



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 SURGEON

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

On call Allowance of CI\$33,120 per annum

The Consultant Surgeon provides 24-hour quality patient-centered surgical service at the Cayman Islands Hospital, shared with other consultant surgeons, registrars and clinical interns rotating throughout the hospital. Work is primarily generated by patient referrals within the HSA as well as from the private sectors and local hospitals.

Primary Responsibilities: The successful candidate manages regular general surgical inpatients and ward rounds on an agreed basis. This includes medical patients on the Critical Care Unit, providing back-up for accident and emergency medical staff and involving, where appropriate, colleagues in other disciplines. The successful candidate also runs outpatient clinics at Faith Hospital on a rotational basis. The candidate develops along with in-house colleagues, evidence-based guidelines, and care pathways relevant to the surgical service. Participates in strategic healthcare planning of surgical services as a member of the Medical Staff, Clinical Quality, and Pharmacy and Therapeutics Committees.

Qualification & Experience: The successful applicant must possess a Medical Degree and post graduate qualifications in General Surgery (MBChB and FRCS or MBBS and DM General Surgery) or equivalent from a recognized institution. Must have a minimum of five (5) years post specialization hospital working experience in the specialty. Candidates with endoscopy experience would be an asset. The candidate must also hold a valid license from either of the seven (7) jurisdictions; Jamaica, Canada, USA, United Kingdom, New Zealand, South Africa, Australia as specified in the Health Practice Law, Cayman Islands. 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 candidates for this post.

NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form, and 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: March 9, 2025

Committed to Caring for You



Job Description

Job title	General Surgeon	Job Holder	<i>Vacant</i>
Reports to	Medical Director	Section	Department of Surgery

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 surgical service at the Cayman Islands Hospital, Grand Cayman, shared with other Consultant Surgeons, Registrars and Clinical Interns rotating throughout the H.S.A.

Work is generated by patients referred to 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 referrals 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

Duties and responsibilities

To provide a 24-hour surgical service in conjunction with the other consultant surgeon on a rotation basis.

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

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

To manage medical patients in the Critical Care Unit involving where appropriate, and working closely with, colleagues in other disciplines

To run outpatient clinics at Faith Hospital (on our sister island Cayman Brac) on an agreed basis

To develop, along with colleagues in the Cayman Islands Hospital, evidence-based guidelines and care pathways relevant to the surgical service.

To take part in continuing professional development, clinical audit and quality monitoring. There is an entitlement of 10days paid study leave per 2-year contract.

To participate in strategic healthcare planning of surgical services. The post holder will be a member of the Medical Staff Committee, Clinical Quality Committee, and Pharmacy and Therapeutics Committee.

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

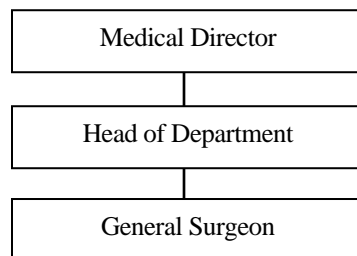
To liaise with other statutory and non-statutory agencies to develop health promotion and disease prevention strategies.

Qualifications, Experience & Skills Requirement

Must have a primary medical qualification registered in either Canada, the U.S.A., the United Kingdom, or Jamaica, and a minimum of four years training in general surgery as well as a recognized post-graduate qualification e.g. FRCS, MD, Board Certification or equivalent.

At least 5 years postgraduate experience in the specialty relevant to the services provided. Experience performing endoscopies would be an asset.

Reporting Relationship



Direct reports

Reports to the 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 surgical 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 liaise closely with colleagues in other clinical disciplines

Decision Making Authority and Controls

Postholder makes decisions on the management of his patients.

Working conditions

Ability to function on minimal sleep
Having to deal with aggressive patients
Providing 24-hour on call

Physical requirements

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

Problem/Key Features

To achieve a high-quality patient centered service based on sound scientific evidence of good 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

Approved by:	<i>Dr. Delroy Jefferson, Medical Director</i>
Date approved:	<i>30.11.2020</i>
Reviewed:	<i>30.11.2020</i>
Next Review	<i>30.11.2022</i>