



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:**

**NEPHROLOGIST**

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

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

**The Nephrologist provides a patient-centered medical service of excellence for patients of the Health Services Authority. Patients are referred to Nephrology service by other consultants, the Accident and Emergency Department, General Practice Clinics and Private Practitioners. Hemodialysis is conducted both at the Cayman Island Hospital in Grand Cayman and Faith Hospital under the supervision of a resident Nephrologist.**

**Responsibilities:** The successful candidate provides internal medicine/nephrology services including managing a 24-hour service to patients requiring acute care in conjunction with other consultants on a rotational basis. This includes providing regular general outpatient clinics and ward rounds, managing cases referred to by other disciplines within the hospital (i.e. Emergency Room, General Practice, CCU), and non-HSA physicians when on duty. The candidate also manages sub-specialty emergency cases while on duty in the absence of those specialists and provides advice to, or accepts cases as referred by Faith Hospital, Cayman Brac. Candidate provides services to Faith Hospital on a monthly rotational basis. Establishes, with colleagues, an ongoing educational program for the junior physicians within the department and takes part in continuing professional development for medical staff. The ability to work within a multidisciplinary team is highly essential.

**Qualification & Experience:** The successful candidate must have specialist training (DM or FRCS Internal Medicine) from an accredited body or its equivalent. Must have five (5) years postgraduate specialist experience. In addition, the candidate must have specialist training in Nephrology or Renal Medicine with at least two (2) years' post qualification experience, preferably in a hospital setting. The candidate must be able to manage pre and post renal transplant patients. Interventional nephrology skills would be an asset. 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 work well within a multidisciplinary team is essential. 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>	Nephrologist	<b>Job Holder</b>	
<b>Reports to</b>	Medical Director Via Clinical Head of Dept.	<b>Section</b>	Department of Internal Medicine

### Background Information

The Cayman Islands is a British dependent territory located in the northwestern Caribbean. It comprises three islands; Grand Cayman, the largest, Cayman Brac and Little Cayman, the smallest.

The principal government hospital, located in Grand Cayman, 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 Government’s National Strategic Plan for Health.

The Cayman Islands Hospital comprises 127 beds allocated as follows:

Accident & Emergency—14 beds

- CCU 8 beds
- Medical ward 24 beds
- Surgical ward 20 beds
- Pediatric ward 13 beds
- NICU 6 beds
- Maternity 13 beds.
- Ambulatory 7 beds
- Labor room 3 beds
- Mental Health 11 bed
- Hemodialysis 13 beds

The Faith Hospital in Cayman Brac has 18 beds.

Residents of Little Cayman can access care through the island’s clinic which is a purpose-built facility.

There are regular weekly general practice clinics in the districts and daily dental and ophthalmologic services both at the main complex of the Cayman Island Hospital and at Faith Hospital.

Hemodialysis is conducted both at the Cayman Island Hospital in Grand Cayman and Faith Hospital under the supervision of a resident nephrologist. There are 70 patients in Grand Cayman who receive hemodialysis weekly, and dialysis sessions are conducted 6 days per week.

### Job purpose

To provide a patient-centered medical service of excellence for patients of the HSA

Patients are referred to nephrology service by other consultants, the Accident and Emergency Department, General Practice Clinics and private practitioners

The Post holder works closely with colleagues in other disciplines and is expected:

- To refer patients to other disciplines within the government health service, or to tertiary center, as may be indicated by the clinical needs of patients.
- To be available in times of national disaster.
- To participate in strategic healthcare planning of medical services
- To establish, with colleagues, an ongoing educational program for the junior physicians within the department
- To perform necessary medical procedures such as lumbar puncture and others as clinically warranted.

### **Dimensions**

Many services are provided by the Government Health Service. However, those requiring tertiary referral overseas include specialist pediatric surgery, thoracic and vascular surgery, with some requiring air ambulance transfer.

Together with the other consultant physicians the postholder is responsible for the clinical care of medical admissions and specialist clinics.

The postholder has no budgetary responsibilities

### **Duties and responsibilities**

To provide a 24 hour medical service in conjunction with the other consultant physicians on a rotational basis.

To provide regular nephrology out-patient clinics and ward rounds on an agreed basis.

To manage pre and post renal transplant patients

To manage cases referred by ER when on duty.

To manage cases referred by GP when on duty.

To manage cases referred by colleagues including non-H.S.A. physicians.

To give specialty advice to, or accept cases referred by Faith Hospital when on duty.

To work closely with other colleagues to manage patients in the Critical Care Unit

To involve colleagues in other disciplines, where this is indicated by clinical need, and work in close cooperation with them in the management of patients.

To provide supervision and management of renal dialysis patients

To take part in continuing professional development for medical staff.

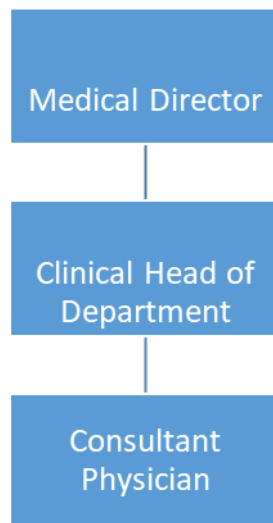
To manage sub-specialty emergency cases while on duty in the absence of those specialists (Neurology, Pulmonology, Rheumatology and Cardiology, etc.).

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

Must have a MBBS, DM in Internal Medicine AND at least 5 years post graduate experience in the specialty. In addition, the candidate must have specialist training in Nephrology or Renal Medicine with at least two (2) years' post qualification experience, preferably in a hospital setting. The candidate must be able to manage pre and post renal transplant patients.

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## Reporting Relationship



## Direct reports

Postholder reports directly to the Medical Director

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

Ensuring adequate exposure to medical 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 medical 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

On call may be stressful at times.

Work plan is unpredictable.

Work often requires long hours of engagement in patient care.

### Physical requirements

May involve protracted periods of standing in the operating room  
Requires lengthy periods of typing at the computer

### Problem/Key Features

Constant research is needed to achieve a high-quality patient centered service based on sound scientific evidence of good clinical practice

Must 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

<b>Approved by:</b>	<i>Dr. Delroy Jefferson/Cummings Medical Director /Deputy Medical Director</i>
<b>Date approved:</b>	<i>7 January 2022</i>
<b>Reviewed:</b>	<i>7 January 2022</i>
<b>Next Review</b>	<i>7 January 2024</i>
<b>Employee Signature/Date:</b>	
<b>Manager Signature/Date:</b>	