



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:

MEDICAL TECHNOLOGIST

Salary range: CI\$75,228 – CI\$101,160 per annum

The Laboratory Department provides a wide variety of services located at the Health Services Authority. Diagnostic tests are conducted in Hematology, Clinical Chemistry, Microbiology, Urinalysis, Serology, Blood Banking, Parasitology and Phlebotomy areas.

Primary Responsibilities: The successful candidate must be proficient in all disciplines of the laboratory, and devote 90% of time to sample collection, diagnostic testing, interpretation and reporting of results. The candidate is responsible for ensuring that diagnostic tests are performed accurately, reliably and in a timely manner. Accurate documentation of all procedures for the records and for reference is required. Attention is paid particularly to pre-analytic, analytic, and post-analytic factors that affect test results.

Qualification & Experience: The candidate must possess a four (4) year diploma/degree in Medical Laboratory Technology and hold registration of a recognized professional society. A minimum of five (5) years post-graduate experience in all disciplines is required and specialized training (1½-2 years) in any of the disciplines of Medical Technology 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.

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

Application Deadline: February 2nd, 2025

Committed to Caring for You



Job Description

Job title	<i>Medical Technologist</i>	Job Holder	<i>Vacant</i>
Reports to	<i>Laboratory Manager</i>	Section	<i>Laboratory</i>

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 124-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. The Laboratory department performs tests that aid in the diagnosis of disease for the purposes of Public Health and clinical intervention.

The Laboratory department performs tests which aid in the diagnosis of disease, as well as routine tests which support the provision of primary health care.

The post holder is responsible for analysing patient samples and providing reliable test results in Hematology, Chemistry, Microbiology, Urinalysis, Serology, Blood Banking, Parasitology, and other special tests areas.

Job Purpose

To perform diagnostic tests on patient samples and provide accurate, reliable results in the areas of Hematology, Clinical Chemistry, Microbiology, Urinalysis, Serology, Blood Banking, Parasitology, and other special tests.

Dimensions

- A. There are no other staff reporting to post holder.
- B. The postholder has no budgeting responsibilities.
- C. Approximately 60-150 patient samples are processed daily of which 140-300 tests are performed by the incumbent. Provision of diagnostic test results to physicians is necessary in diagnosing patient diseases; information on laboratory results are also provided to Public Health Section. Tests in the various areas are done on a rotational basis.

Duties and Responsibilities

- Demonstrates proficiency in all Laboratory disciplines and performs diagnostic testing of patient samples; interprets and reports results in an accurate, reliable and timely manner, in the following areas:

➤ **Hematology**

Tests include Complete blood counts, Cerebrospinal, and other body fluid counts, Hemoglobin Electrophoresis, Blood parasite detection and identification. Assays of clotting factors and coagulation studies, staining of bone marrow smears and fetal hemoglobin assays

➤ **Clinical Chemistry**

Routine Clinical chemistry analysis performed, therapeutic drug monitoring, assay of drugs of abuse, tumour markers, and hormone studies

➤ **Microbiology**

Performs culturing, isolation, identification and susceptibility testing of micro-organisms found in patient samples. Ability to recognize pathogenic organisms responsible for various disease processes is essential. Limited Mycology and Mycobacterial studies are done in this area. Post holder is responsible for preparing (limited) bacteriology culture media. Post holder must be conversant with the use of a fluorescent microscope.

➤ **Urinalysis**

Post holder performs complete urinalysis testing. An accurate knowledge of the urinary particles is important for a correct diagnosis.

➤ **Serology**

Post holder is responsible for performing antigen/antibody agglutination tests e.g. those for Syphilis and Helicobacter pylori. Chemiluminescent and Enzyme Immunoassay for HIV 1&2, HTLV 1&2, Hepatitis B&C and Chlamydia are also the responsibility of the post holder. Other tests include ANA, RA, ASTO, Monospot, LE and CRP.

➤ **Blood Banking**

Post holder performs Blood donor recruitment, interviews, donor phlebotomy, and maintains records pertaining to the inventory and supply of blood units. Other duties include performing Blood Grouping, Antibody screening, Cross-matching, Coombs testing, and preparation of Fresh Frozen Plasma.

Incumbent performs critical decision making in emergency and life-threatening situations and prioritizes the dispensing of units, and the type of blood to be given. Occasionally the officer will have to order blood and/or its products from the Community Blood Centre in Miami, Florida.

➤ **Parasitology**

The post holder will be responsible for the identification of Intestinal Parasites and Blood Parasites such as Malaria.

- Performs phlebotomy on in and outpatients to include neonates, children and geriatric patients.
- Provides consultative services to stakeholders (Physicians, other Laboratories etc.) with regards to interpretation of test results and/or further testing deemed useful or necessary in aiding the diagnosis and subsequent treatment of patients.
- Performs maintenance of analyzers to ensure the accuracy and reliability of the results. Runs daily Qualichecksl checks of the analyzers, and interprets control results, which is critical in determining the need for corrective measures essential for producing reliable patient results. Accurately records maintenance and Quality Control results.
- Maintains accurate documentation of all procedures for the records and for reference. Attention is paid to pre-analytic, analytic, and post-analytic factors that affect test results. Follows sample acceptance/rejection criteria.

- Develops, implements, and updates procedure manuals, in conjunction with the Laboratory Manager, Pathologist, and Laboratory Quality coordinator thus ensuring that current methods are documented in accordance with the Quality Assurance Standards.
- Performs training of new staff during their orientation, on the procedures for analyzing samples, equipment operation and maintenance.
- Routinely participate in proficiency tests in all disciplines.
- Performs any other duties that may be assigned.

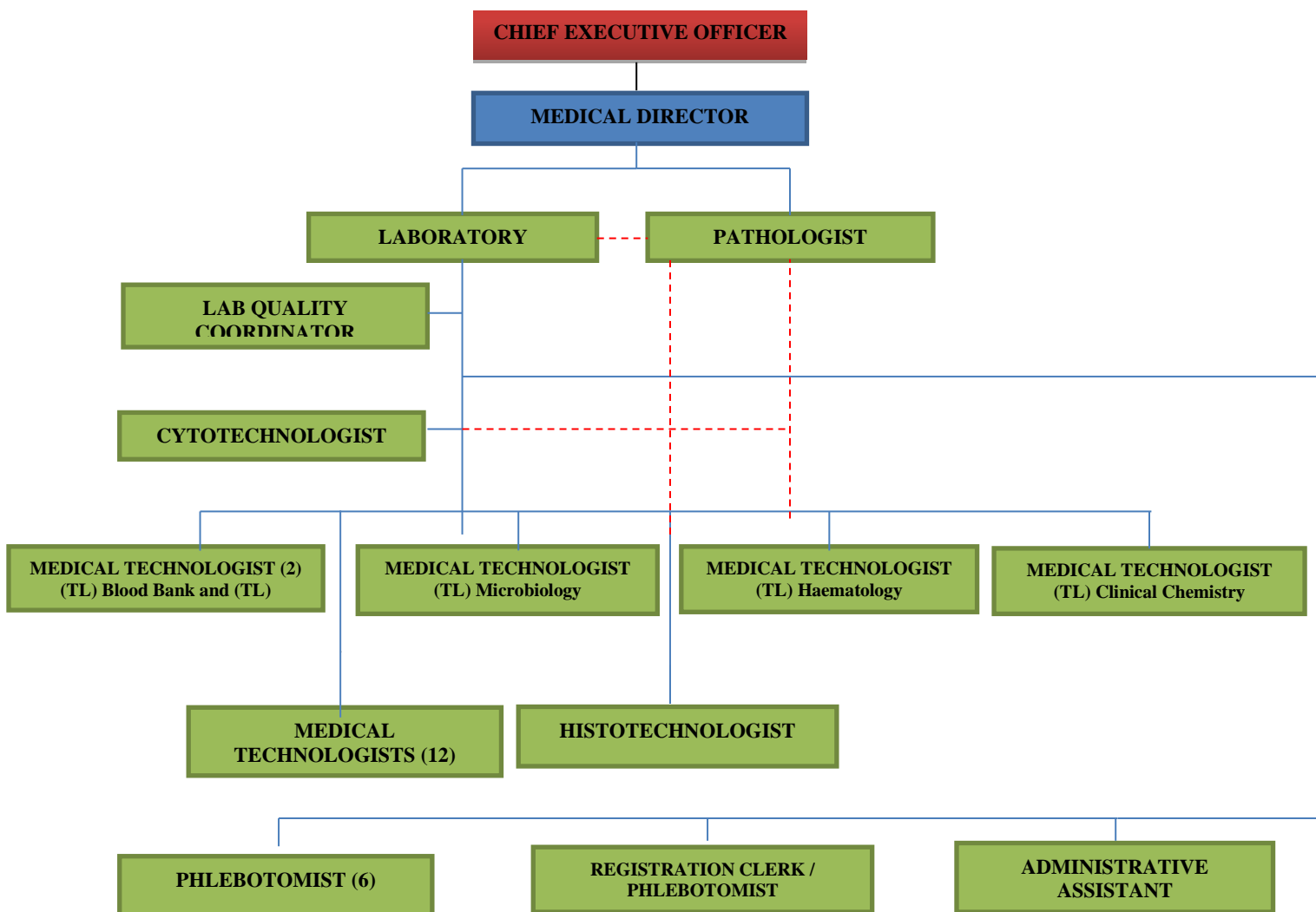
Qualifications, Experience and Skills Requirement

The post holder must possess a Diploma or Bachelor’s Degree in Medical Laboratory Technology and hold registration of a recognized professional society.

A minimum of five years post training experience in all disciplines is required and specialized training (1 ½-2years) in any of the disciplines of Medical Technology would be essential.

Reporting Relationship

ORGANIZATION AND RESPONSIBILITIES WITHIN THE LABORATORY



Direct Reports

Post holder will be responsible for training new staff in the procedures practiced for sample testing and management

Other working relationships

On a daily basis the incumbent liaises with patients, doctors, nurses, co-workers, other hospital personnel and the overseas reference laboratory, providing information and advice as necessary.

Decision making authority and control

Incumbent decides on matters relating to patient results sometimes in collaboration with the Pathologist or the Physician. Incumbent works on his/her own initiative and often makes decisions on procedures to be followed in life threatening situations. S/he makes recommendations for the procurement of capital equipment and supplies and may also provide input in matters that will influence policy decisions.

Working conditions

Post holder must be prepared to work after hours and weekends, on a rotational basis, to cover emergencies and will be required to attend continuing education, workshops and seminars. Post holder works with Biohazardous material daily.

Physical requirements

Post holder is required occasionally to work extended hours in emergency situations

Problem/Key Features

Post holder must be able to multi-task, and cope professionally with medical emergencies, both during normal working hours and after normal working hours. Post holder is expected to work on emergency duties alone and often make major decisions which will affect patient's lives.

Evaluation Metrics

- **Performance standard**
- Accurate, reliable diagnostic testing; timely reporting of results
- Accurate interpretation of Quality control results. Reporting of discrepancies to QA/Lab Manager
- Accurate documentation of Maintenance and Quality control records
- Maintain accurate, up to date documentation of laboratory procedures by preparing/updating Standard Operating Procedures
- Participation in Proficiency testing schemes in all disciplines
- Adherence to QA policies, and protocols for maintenance of Analyzers
- Timely reporting of critical results to appropriate staff.
- Decision making on procedures to be followed in life threatening situations
- Maintenance of education and development appropriate for position, through attendance and completion of CME
- Conduct one CME annually
- Achieve over 95% in all required Competency

- Attend at least 80% of department CME
- Complete at least 80% of required Proficiency tests
- Complete all Media Lab CME

Approved by:	Medical Director/Laboratory Manager
Date approved:	November 2020
Reviewed:	November 2021
Next Review	
Employee Signature:	
Manager Signature:	