



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:

PARAMEDIC

Salary range: CI\$71,640 – CI\$96,336 per annum

The Paramedic will provide advanced pre-hospital emergency care and transportation in accordance with the protocols, policies, and procedures of the Cayman Islands Emergency Medical Services (EMS). Also provides routine transport to and from hospital facilities when required and acts as a role model for EMS staff by ensuring their daily activities reflect the mission, goals, and objectives of the organization.

Primary Responsibilities: The successful candidate will conduct a thorough patient assessment, recognizing the nature and seriousness of illnesses or injuries, and determine the requirements for emergency medical care. He/she completes all patient care documentation on time ensuring patient confidentiality and the expectations of the organization. The candidate demonstrates clinical competencies within his or her scope of practice as a Paramedic. This includes operating the emergency vehicles to and from scenes in a safe, timely, and lawful manner while exercising due care and attention. The candidate adheres to the use of personal protective equipment in hazardous or dangerous situations, including employing body substance isolation precautions. Provides oversight and scene safety, determining the needs of those involved in an incident, and communicating relevant information. The candidate checks, cleans, and restocks equipment before and after each use.

Qualifications and Experience: The successful candidate must possess a High School Diploma with passes in English, Math, and Science. Minimum three (3) years of current Paramedic experience in a conventional Advance Life Support EMS system. He/she must possess a valid registration and licensure as a Paramedic within one of the following seven jurisdictions; United States, United Kingdom, Canada, Jamaica, Australia, New Zealand, or South Africa, to be eligible to practice in the Cayman Islands. Have demonstrated the ability to perform efficiently both physically and mentally as required. Other certifications or requirements include current BLS, ACLS, PALS (within six months of hire), and a group 3-4 local driver's license. Must be able to perform lifting and handling of patients and equipment.

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: November 10th, 2024

Committed to Caring for You

Job Description

Job title	Paramedic	Job Holder	<i>Vacant</i>
Reports to	EMS Manager	Section	EMS

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for the Cayman Islands' residents in accordance with the National Strategic Plan for Health. As a Paramedic, you will play a crucial role in this mission, providing advanced medical care in the Pre-hospital environment.

Our 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. Dental and ophthalmologic ancillary services are offered at district health centers and clinics. Residents of Little Cayman can access care through the island’s clinic, which is a purpose-built facility.

The Emergency Medical Services (Ambulance) is the primary provider of Pre-Hospital care and transport to all residents and visitors to our Island.

This position is critical in responding to and treating the sick and injured. The Paramedic serves as the highest-trained provider of advanced medical care in the Pre-hospital environment.

Job purpose

The role of the Paramedic in the Cayman Islands EMS is of utmost importance, as it involves providing advanced pre-hospital emergency care and transportation following the protocols, policies, and procedures of the Cayman Islands EMS.

Dimensions

- The Paramedic has clinical responsibility for his own actions and is expected to support and advise less experienced staff
- The Paramedic will assume clinical responsibility at the scene of an incident until relieved by a senior staff member.
- The Paramedic has no budgetary responsibility.
- Remain compliant with the Protocol, Policies, and Procedures Manual of the Health Services Authority and EMS department.
- The Paramedic is responsible for safely storing, using, and disposing of all medications, including controlled/dangerous drugs issued to him or in his care during the tour of duty.

Strategic Management

- A. To ensure their safety and the safety of fellow workers.
- B. Operate the emergency vehicle to and from the scene in a safe, timely, and lawful manner while exercising due regard for others and following the Policies of the EMS Department.
- C. Provide routine Non-Emergency transport.
- D. Use personal protective equipment in all hazardous situations, including employing body substance isolation precautions.
- E. Communicate effectively with responding agencies and stakeholders.
- F. Initially control the scene of a significant event or incident. This involves ensuring personal safety and regulating access to potentially harmful situations until other emergency services or senior EMS personnel arrive. This role requires quick thinking, effective communication, and the ability to make critical decisions under pressure.
- G. Determine the needs of those involved (situational analyses) in the incident and communicate that information effectively to the respective agencies, including requesting the response and coordinating as needed.
- H. Use essential tools and procedures to gain access to and extricate entrapped patients while ensuring personal safety.
- I. Establish appropriate and respectful rapport with patients, maintaining their confidentiality, dignity, and safety.
- J. Treat all patients with empathy, compassion, and sensitivity.
- K. Rapidly assess and manage life-threatening illnesses and injuries.
- L. Perform a thorough patient assessment, recognizing the nature and seriousness of illnesses or injuries, and determine the requirements for emergency medical care.
- M. Within their scope of practice, the Paramedic is expected to provide prompt and efficient advanced life support for illnesses or injuries.
- N. Reassess your patient care needs and interventions to ensure quality care and improvement.
- O. Establish clear and pertinent communications with online medical direction, including physician consultation and EMS management when required.
- P. Ensure a risk analysis is performed before any patient maneuvers (lifting and handling), including spinal immobilization, splinting, extrication, etc.
- Q. Ensure safe and effective patient care handovers identifying the situation, background, assessment, and recommendations (SBAR)

- R. Complete all patient care reports and documents promptly before the end of each shift. This may include a patient care refusal, billing, patient interfacility transfer, incident report, police witness statement report, etc.
- S. At the start of each shift, Ambulances must be thoroughly inspected to ensure safe vehicle operations and a state of readiness. All medical equipment and supplies must be reviewed and tested. This must include reviewing and signing the dangerous drug log (DDA), testing diagnostic equipment, and performing qualitative control testing.
- T. Per our Policies and procedures, Ambulances must be cleaned and inspected after each service call and externally cleaned at the end of each shift to ensure an appropriate handover.
- U. All patient care refusals must be consulted with the EMS Operations supervisor on duty or online medical control. A patient care report form must be completed as per our Policies and Procedures. The Paramedic cannot independently determine a patient's refusal of care without an online medical control consultation.

Staff Management

- As a Paramedic, you will be a key part of our team, providing junior staff members with training and clinical support to ensure we all work together effectively.

Compliance monitoring and reporting

- The Paramedic is responsible for completing all required documentation set forth by the policies of the EMS Department.
- The postholder promptly reports all defective equipment using the appropriate forms. This may include the mandatory electronic vehicle check sheet.
- Patient care confidentiality is a key priority in our operations, and as a Paramedic, you will play a crucial role in maintaining this trust and respect for our patients.
- The postholder is responsible for promptly responding to all calls for service as set forth by our key performance indicators.
- The post holder is responsible for reporting untoward activities, including victimization, workplace bullying, personal injuries, accidents, etc.
- The post holder, when operating the Emergency vehicle, shall comply with the Traffic Laws of the Cayman Islands and maintain a current group of 3-4 driver licenses.

Communication

- Manage communication via various methods, including two-way radio and cell phone, with our 911 Communications and other emergency and NGO agencies.
- Always ensure patient privacy along with all patient care documentation.
- Communicate effectively with our 911 department during all calls for service, such as staff identification numbers at the start of each shift, acknowledgment of a received call for service, response, arrival on scene, departure, and arrival at the receiving facility.
- Communicate respectfully with patients, family members, EMS management, and others.
- Always ensure respectful and cordial working relationships.
- Act as point of contact for external Mass Casualty Incidents and Disaster Management.
- Other duties as assigned.
- A shift handover must be completed at the end of each clinical shift to ensure operational efficiency and safety.

Qualifications, Experience & Skills Requirement

Education and Experience Requirements:

- High School Graduate
- Paramedic graduate (Caymanians only) who is license-eligible with the Council for Professions Allied with Medicine (CPAM) Provisional list.
- Full Paramedic Registration with the Council for Professions Allied with Medicine (CPAM) Principal list.
- Current registration as a Paramedic within one of the seven jurisdictions identified by the Health Practice Commission, including the USA, Canada, UK, Jamaica, South Africa, Australia, and New Zealand
- Three (3) years of current Paramedic experience in a conventional Advance Life Support EMS system
- Current group 3-4 Cayman Islands Driver's license.

Performance Requirements:

Knowledge:

- Vehicle operations (Emergency Vehicle): Complete the emergency response driver training (ERDT) Blue light training.
- Full competency in the use of all medical equipment in the ambulance.
- Working knowledge of patient care policies and procedures outlined by the Cayman Islands EMS.
- A strong knowledge of EMS operations.
- Disaster preparedness and mass casualty management (Triage and JESIP principles)
- Completion of our EMS Orientation program
- Working knowledge of patient registration, billing practices, and documentation in Cerner.
- Cayman Islands Health care legislation.
- Familiarity with medical and pharmaceutical terminology.

Skills and abilities:

- Have a minimum of three years of current EMS clinical experience in a traditional setting
- Have demonstrated ability to perform efficiently in high-stress situations.
- Be proficient in the use of all equipment utilized in EMS.
- Be proficient in all areas relevant to EMS operations.
- Self-driven and impeccable time management.
- Excellent people skills and solid communication and presentation skills.
- Ability to effectively interact with patients, other professionals, physicians, and clinical leadership.
- Develop coping mechanisms and reliance on psychological and physical stressors.
- The physical and psychological capacity to function as a Paramedic without restrictions.
- Complete a manual lifting and handling course successfully.
- Complete all required mandatory Health Service Authority training.
- An advocate on the HSA's behalf in the pursuit of goals and objectives.
- Current certification in advanced cardiac life support and pediatric advanced life training programs.
- Must be able to organize self and respond immediately to EMS calls.
- Effective and concise documentation and strong communication skills.
- Experience using a CERNER IT system or other hospital software would be an asset.

Other Working Relationships

- First responder agencies
- EMS Management
- Health Care Professionals
- Othe Emergency Services
- NGO's (Red Cross, Regiment)
- HMCI
- 911 Communication Center

Decision-Making Authority and Controls

The Paramedic initiates treatment for patients identified within their scope of practice, training, and experience and the protocols, policies, and procedures of Cayman Islands EMS.

Ensure safety for self, colleagues, and patients always.

Working conditions

- 12-hour rotating clinical shift.
- High risk of exposure to infectious diseases and bodily harm,
- A higher risk of back and shoulder injury from lifting and handling.
- Prehospital care is a highly stressful occupation that may physically or psychologically affect the Paramedic.
- The Paramedic is required to perform their duties during adverse weather or other adverse environmental conditions.
- The Paramedic is required to respond to scenes that may contain an element of actual or potential risk to their person. Your safety and awareness remain paramount.

Physical requirements

The position requires the incumbent to stand and walk for extended periods and perform repetitive tasks with few breaks. The Paramedic is also expected to be able to lift and handle patients and equipment without a lift or weight restriction and work under stressful and demanding conditions.

Problem/Key Features

The post-holder effectively manages stress in a fast-paced, periodically unstable, and dangerous environment. They manage unstable scenes while performing risk mitigation measures to ensure their safety.

The position requires work outside regular business hours, e.g., during Hurricane events and significant incidents. It is time-sensitive and requires excellent planning and time management skills.

Evaluation Metrics

- Attendance and submissions
- Clinical audits
- Documentation

- Mandatory CMEs
- Clinical competencies
- Completion of all patient care reports and billing
- Vehicle check sheets.

Approved by:	<i>EMS Manager</i>
Date approved:	<i>15-Mar-2024</i>
Reviewed:	<i>23-Sep-2024</i>
Next Review:	<i>23-Sep-2025</i>
Employee Signature:	
Date:	
Manager Signature:	
Date:	