



The Cayman Islands Health Services Authority, is the principal healthcare service provider in the Cayman Islands, offering the most comprehensive range of inpatient, outpatient and public health services through a 127-bed hospital and four District Health Centres on Grand Cayman, an 18-bed hospital in Cayman Brac and a satellite outpatient clinic in Little Cayman.

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

**GENERAL PRACTITIONER**  
**(Urgent Care)**

**Salary range: CI\$139,788 - CI\$166,176 per annum**

**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. The General Practitioner must therefore have a wealth of knowledge and skills to enable them to ensure the best outcome.**

**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 listed in the background information. The candidate participates (depending on assignment of the doctor) in Health Promotion, Disease Prevention, and control programmes. The successful candidate provides coverage of Emergency Medical Centres during storms/post-storm coverage as scheduled.

**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' clinical experience practicing in Urgent/Emergency care within a hospital setting. The candidate must be 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.

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

**NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form, and resume 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.**

**Deadline for post: February 23<sup>rd</sup>, 2025**

*Committed to Caring for You*

## Job Description

<b>Job title</b>	<b>General Practitioner</b>	<b>Job Holder</b>	<b>Vacant</b>
<b>Reports to</b>	<b>GP Clinical Head of Department, DPHC &amp; MOH</b>	<b>Section</b>	<b>General Practice Services</b>

### 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. In addition to General Practice services, the department offers Child Health Services, Antenatal and Postnatal Services, Family Planning Services, School Health Services, Immunizations and communicable diseases investigation and control measures.

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.

An Urgent Care Clinic (UCC) was established to provide non emergent care to patients with acute medical needs. This clinic provides service six days a week, Monday to Friday 8am to 11pm and half day on Saturday.

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
- Adhoc 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 twenty-one full time General Practitioners (GP's) associated with the HSA provide the scope of General Practice services to Grand Cayman; with fourteen (14) GP's assigned to GP Services and seven (7) GP's to Urgent Care Services.

### **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. The Physician must therefore have a wealth of knowledge and skills to enable them to ensure the best outcome

### **Dimensions**

Post holder does not directly supervise any staff. Offers professional guidance to other Health Care Workers.

Post holder does not have direct budgetary responsibilities but participates in the budget development.

The job slightly varies depending on the site allocation of the practitioner.

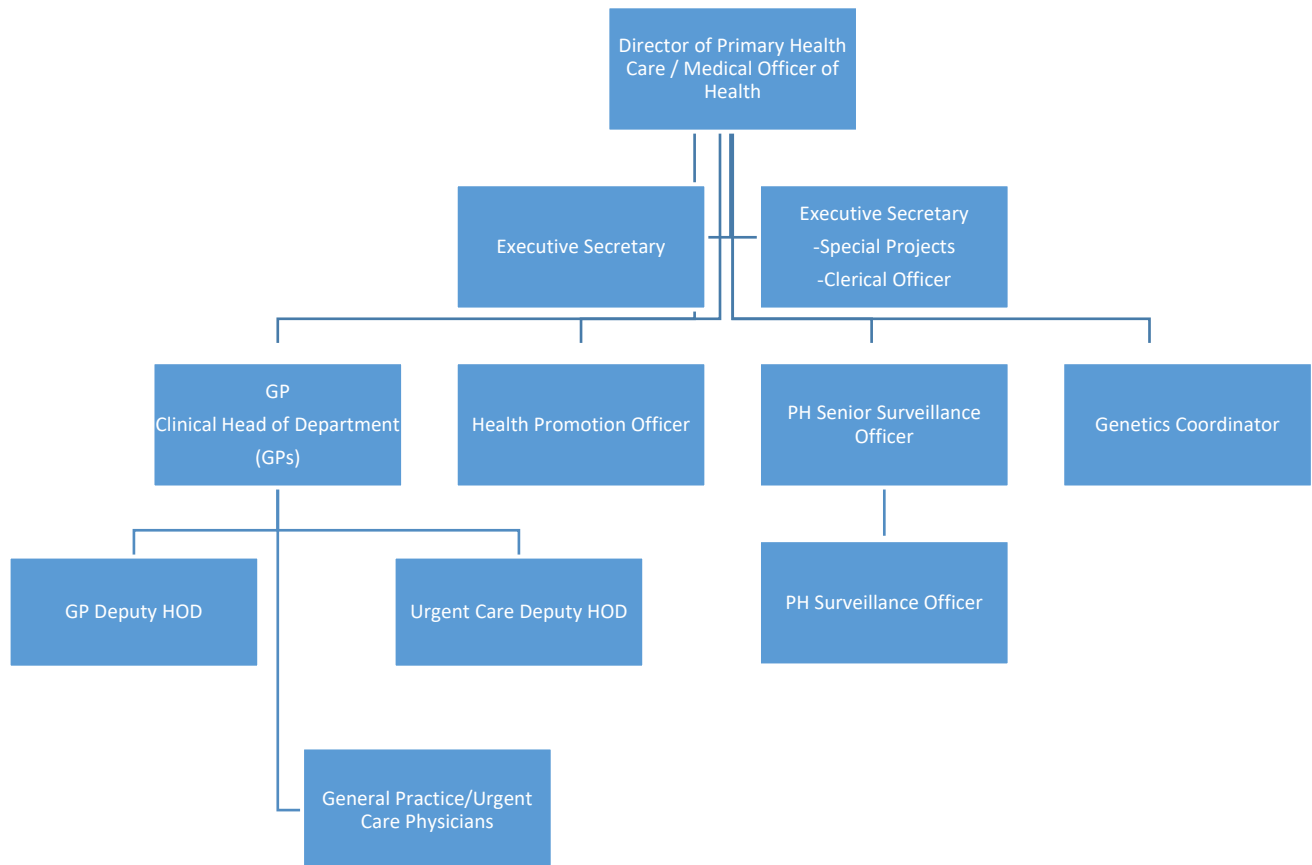
### **Duties and responsibilities**

- 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.

## Qualifications, Experience & Skills Requirement

- A Medical Degree that is recognized for full registration in the Cayman Islands
- A minimum of three (3) years post registration experience.
- Post graduate training and certification in Family Medicine
- Skills in Public Relations are desirable.

## 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

All District Health Centres are modern facilities that require regular maintenance and upgrades to keep it safe for staff and patients.

The GT Health Centre (GP Clinic) was recently relocated, and purpose designed to meet the increasing demand for services.

The Urgent Care Clinic, also recently relocated, requires renovations to accommodate patients and staffing needs.

## 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

<b>Approved by:</b>	<i>Dr. E. Simmons (CHOD)/Dr. S. Williams-Rodriguez (DPHC)</i>
<b>Date approved:</b>	<i>August 16<sup>th</sup> 2022</i>
<b>Reviewed:</b>	<i>November 2022</i>
<b>Next Review</b>	
<b>Employee Signature:</b>	
<b>Manager Signature:</b>	