



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 six 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:

PHARMACIST

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

The Pharmacist will be providing pharmaceutical care in both a busy outpatient setting as well as the challenge of inpatient practice.

Primary Responsibilities: The successful candidate processes outpatient prescriptions and overseeing the manufacture of extemporaneous pharmaceuticals (when required to do so). He/she assists with processing inpatient prescriptions, CERNER issues and other queries related to inpatient services. Provide clinical drug information services to health care professionals, patients, and the public by answering queries and pro-actively disseminating relevant knowledge, including lectures and case presentations as required. The candidate assures consistent quality of the pharmaceutical care processes and systems, by best practices in accordance with established international standards and the Health Practice Law; validating processes; providing documentation; educating staff and ensuring the maintenance of these standards throughout the H.S.A.

Qualifications and Experience: The successful candidate must possess a Bachelor of Science in Pharmacy, Master of Pharmacy (U.K.) or PharmD (USA) or equivalent with a minimum of three (3) years of experience as a qualified pharmacist preferably in a large hospital. He/she have technical expertise in drug information, sterile and non-sterile manufacturing, and the operation of a large dispensary in a hospital. Proficiency in Microsoft Office applications is also mandatory. The candidate should have good communication skills and be a team player who will also take initiative where appropriate. Also maintains a high standard of performance by keeping current with pharmaceutical advances through participation in clinical courses. Familiarity with CERNER Pharmanet software is desirable.

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 the Application Form and Job Description.

Deadline for the post: February 2nd, 2025

Committed to Caring for You



Job Description

Job title	Pharmacist	Job Holder	
Reports to	Chief Pharmacist	Section	Pharmacy

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.

The Pharmacy department provides prompt and accurate dispensing of drugs under prescription by Medical Officers of the Health Services Department and or registered in the Cayman Islands.

Job purpose

Process inpatient prescriptions, solve pharmaceutical related issues and other queries related to inpatient and outpatient services as required. Approve and process outpatient prescriptions and manufacture pharmaceuticals (when required to do so).

Dimensions

Post-holder indirectly supervises pharmacy technicians and pharmacy assistants.

Approximately 1200 prescriptions are processed daily in the department.

No budgetary responsibility

Duties and responsibilities

Clinical – dispensary duties

- Provide prompt service to outpatients, inpatients, the Pines Retirement Home and the Prisons.
- Responsible for the monitoring of all prescriptions to identify and resolve drug interactions, adverse drug reactions (ADR’s), drug administration problems, inappropriate dosing and supply problems.
- Ensure that every prescription is accurately dispensed, and each patient has been counseled appropriately.

- Supervise the production of high quality non-sterile and sterile manufactured items ensuring that high standards of Good Manufacturing Practice and safety are in place.
- Provide clinical and technical support to all healthcare professionals within the HSA.
- Preparing and dispensing the prescribed medicines to medical practitioners or patients.
- Counseling health care providers or patients regarding drug interactions, indications, drug dosage and side effects.
- Making proper decisions concerning generic substitution of medicines that are prescribed.

Pharmacovigilance & compliance

- Establishing and maintaining methods and style of storage and record maintaining systems for providing safekeeping of medicines or pharmaceuticals.
- Comply with the requirements for the storage, record keeping, dispensing or supply and disposal of controlled drugs and may also be responsible for monthly controlled drug stock checks or investigation of discrepancies when necessary.
- Following established departmental rules, procedures, policies, quality-improving objectives, environmental, safety or infection controlling standards.
- Managing the acquisition and disbursement of medicines and drugs to various clinics, offices, and many other sites.

Medicines Information Management

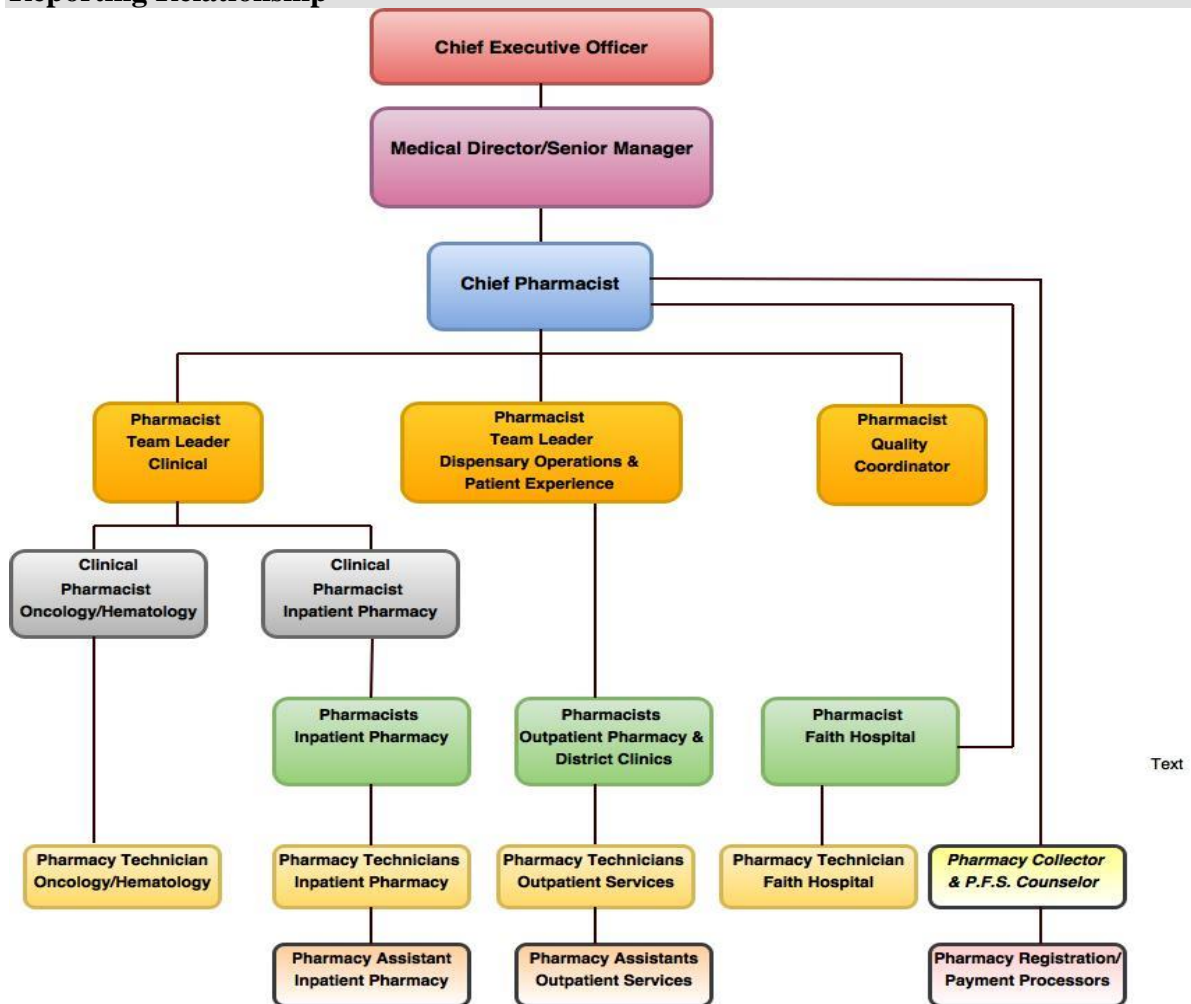
- Provide drug information services to health care professionals, patients, and the public by answering queries and pro-actively disseminating relevant knowledge:
 - including through lectures and case presentations (when required).
- Participate in committees and working groups where pharmaceutical knowledge is required.
- Prepare and lecture continuing professional development and continued education presentations to all members of the healthcare team and occasionally the private sector and general public as required.
- On a regular basis provide advice and solve supply issues for the District Health Centers and Faith Hospital, Cayman Brac.

Qualifications, Experience & Skills Requirement

- Incumbent must possess at least a four (4) year Bachelor of Pharmacy degree U.K. MPharm, U.S. Pharm D., or equivalent.
- Must have technical expertise in drug information, sterile and non-sterile manufacturing, and the operation of a large dispensary in a hospital.

- Must have three (3) years' experience as a qualified pharmacist, preferably in a large hospital.
- Post-holders must have good communication skills and be a team player who will also take initiative where appropriate.
- Maintain a high standard of performance by keeping current with pharmaceutical advances through reading professional journals and participation in clinical courses.
- Must be proficient in Microsoft Office applications.
- Knowledge of the CERNER system is an asset.

Reporting Relationship



Direct reports

The post-holder assists with daily supervision of eight Pharmacy Technicians, Pharmacy Assistants and Clerical registration/payment processing staff; (May also be required to mentor students).

Other Working Relationships

- Clinical Staff
- PFS Pre-certification clerical staff
- Private sector healthcare providers
- School and institutional care facility staff
- Senior Managers
- Team leads in the revenue cycle
- IT Department
- HIM Department

Decision Making Authority and Controls

Incumbent must be able to prioritize competing requests for his/her expertise, often making urgent decisions without compromising patient care, professional standards, ethics, or confidentiality. Follow through on all tasks, once started, is essential.

Must screen prescriptions for potential problems, make clinical judgments and contact the physician(s) for clarification where appropriate.

- All decisions and interventions should be made according to the best pharmacy practice solutions and evidence-based medicine.
- Relevant established pharmaceutical information sources are expected to be used for queries and research (BNF, Canadian Compendium, Martindale etc.)
- All Pharmacy department policies and procedures must be adhered to for dosing, narcotic and psychotropic controls, patient confidentiality, department, and attendance.

Inappropriate decisions can compromise a patient's medical status.

Working conditions

Must be competent in all aspects of pharmacy, hospital as well as high volume retail type setting. An ability to adapt to the medical practices of physicians from the Caribbean, Europe, North America, and other areas is required.

Specialty areas of interest is favorable (Diabetes, Dialysis, Pharmacovigilance or governance etc.)

Scheduling & shifts

- Assist the Clinical Pharmacist in providing clinical pharmacy service/rotations to the Wards (when required).

- Participate in a schedule to cover the normal working hours of the pharmacy as well as an on-call schedule to provide drug information and urgent medications when the pharmacy is closed.
- Perform other duties as directed by the Chief Pharmacist or designate.

Physical requirements

The conditions can sometimes be physically demanding with heavy workloads, which may require long periods of standing or frequent transiting throughout the campus.

It is important to wear appropriate footwear (see Pharmacy Dress-code Policy) to meet these possibly challenges.

Problem/Key Features

The post-holder should have the professional ability to deal with difficult patient situations and resolve critical issues peacefully in the best interest of the patient.

Customer service training and or any other relevant patient service-related training is necessary.

Evaluation Metrics

- Daily prescription logging.
- Dispensed narcotic logging.
- Stock level monitoring.
- Expiry dates monitoring.
- Annual stock counts.
- Waiting times

Approved by:	Medical Director
Date approved:	November 2020
Reviewed:	November 2023
Postholder's Signature:	
Date:	