



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:

**OPHTHALMOLOGIST**  
**(Glaucoma-trained)**

**Salary range: USD\$184,985 – USD\$214,514 per annum**  
**On call Allowance of USD\$27,440 per annum**

The overall responsibilities for these positions are to provide specialty 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 by other disciplines within the hospital (i.e. Emergency Room, General Practice, CCU), and non-HSA physicians when on duty. The positions require managing sub-specialty emergency cases while on duty in the absence of those specialists and provides advice to, or accept cases as referred by Faith Hospital, Cayman Brac. The Faith Hospital is a satellite hospital on one of the Sister Islands in Cayman Brac. Postholder provides services to Faith Hospital on a monthly rotational basis. Postholder 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.

**Clinical Experience Requirements:** The Eye Clinic is well-equipped, with immersion biometry, Oculus Pentacam for anterior surface imaging, Topcon OCT for retinal and optic disc imaging, Alcon Infiniti phaco-emulsifier and LeicaF40 operating microscope. Those with an interest in diabetic retinopathy, glaucoma, and paediatric ophthalmology, including strabismus surgery and refraction required.

**Qualification Requirements:** The successful candidate must possess specialist qualifications (i.e. DM or FRCS Ophth) and a minimum of five (5) years postgraduate working experience within a hospital setting. In additional, candidate should have completed formal training in Glaucoma. 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**



## Job Description

<b>Job title</b>	Ophthalmologist - Glaucoma	<b>Job Holder</b>	<i>Vacant</i>
<b>Reports to</b>	Medical Director via HOD	<b>Section</b>	Eye Clinic Department

### 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 a high-quality patient centered ophthalmology service at the Lion’s Eye Clinic, Cayman Islands Hospital, Grand Cayman, and the Faith Hospital, Cayman Brac.

### Dimensions

The principal medical care specialties are provided by the Government Health Service.

Those requiring tertiary referral to Miami include neurosurgery, specialist pediatric surgery, thoracic and vascular surgery, with some requiring air ambulance transfer. The 8 CCU beds, in the new hospital, now enable more critically ill patients to be retained on the island.

The Ophthalmology service has built good relationships with the local optometrists and ophthalmologists, with tertiary referral links with Bascom Palmer Eye Hospital and other service providers in Jamaica.

### Duties and responsibilities

To provide an Ophthalmology service within working hours, with a one in two on-call duty.

To deliver a comprehensive Ophthalmology/glaucoma services on an out-patient clinics basis, cover retinopathy of prematurity screening, advise on ward patients and do elective and emergency surgical procedures.

To cover outpatient clinics at the Faith Hospital, Cayman Brac on a monthly basis.

To liaise with local ophthalmologists, optometrists, public health nurses and hospital doctors, as well as private and tertiary care specialists relating to ophthalmology patients.

To work in close cooperation with colleagues in other disciplines, as part of a multi-disciplinary care team in the management of patients.

To be involved in continuing professional development (CPD) activities and keep up to date with Good Medical Practice principles.

To continue with an ongoing education program within the department in support of CPD.

To teach and provide workshops on ophthalmology topics in support of CPD.

To advise on implementing programs for detection and treatment of preventable eye disease in children and adults.

To advise Head of Department who holds the budgetary responsibilities.

To participate in strategic healthcare planning of medical services.

To be available in times of national disaster to provide emergency care.

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

Candidates must possess specialist qualifications (i.e., MRCP, DM Ophth) in Ophthalmology

At least 5 years postgraduate experience working experience within a hospital setting.

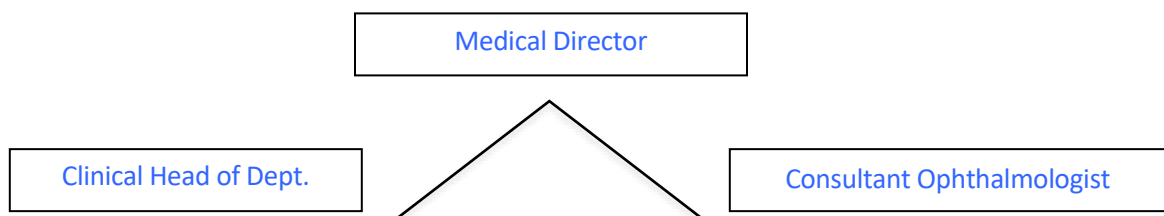
The candidate should have completed formal training in Glaucoma

Able to provide leadership within the service and work well within the multidisciplinary team.

The appointee must be fully registered and in good standing with a General Medical Council, be in possession of the Fellowship from a College of Ophthalmologists or a recognized equivalent,

Be eligible for specialist registration in the Cayman Islands with the C.I. Medical and Dental Council.

### **Reporting Relationship**



## **Direct reports**

The postholder reports to the Clinical Head of Department and Medical Director.

The postholder's job plan will be reviewed annually, following the Appraisal Meeting as a prospective agreement that sets out a consultant's duties, responsibilities, and objectives for the coming year.

The job plan sets out all aspects of a consultant's professional practice including clinical work, teaching, research, education, and managerial responsibilities and provides a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfill the job plan and objectives.

**Direct Clinical Care:** includes clinical activity, clinically related activity, predictable & unpredictable emergency work.

**Supporting Professional Activities:** includes CPD, audit, teaching & research.

## **Other Working Relationships**

The postholder should ensure a good team working relationship based on respect and the principles of good medical practice with their ophthalmology and other medical colleagues.

The postholder leads, advises, and instructs the nursing staff and ophthalmic technicians in the medical care of the Ophthalmology patients and liaise with the secretarial support for administrative purposes, as well as supports these members of the team.

The postholder is responsible for patients undergoing surgery and needs to communicate clearly with staff involved in their care to ensure flow of patient pathways to enable good experience.

The postholder is expected to refer patients to local opticians or ophthalmologists, other disciplines within the government health service or private specialists, and tertiary referral centres, where this is indicated by the clinical needs of the patients.

The postholder needs to liaise closely with colleagues in other clinical disciplines to work as a multi-disciplinary team to ensure best patient outcomes.

## **Decision Making Authority and Controls**

The Postholder will place patients' care first.

The postholder will make decisions on the management of his/her patients on knowledge supported by evidence-based medicine and Good Medical Practice guidelines.

The protocols for care in the department will be kept up to date by using these and regular audit of practices will aid to ensure quality care and that Clinical Governance principles are adhered to.

For matters relating to the clinical management of patients, the postholder will be accountable personally and professionally to the C.I. Medical and Dental Council.

For general professional matters, the preparation of protocols and fulfilling the duties of the post, the holder will be accountable via the Ophthalmology Manager to the Medical Director.

For managerial matters, for example relationships with colleagues, accountability will be to the Medical Director.

The GHA is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance, or health of medical colleagues.

### **Working conditions**

The Postholder will assist in creating an environment where dignity and respect for patients and colleagues within the cultural diversity is important.

The Postholder will recognize that he/she has responsibility to use leadership skills to communicate clearly and positively work within the team.

All applications for leave and study leave which includes CPD are given consideration by the Medical Director in conjunction with the Terms and Conditions of Service.

### **Physical requirements**

The Postholder will conduct him/herself with probity by acting with strong moral principles and reflect on his/her strengths and weaknesses.

If the Postholder has concerns about their ability to see and treat patients safely this will be communicated directly to the responsible management team for support.

The Postholder is subject to a satisfactory health clearance, will be required to complete a health questionnaire and may be required to undertake a medical examination before appointment.

### **Key Features**

The key is to achieve a high-quality patient centered service focused on evidence-based medicine and principles of Good Medical Practice.

Streamlined integrated patient pathways and up to date clinical protocols for care with regular audit is important to ensure excellence of care.

Meeting the demands of educating patients and the public on preventable eye care will benefit with future screening programs for Diabetic Retinopathy integrated with Diabetic Care as an important Public Health issue.

## 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>Medical Director</i>
<b>Date approved:</b>	<i>15-Sep-2021</i>
<b>Reviewed:</b>	<i>15-Sep-2021</i>
<b>Next Review</b>	
<b>Employee/Date:</b>	
<b>Manager/Date:</b>	