



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 134-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:**

**OCCUPATIONAL THERAPIST**  
**(Mental Health)**

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

**Job Summary:** The successful candidate will be conducting comprehensive clinical assessments, developing individualized treatment plans, and implementing therapeutic interventions to support patients' sensory processing, emotional regulation, cognitive skills, daily living abilities, and social participation. Responsibilities include monitoring progress, coordinating discharge planning, educating patients and families, facilitating group programs, preparing individuals for employment, and ensuring continuity of care. The position also requires maintaining accurate documentation, safeguarding confidentiality, adhering to safety and infection-control protocols, and staying current with professional knowledge. Administratively, the role supports clinical governance, incident reporting, equipment and resource management, data collection, and quality-improvement initiatives.

**Qualifications and Experience:** The successful candidate must have a Bachelor of Science (BSc) in Occupational Therapy and at least three (3) years postgraduate experience. Experience working in a mental health facility or with mentally ill patients. 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.

**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](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: July 12, 2026**

*Committed to Caring for You*



## Job Description

<b>Job title</b>	Occupational Therapist	<b>Job Holder</b>	
<b>Reports to</b>	Nurse Manager- Behavioural Health	<b>Section</b>	Behavioural & Psychiatry Health Service

### 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 134-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

The Occupational Therapist (OT) in Mental Health provides specialized therapeutic interventions to support young individuals and adults experiencing emotional, behavioral, and psychiatric challenges. The OT focuses on enhancing functional abilities, skills recovery, coping strategies, and participation in age-appropriate activities across home, school, and community settings. This role requires collaboration with families, educators, and multidisciplinary teams to promote functional independence, holistic development, mental well-being and enhance quality of life.

### Dimensions

- The post holder works with children and adults of all ages, whose difficulties have been present since birth, or the result of accidents, illness, ageing or lifestyle.
- Postholder has no budgetary responsibility but are a steward of the budget.
- Postholder does not supervise any other staff.

### Job Responsibilities

#### Clinical

- Conduct comprehensive assessments of sensory processing, emotional regulation, cognitive skills, and functional performance.
- Evaluate the impact of mental health conditions on daily routines, academic participation, and social engagement.
- Identify environmental and developmental barriers to independence and participation.
- Meets the patient's goals and needs and provides quality care by assessing and interpreting evaluations and test results, determining occupational therapy treatment plans in consultation with physicians.

- Helps patient develop or regain social or mental functioning or adjust to disabilities by implementing programs involving manual arts and crafts, practice 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.
- Prepares patients for return to employment by consulting with employers; determining potential employee difficulties; retraining employees; helping employers understand necessary job result accommodations.
- Evaluates results of occupational therapy by observing, noting, and evaluating patient's progress, recommending, and implementing adjustments and modifications.
- Completes discharge planning by consulting with physicians, psychologists, nurses, social workers, therapists, and other health care workers, contributing to patient care conferences.
- Providing educational programs, experiential learning, and treatment groups or classes to address assertiveness, self-awareness, interpersonal and social skills, stress management, and role development (e.g., parenting).
- Facilitating the development of skills needed for independent living such as using community resources, managing one's home, managing time, managing medication, and being safe at home and in the community.
- Providing training in activities of daily living (e.g., hygiene and grooming).
- Conducting functional evaluations and ongoing monitoring for successful job placement.
- Providing guidance and consultation to persons in school and employment settings, including supportive employment.
- Providing evaluation and treatment for sensory processing deficits.
- Promote social interaction and communication skills to improve relations.
- Assures continuation of therapeutic plan following discharge by designing treatment plans and instructing patients, families, and caregivers in support of plans; recommending and/or providing assistive equipment; recommending outpatient or home health follow-up programs.
- Documents patient care services by charting patient and department records.
- Maintains patient confidence and protects hospital operations by keeping information confidential.
- Maintains safe and clean working environment by complying with procedures, rules, and regulations.
- Protects patients and employees by adhering to infection-control policies and protocols.
- Ensure 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.
- Any other duties within scope of practice.

## **Administrative**

- Respond and contribute to clinical governance initiatives.
- Document incidents on the incident reporting platform in real-time and escalate these to the manager and its area of risk management.
- Collect and assist in recording appropriate unit statistical data and preparing monthly reports as needed.
- Assist in maintaining appropriate equipment/supplies for patient use if applicable.
- Identifies furniture and equipment needs and communicates appropriately to the manager.
- Deal with complex queries and liaise with appropriate multidisciplinary team members.

- Contribute ideas and participate in projects to help improve the quality of patient care.
- Assist with the development of standard operating procedures and assist in the implementation of guidelines/policies.
- Participates in the stewardship of the budget, ensuring resources are managed.
- Participate in key performance indicators for the unit.
- Adheres to the organization's uniform and dress code policy.

### **Communication/Relationship Skills**

- Communicate and involve patients and their families/carers during the planning and delivery of therapies to ensure that they understand and agree with the care program.
- Cooperate and communicate clearly and professionally with all multidisciplinary team members to facilitate adequate provision of patient care and treatment.
- Foster good relationships with other departments, the multidisciplinary team, and visitors.
- Participate in team/unit meetings to contribute to problem-solving and decision-making.
- Respond to patient/family/carer and professionals' inquiries within scope.
- Be aware of the complaints policy and deal with complaints according to the policy in conjunction with other team members.
- Help to achieve and maintain morale for both staff and patients.
- Promote equality in service delivery and employment practices.

### **Decisions and Judgments**

- Use initiative and act independently within existing scope, knowledge, and skills.
- Comply with the confidentiality and data protection requirement.
- Initiate and follow through appropriate procedures when a breach of policy occurs.
- Participate in the development of action plans to address any system failures.
- Exercise the ability to challenge any interaction that fails to deliver a quality service to external and internal customers.

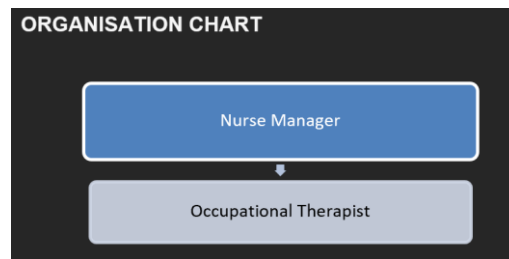
### **Education and Training**

- Attend all mandatory training and ensure that updates are booked promptly.
- Complete key learning outcomes/competencies within the timeframe given.
- Initiate own development within agreed parameters.
- Maintain own personal profile.
- Be involved in any aspects of training that need to be cascaded to the whole team, such as infection control.
- Act as clinical supervisors to Occupational Therapy students undergoing clinical rotations
- Assist in the orientation of new staff members/students.
- Act as a mentor/preceptor for trained and untrained staff once appropriate training has been given.
- Be prepared to be trained and use any information technology.
- Be involved in ensuring correct equipment usage and assist in training others as required.

### **Specific Skills Requirement**

- Ability to engage children and adults in therapeutic activities creatively.
- Excellent communication and family-centered care approach.
- Strong understanding of child development and psychiatric conditions.
- Empathy and cultural sensitivity.

- Patience and adaptability in challenging situations.
- Strong problem-solving and critical thinking skills.
- Collaborative and team-oriented mindset.



## Qualifications, Experience & Skills

### Required

- BSc. in Occupational Therapy
- Minimum of three (3) years occupational therapy experience.
- Experience working in a mental health facility or with mentally ill patients.
- Eligible for registration to practice in the Cayman Islands
- Be a graduate of an approved college

### Strongly Preferred

- BLS certification

### Postholder must:

- Possess the ability to interact effectively with a diverse population.
- Have excellent work ethics and dedication to patient success.
- Have excellent time management skills.
- Possess the ability to work under pressure.
- Be proficient in the use of Microsoft Office, excellent written and oral communication skills.
- Ability to drive a motor vehicle.
- Exhibit a caring and compassionate attitude transcending diversity of religion, race, culture, sexual orientation, and diagnosis.

## Supervision of others

The postholder directly supervises assistive personnel:

- Occupational Therapy Aide
- Acts as a resource person
- Ensures that tasks assigned are completed on time

## Assignment and Planning of Work

- Workload and assignments are determined by the number of patients requiring the service.
- Continuously evaluates the care of patients and coordinates the various activities to be carried out.

## Other Working Relationships

- Physicians
- Psychologists
- Nurses
- Other Clinicians
- PFS Clerical Staff
- Ancillary and Support Staff
- Senior and Section Managers

## Decision Making Authority and Controls

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

## Working conditions

- Regular working hours
- In hospital and community based (homes, community sites)
- May involve working independently in resource limited settings.
- Risk of verbal or physical aggression.
- Risk of exposure to bloodborne pathogens or communicable disease

## Physical requirements

- Heavy equipment
- Long standing
- Pushing, pulling, crouching, stooping, kneeling, lifting,

## Problem/Key Features

- Difficult interactions with patients
- Possibility of limited workspace, shared office space.
- Must be able to multitask
- May include long standing
- Strenuous activities

## Evaluation Metrics

- Total number of patients per therapist.
- Caseload Management
- Clinical outcomes
- Patient Satisfaction
- Cancellations
- Revenue generated

<b>Approved by:</b>	
<b>Date approved:</b>	10 January 2024
<b>Reviewed:</b>	December 9, 2025
<b>Nurse Manager Signature:</b>	
<b>Employee Signature:</b>	