



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:**

**INTERNIST**

**(Interest in Geriatric Medicine)**

**Salary range: USD\$184,985 – USD\$214,514 per annum**

**On call allowance: USD\$38,192 per annum**

**The Consultant Geriatrician provides high quality patient centered geriatric services at the Cayman Islands Hospital, Grand Cayman, and Faith Hospital as necessary. The successful candidate performs diagnostic investigations/procedures and treatment as necessary, in the 60+ age group. This includes providing consultative advice to allied medical specialties.**

**Primary Responsibilities:** The successful candidate manages illnesses including acute and chronic medical care in adults 60 years and over age group, timely referral to other specialists, and the careful monitoring of drug regimens (management of medications and polypharmacy). This includes providing regular geriatric service out-patient clinics, ward rounds on a regular basis and 24-hour call duty. The candidate also assesses the care requirements of older persons including nutritional, lifestyle, cognitive, mental, and physical health issues. The successful candidate manages cases referred by colleagues including non-HSA physicians and involves colleagues in other disciplines i.e., Faith Hospital, where this is indicated by clinical need, working in close cooperation with the management of patients.

**Qualification & Experience:** The successful candidate must possess a postgraduate qualifications ( FRCS or DM, Internal Medicine) from a recognised institution. The candidate must possess at least five (5) years postgraduate experience in the Internal Medicine speciality and have significant experience Geriatric Medicine. The successful candidate must be eligible to practice in the Cayman Islands with the Cayman Islands Medical & Dental Council. The successful geriatrician should demonstrate exceptional communication skills, empathy, and good decision-making skills. Must have the ability to work well within diverse multidisciplinary teams. In addition to base salary, we provide full healthcare coverage at no cost to employees, pensions plan, paid holidays, 25 days annual leave, training leave, initial and annual licensing fees paid by the Authority, malpractice coverage on the hospital corporate plan. Relocation package includes air passage and freight for employee and dependent (s) to the Cayman Islands.

**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: September 10, 2024**

*Committed to Caring for You*



## Job Description

<b>Job title</b>	Internist/interest in Geriatrics	<b>Job Holder</b>	<i>Vacant</i>
<b>Reports to</b>	Medical Director	<b>Section</b>	Department of Internal Medicine

### 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 high quality patient centered geriatric services at the Cayman Islands Hospital, Grand Cayman and Faith Hospital when necessary.

To perform diagnostic investigations/procedures and treatment as necessary, in the 60+ age group.

To provide consultative advice to allied medical specialties.

### Dimensions

The principal specialties are provided by the Government Health Service. Those requiring tertiary referral to Miami include 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.

As the only Geriatrician on-island, clinical competence and experience in both acute and chronic non-emergent geriatrics is a necessity.

The postholder is responsible for the clinical care of some geriatric admissions and in specialist clinics.

The postholder has no budgetary responsibilities.

### Duties and Responsibilities

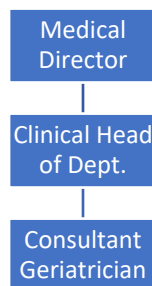
1. Be able to manage illnesses in the 60 years and over age group, timely referral to other specialists, and the careful monitoring of drug regimens (Management of medications and polypharmacy).
2. Emphasize healthy ageing and preventative care among adults over the age of 60 years.
3. Manages acute and chronic medical care of older adults in various care settings.
4. To make an assessment of the care requirements of older persons including nutritional, lifestyle, cognitive, mental and physical health issues.

5. Manages cases referred by colleagues including non-HSA physicians, as well as those referred from the Emergency Room and General Practice when on duty.
6. Give specialty advice to, or accept cases referred by Faith Hospital when on duty.
7. Provides advice to GPs conducting Home Health Care (HHC) when needed.
8. Manage patients in the Critical Care Unit involving where appropriate, and working closely with, colleagues in other disciplines.
9. Provide regular geriatric service out-patient clinics basis and ward rounds as necessary.
10. Involve colleagues in other disciplines, where this is indicated by clinical need, and work in close cooperation with them in the management of patients.
11. Participates in strategic healthcare planning of medical services.
12. Provide workshops on geriatric topics.
13. Takes part in continuing professional development for medical staff.
14. Establish, with colleagues, an ongoing educational program for physicians within the department.
15. Provides 24-hour Geriatric on call duty.
16. Be available in times of national disaster.

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

- Must have an MBBS, and specialist training (DM in Internal Medicine).
- At least 5 years postgraduate experience in the Internal Medicine specialty, hospital setting preferred.
- Significant experience in Geriatric Medicine from an institution recognized in the Cayman Islands.
- The successful geriatrician should demonstrate exceptional communication skills, empathy and good decision-making skills.
- Ability to work well within the multidisciplinary team.

### **Reporting Relationship**



## **Direct Reports**

Postholder reports to the Clinical Head of Department.

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

Ensuring adequate exposure for rotating clinical interns to geriatric cases and how best to deliver evidence base care.

Postholder guides the nursing staff in the care of the Neurological patients

## **Other Working Relationships**

The postholder is expected to refer patients to other disciplines within the government health service, 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/her 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

<b>Approved by:</b>	<i>Dr. Delroy Jefferson</i>
<b>Date approved:</b>	20.04.2022
<b>Reviewed:</b>	20.04.2022
<b>Next Review</b>	20.04.2024
<b>Employee signature/date:</b>	
<b>Manager signature/date:</b>	