title | General Practitioner | Job Holder | |
| Reports to | Clinical Head of Department GP Services, DPHC & MOH | Section | General Practice Services |

Background Information

The mission of the Primary Health Care Department is to promote, protect, maintain, and improve the health and safety of all residents and visitors to the Cayman Islands. The unit offers the following services:

- a. Primary Health Care through District Health Centres (including General Practice)
- b. Urgent Care Services
- c. Child Health Services
- d. School Health Services
- e. Community Health Education – Public awareness programmes on health-related matters through mass media and public seminars, e.g., Information on prevention of importation of Cholera, AIDS, and other Sexually Transmitted Diseases
- f. Health Promotion Activities – e.g., Health Fairs

General Practice Services includes the treatment of urgent and non-urgent medical conditions and Home Health Care (HHC) as needed.

This includes care provided through 5 District Health Centres:

- George Town (GP) Clinic, located in the Smith Road Medical Centre
- West Bay Health Centre
- Bodden Town Health Centre
- East End Health Centre
- North Side Health Centre

Presently a General Practice clinic is provided every day (Monday to Friday) in George Town and West Bay, four times a week in Bodden Town, and twice a week in both East End and North Side with plans to increase clinic days.

Additional General Practice Services includes:

- Genetics Clinic

- Home Care to patients (mostly elderly) with medical concerns and/or mobility issues who are unable to access hospital care; Elderly residents of the Golden Age & The Pines Retirement Home; as well to special needs residents at the Maple House institution.
- Support services to resident clients in the Drug Rehabilitation Centre (Caribbean Haven) through the Bodden Town Health Centre.
- Medical care to both the male and female prison population.
- Medical care to migrants at the Immigration Detention Centre.
- Coverage of Emergency Medical Centres during storms/post-storm coverage as scheduled.
- Supportive care for Smoking Cessation Programme.
- Ad hoc requests to cover sporting events, health fairs and community-based events.

Upwards of 20,000 patients access care through these General Practice services each year, accounting for over 74,000 service-related patient visits.

At present a cadre of thirteen (13) full-time Physicians (with 2 vacancies) associated with the HSA provide the scope of General Practice Services to Grand Cayman.

Job purpose

The General Practice Physician is usually the first point of contact between the public and the health care system, except in emergencies where the patient goes to the Accident and Emergency Department or urgent care cases where the patient goes to the UCC clinic. The Physician must therefore have a wealth of knowledge and skills to enable them to ensure the best outcome.

Dimensions

- A. Post holder does not directly supervise any staff. Offers professional guidance to other Health Care Workers.
- B. Post holder does not have direct budgetary responsibilities.
- C. The role slightly varies depending on the site allocation of the practitioner.

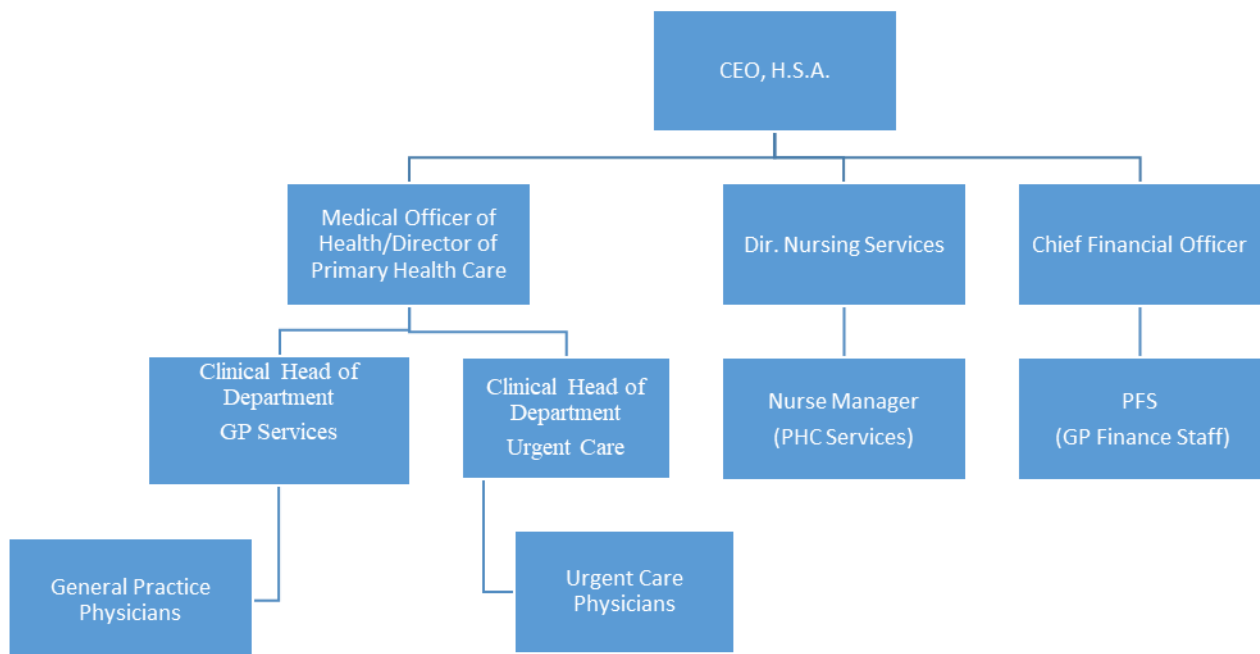
Duties and responsibilities

- Provides primary care (treatment of urgent and non-urgent, non-specialist, medical conditions commonly known as General Practice), covering a variety of services listed in the background information.
- Participates (depending on assignment of the doctor) in Health Promotion Programmes.
- Coverage of Emergency Medical Centres during storms/post-storm coverage as scheduled.
- Participates in disease prevention and control programmes.
- Any other duties – including programme development as assigned by CHOD.

Qualifications, Experience & Skills Requirement

- A Medical degree (MBBS, MD) that is recognized for full registration in the Cayman Islands, with at least 5 years' experience as a General Practitioner
- Postgraduate training and qualifications in General Practice or Family Medicine are preferred.
- Skills in the use of computer and public speaking are desirable.
- Training and experience in preventative medicine, public health and management will be an asset.

Reporting Relationship



Direct reports

- Reports to the Clinical Head of Department.
- No direct supervision of any staff. He/She has to offer professional guidance to other Health Care Workers, in providing care to the patients.

Other Working Relationships

The post holder should be a team player and should be able to liaise well with colleagues in the department, Specialists within and outside the hospital, Nurses and all other support staff/service providers to ensure the best outcome for our patients.

Decision Making Authority and Controls

None

Working conditions

- The George Town GP Clinic has since relocated to the Smith Road Medical Centre, a location that was purpose designed to accommodate the GP Clinic, Public Health Nursing, and outpatient Phlebotomy.
- There remains a need for more consult rooms (in all District Health Centres) due to population growth and increased access to services.
- Facilities for the District Health Centres are in good condition.

Physical requirements

Ability to commute to various locations as scheduled.

Problem/Key Features

- Direct Patient Contact **80%**
- Indirect Patient Care **10%**
- Participation in disease prevention and control programmes **5%**
- Any other relevant duties as may be reasonably assigned by the Clinical Head of the Department **5%**

Evaluation Metrics

- Participates in disease prevention and control programmes.
- Participates (depending on assignment of the doctor) in Health Promotion Programmes
- Complies with established attendance and tardiness standards.

- Practices proper infection control techniques.
- Common Competencies.

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| Approved by: | <i>Dr. E. Simmons (CHOD)/Dr. S. Williams-Rodriguez (DPHC)</i> |
| Date approved: | <i>November 6th 2022</i> |
| Reviewed: | <i>October 3rd 2023</i> |
| Next Review | |
| Employee Signature: | |
| Manager Signature: | |