



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, a 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:

OCCUPATIONAL THERAPIST (ADULT)

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

The Adult Occupational Therapist works with adolescents and adults of all ages, whose difficulties have been present since birth, or the result of an accident, illness, ageing or lifestyle. The post-holder will manage a monthly caseload of approximately thirty (30) patients at seventy-five to eighty (75-80) visits; based on case/patient complexity. The post-holder will meet the patient's goals and needs, provide quality care by assessing and interpreting evaluations, and test results, determining occupational therapy treatment plans in consultation with physicians or by prescription.

Primary Responsibilities: The Adult Occupational Therapist will be an experienced, dynamic, and enthusiastic clinician. The candidate will be responsible for providing assessment and intervention for a varied caseload of adolescents and adults presenting with, but not limited to, individuals with developmental disorders, post-surgical conditions, traumatic brain injury, stroke, dementia and degenerative neurological conditions (i.e. ALS, Parkinson's Disease etc.). Work is delivered in a variety of settings including in-patient wards, outpatient clinics and within the patient's home. He/she should be highly organized and capable of managing their own workload with good levels of supervision. Strong written and verbal communication skills with a high degree of professionalism are vital.

Qualifications and Experience: The successful candidate must have a Bachelor of Science (BSc) in Occupational Therapy and at least three (3) years postgraduate experience. He/she must be eligible for registration to practice in the Cayman Islands and hold a valid license to practice in either: Canada, South Africa, UK, USA, Jamaica, Australia, or New Zealand. A valid driver's license is desirable. The ability to interact effectively with a culturally diverse population and excellent time management skills are required. The capability for proactive approaches and working effectively within a team environment are also essential. Candidate must have completed training/certification courses in either of the following:

- **Neurorehabilitation**
- **Equipment, seating, and mobility**
- **Hand splinting and upper limb treatment modalities**

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.

Deadline for post: July 27, 2025

Committed to Caring for You



Job Description

Job title	<i>Occupational Therapist (Adult)</i>	Job Holder	<i>Vacant</i>
Reports to	<i>Therapy Services Manager</i>	Section	<i>Therapy Services</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 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.

This position’s role deals with providing rehabilitation and equipment provision for people who face everyday challenges due to mental, physical or social disabilities.

Job purpose

Facilitates development and rehabilitation of patients with mental, emotional, and physical disabilities by planning and administering occupational therapy. This involves helping people to engage in purposeful activities or occupations to promote, regain or maintain health and well-being.

Dimensions

- The postholder works with adolescents and adults of all ages, whose difficulties have been present since birth, or the result of an accident, illness, ageing or lifestyle. This may include but not be limited to working with individuals with developmental disorders, post-surgical conditions, traumatic brain injury, stroke, dementia, and degenerative neurological conditions (i.e., ALS, Parkinson’s Disease etc.).
- Postholder will manage a monthly caseload of approximately 30 patients at 75-80 visits; based on case/patient complexity.
- Postholder will provide care across a variety of therapeutic settings including inpatient, outpatient, and home/community visits.
- Postholder may be required to complete scheduling and other administrative duties as part of their daily responsibilities.
- Postholder may be asked to prepare and present CME opportunities within the Health Services Authority.
- Postholder have no budgetary responsibility.

- Postholder does not supervise any other staff.
- Postholder may from time to time act as clinical supervisors to Occupational Therapy students undergoing clinical rotations

Duties and responsibilities

- Evaluates the patient's needs for occupational therapy intervention by providing standardized and/or function-based assessments and interpreting assessment results to provide patient centred treatment plans in consultation with physicians or by prescription.
- Helps patient develop or regain physical or mental functioning or adjust to disabilities by implementing programs involving manual arts and crafts, practice in functional, prevocational, vocational, and homemaking skills, activities of daily living, and sensorimotor, educational, recreational, and social activities, directing aides, technicians, and assistants.
- Promotes maximum independence by selecting and constructing therapies according to individual's physical capacity, intelligence level, and interest.
- Assists with the assessment and provision of mobility aides and/or adaptive equipment to promote the patient's functional independence and support care needs.
- Prepares patients for return to employment by consulting with employers; determining potential employee difficulties; retraining employees; helping employers understand necessary physical and job result accommodations.
- Regular progress monitoring to ensure maximum benefit from occupational therapy through observation, skill acquisition and re-evaluations. Includes recommending and implementing adjustments and modifications to the patient's plan of care.
- Completes discharge planning by consulting with the patient and/or patient's family, physicians, nurses, social workers, and other health care workers.
- Participate in multi-disciplinary meetings and case conferences both within the hospital and with other local agencies who provide care for patients.
- Documents patient care services by charting patient and department records.
- Ensures operation of equipment by following manufacturer's instructions; troubleshooting malfunctions; calling for repairs.
- Maintains professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.

Qualifications, Experience & Skills Requirement

Education and Experience Requirements:

- BSc. in Occupational Therapy or the equivalent.
- Three (3) years postgraduate experience.
- Eligible for registration to practice in the Cayman Islands and hold a valid license to practice in either; Canada, UK, USA, Jamaica, South Africa or New Zealand

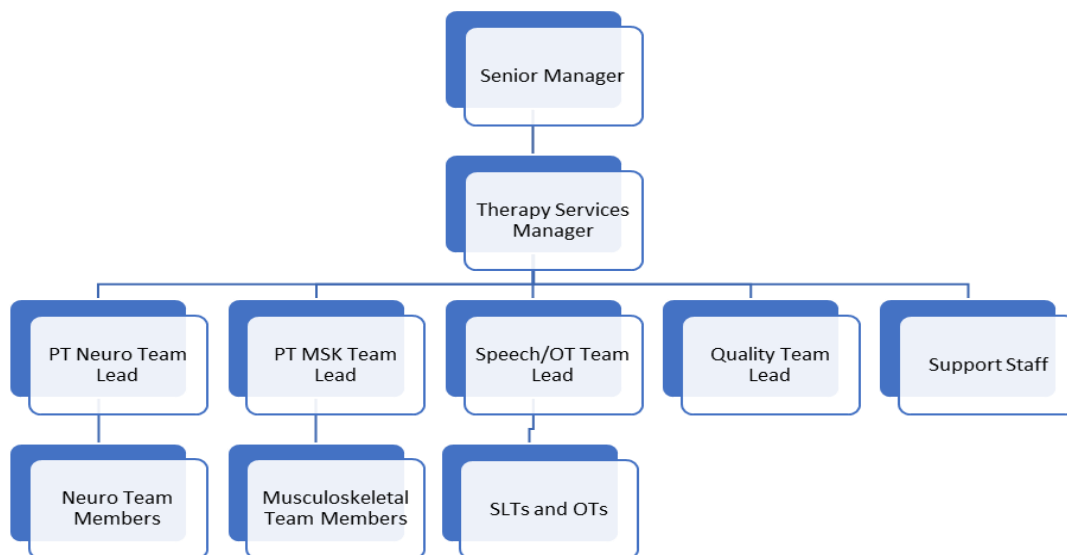
- Completion of certificate and/or training courses in neurorehabilitation would be advantageous.
- Completion of additional equipment, seating and mobility trainings would be advantageous.
- Completion of additional hand splinting and upper limb treatment modalities would be advantageous.

Performance Requirements:

Skills and abilities:

- Ability to provide culturally responsive and culturally competent care to a diverse population.
- Excellent work ethic and dedication to patient success.
- Excellent time management skills.
- Ability to work under pressure.
- Proficiency in the use of Microsoft Office, excellent written and oral communication skills.

Reporting Relationship



Direct reports

- Physiotherapy Manager

Other Working Relationships

- Clinical Staff
- PFS Clerical Staff
- Health Care Aides
- Housekeeping staff

Decision Making Authority and Controls

- The post holder will exercise independent judgment based on experience to implement effective treatment plans and equipment provision on a daily basis.
- Decide on the appropriate charges per each therapy treatment session.
- Assist administrative staff with billing and reporting inquiries.

Working conditions

The post holder is required to work a 37.5-hour week. Work location may vary based on the needs of the service and will include the inpatient, outpatient, home health and community settings.

Physical requirements

The job can be physically demanding because therapists often have to stoop, kneel, crouch, lift, and stand for long periods. In addition, may move heavy equipment and lift patients or help them turn, stand, or walk.

Evaluation Metrics

- Total number of patients per therapist.
- Number of visits per case
- Cancellations
- Revenue generated.

Approved by:	<i>Therapy Services Manager</i>
Date approved:	<i>9-May-2023</i>
Reviewed:	<i>9-May-2023</i>
Next Review	<i>9-May-2024</i>
Employee Signature:	
Date:	
Manager's Signature:	
Date:	