



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:
CONSULTANT PAEDIATRICIAN (FAITH HOSPITAL)

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

On call Allowance of USD\$39,438 per annum

The Paediatrician delivers comprehensive paediatric and neonatal care to the children of Cayman Brac. This position offers a unique opportunity to influence paediatric healthcare on the island, including the creation of preventive child health policies and the development of community paediatric programs.

Primary Responsibilities: The successful applicant would be required to conduct regular outpatient clinics for both acute and elective cases, ensuring high-quality, patient-centered care. The postholder will provide neonatal care, including resuscitation and stabilization, with the potential need to assist in urgent transfers to Grand Cayman. In addition, perform daily rounds for any paediatric inpatients, ensuring comprehensive and continuous care. Lead the development and implementation of community paediatric programs, including school visits in collaboration with public health nurses. Work closely with colleagues across various disciplines, referring patients to specialists locally or overseas as needed. Provide guidance and training to nursing staff. Offer 24-hour paediatric on-call services, including support for the Accident and Emergency Department. While the on-call demands are generally light, your presence ensures that any paediatric emergencies are managed promptly and effectively.

Qualification & Experience: The successful candidate must hold a postgraduate qualification in paediatrics, such as a DM, MRCPCH, or an equivalent recognized in the Cayman Islands. The candidate should have seven (7) years postgraduate experience, including independent practice in newborn resuscitation and management in a Level 2 neonatal intensive care unit. Must have strong clinical expertise in pediatrics and neonatology, exceptional communication and teamwork abilities, and a dedication to ongoing professional development. 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. The ability to work well within a multidisciplinary team is essential. In addition to a tax-free base salary, we provide full healthcare coverage at no cost to employees, pensions plan, paid public holidays plus **25** days annual leave, training leave, initial and annual licensing fees paid by HSA, malpractice coverage on hospital corporate plan. Our relocation package includes air passage, and freight for employee and dependent(s) to the 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: September 10, 2024



Job Description

Job title	Consultant Paediatrician	Job Holder	
Reports to	Director of Sister Islands Health Services	Section	Faith Hospital

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 centers, 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.

Cayman Brac is home to a diverse and close-knit community of approximately 2,300 residents, including a paediatric population of around 350 children. This community includes school-aged children, infants in daycare, and a small but significant neonatal population. Faith Hospital, as the sole healthcare provider on the island, plays a crucial role in ensuring the health and well-being of these children.

This is a singular opportunity to make a meaningful difference in a vibrant community while enjoying the serene and picturesque surroundings of Cayman Brac. As the island’s sole paediatrician, the post holder will have the opportunity to shape and enhance paediatric care, with the support of the wider HSA team and access to resources across the Cayman Islands.

The post holder will be part of a dynamic and diverse clinical team at Faith Hospital, working alongside professionals from 13 different nationalities. Our JCI accreditation reflects our ongoing commitment to upholding the highest standards of healthcare.

Job Purpose

We are looking for a skilled and committed Consultant Paediatrician to deliver comprehensive paediatric and neonatal care to the children of Cayman Brac. This position offers a unique opportunity to influence paediatric healthcare on the island, including the creation of preventive child health policies and the development of community paediatric programs.

The post-holder will deliver resuscitative critical, emergency, and primary care, while also supporting broader healthcare initiatives in collaboration with multidisciplinary teams.

Dimensions

Faith Hospital is the only available critical access hospital for Cayman Brac. Those requiring advanced care are generally referred to our main hospital in Grand Cayman. An Air Ambulance service is available for urgent transfers.

The post-holder is responsible for the clinical care of newborns, paediatric admissions, elective and acute care outpatient consultations. There are approximately 15 deliveries per year, with a 40% caesarian section rate. Estimated roughly 1500 acute care and elective outpatient consultations per year.

The role may involve occasional work at our main campus in Grand Cayman to collaborate with other consultant pediatricians and to keep clinical skills current.

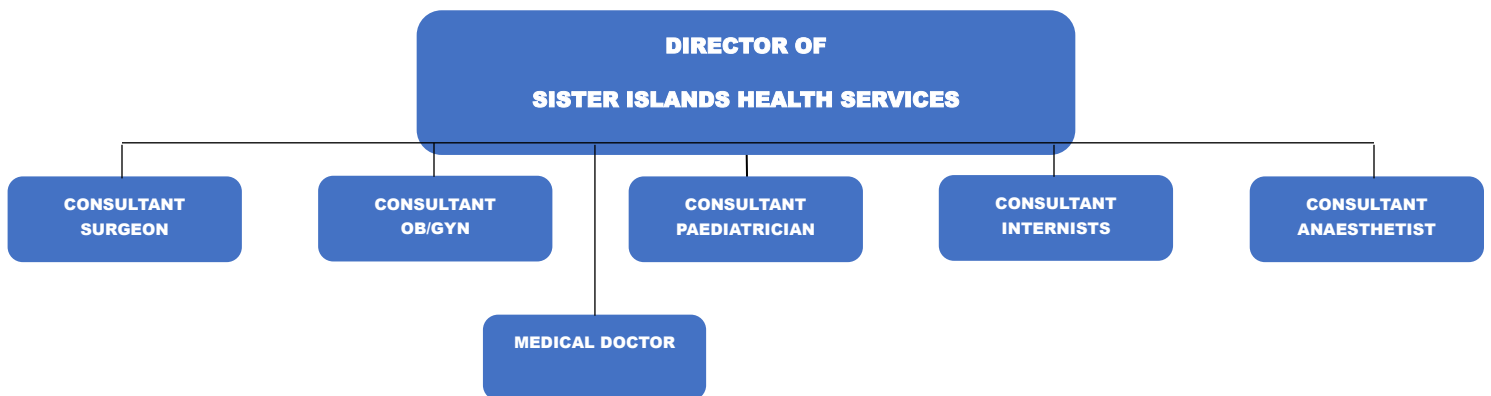
Duties and Responsibilities

- **Paediatric Outpatient Care:** Conduct regular outpatient clinics for both acute and elective cases, ensuring high-quality, patient-centered care.
- **Neonatal Care:** Provide neonatal care, including resuscitation and stabilization, with the potential need to assist in urgent transfers to Grand Cayman.
- **Emergency Services:** Offer 24-hour paediatric on-call services, including support for the Accident and Emergency Department. *While the on-call demands are generally light, your presence ensures that any paediatric emergencies are managed promptly and effectively.*
- **Ward Rounds:** Perform daily rounds for any paediatric inpatients, ensuring comprehensive and continuous care.
- **Interdisciplinary Collaboration:** Work closely with colleagues across various disciplines, referring patients to specialists locally or overseas as needed.
- **Community Engagement:** Lead the development and implementation of community paediatric programs, including school visits in collaboration with public health nurses.
- **Education & Training:** Provide guidance and training to nursing staff.
- **Healthcare Planning:** Participate in strategic healthcare planning to enhance medical services for the Sister Islands.
- **Disaster Response:** Be available to provide paediatric care in the event of a national disaster or emergency.

Qualifications, Experience & Skills Requirement

- **Education:** Must hold a postgraduate qualification in paediatrics, such as a DM, MRCPCH, or an equivalent recognized in the Cayman Islands.
- **Experience:** A minimum of 7 years of postgraduate experience, including independent practice in newborn resuscitation and management in a Level 2 neonatal intensive care unit.
- **Skills:** Strong clinical expertise in pediatrics and neonatology, exceptional communication and teamwork abilities, and a dedication to ongoing professional development.

Reporting Relationship



Direct Reports

Postholder reports to the Director of Sister Islands Health Services.

Other Working Relationships

The postholder is expected to refer patients to other disciplines within the government health service, or to a tertiary centre or specialist, 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

Postholders make decisions on the management of his/her patients and paediatric services in collaboration with the Director.

Working conditions

- **Location:** The post is based at Faith Hospital in Cayman Brac.
- **On-Call:** The on-call duty is not expected to be overly demanding, reflecting the smaller paediatric population. However, your role is crucial in providing assurance that paediatric emergencies will be managed with expertise.

- **Environment:** Work in a supportive, community-focused environment where your contribution will have a significant impact on the health and well-being of children.

Physical Requirements

May involve protracted periods of standing and/or walking for extended periods of time.

Requires lengthy periods of typing on the computer.

Problem/Key Features

Application of current evidence-based research is needed to achieve a high-quality patient centered service.

The role requires adaptability to meet the evolving needs of a dynamic healthcare service.

Evaluation Metrics

Maintaining professional performance

Providing quality medical care

Application of knowledge and experience appropriate to practice

Documentation: timely, clear, and accurate

Demonstrate compliance to clinical standards.

Assuring patient safety and quality

Protect patients and others from risks posed by their own health.

Communicating with patients and their families/guardians/carer.

Working constructively with healthcare colleagues and professionals

Establishing and maintaining partnerships with patients and their families/guardians/carer.

Maintaining professional trust

Acting according to our core values: Respect, Responsibility, Integrity, Caring and Excellence.

(RRICE)

Approved by:	<i>Director of Sister Islands Health Services.</i>
Date approved:	<i>07/August/2024</i>
Reviewed:	
Next Review	<i>08/August/2028</i>
Employee Signature/date:	
Manager Signature/date:	