



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 136-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:

PHARMACIST (FAITH HOSPITAL)

Salary range: CI\$75,228 - CI\$85,104 per annum

Job Summary: 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. Familiarity with CERNER Pharmanet software is desirable. Proficiency in Microsoft Office applications is also mandatory. The candidate must have 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. 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.

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.



SCAN QR CODE TO APPLY

Application Deadline: September 6, 2026

Committed to Caring for You



Job Description

Job title	<i>Pharmacist</i>	Job Holder	
Reports to	<i>Director of Sister Islands Health Services</i>	Section	<i>Faith Hospital Pharmacy</i>

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 136-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac.

In addition to the 18 beds, Faith Hospital also provides services to a 24 bed nursing home annex to the hospital and a 1 bed clinic in Little Cayman.

Faith Hospital Pharmacy is the only pharmacy in the Sister Islands and is responsible for providing all medication related care on these islands.

The post holder primary role is to ensure that all pharmacy operations are carried out in keeping with the pharmacy procedures and procedures at Faith Hospital pharmacy and the Cayman Islands Pharmacy laws and regulations.

Job purpose

To provide medication related care to all patients, in-patients and out-patients, staff, visitors to Little Cayman and Cayman Brac and members of the retirement homes on Cayman Brac. This process helps the patients to understand their physicians order and how to best take their medicine to treat their illnesses.

To provide adequate pharmaceuticals and supplies ensuring smooth operations of the pharmacy for patient care and safety.

Dimensions

The post-holder procures and manages pharmaceuticals and supplies with an annual minimum cost of about CI \$100,000.

Average number of monthly items dispensed is about 3,000.

Involve more than 50 telephone calls daily.

Regular training of student interns, pharmacy assistants and technician.

Deliver lectures to nurses and other staff on medication error prevention.

Duties and responsibilities

- Responsible for dispensing, patient counseling and customer service.
- Responsible for providing a high quality of pharmaceutical care services.
- Responsible for operations, human resources, finance, loss prevention and disaster preparedness in keeping with Cayman Islands Health Services Policies and Procedures.
- Responsible for procurement, distribution, storage and control of drugs, pharmaceutical supplies and controlled drugs.

1. Dispensing, Patient Counseling and Customer Services

- Screen all prescriptions for drug interactions, contraindications etc and contact physician if necessary to make corrections
- Provide professional and friendly patient counseling.
- Ensure that patients are given proper directions regarding waiting time, costs of medication, refill procedures, etc.
- Practice healthy phone etiquette when talking to staff or patients.
- Present a professional image at all times and be patient friendly to all.

2. Pharmaceutical Care

- Maintain strong pharmacist – patient relationship.
- Ensure instructions to patients are clear and verify they understand information given.
- Monitor for drug compliance by close follow-up with patients.
- Listen carefully to patient medical problems and refer to Health Care Team.
- Medication reconciliation and update of patient medication profile.

3. Human resources, Operations, Finance, Loss prevention and Disaster preparedness

- Train students on the Work-Study program, interns, assistants and other staff members.
- Ensure proper inventory control of all pharmaceuticals and materials.
- Ensure timely update of the pharmacy procedure manual to accommodate for any change.
- Ensure an invoice is generated for every item prescribed and all patients are billed promptly
- Ensure that short dated items are used up first by regular checks at all medication stations.
- Pack all disaster preparedness drug boxes before June 1st.
- Supervise assistant, technician and interns

4. Procurement and control of Pharmacy supplies

- Order drugs (prescription and controlled) and supplies from Georgetown Hospital in adequate quantities on a weekly and monthly basis as needed.
- Store items in pharmacy and other departments as per storage and security regulations.
- Distribute items on Internal Stores requisition to Little Cayman Clinic, Wards, A&E, OR and other departments on a twice weekly basis.
- Maintain accurate records for Controlled Drugs use at the Hospital.

Qualifications, Experience & Skills Requirement

State the minimum qualifications required to successfully perform the job. These are the qualifications, experience and skills that are necessary for someone to be considered for the position.

Qualifications include:

- Education - Minimum BSc degree in Pharmacy

- Specialized knowledge- hospital procedures and processes, dispensing of controlled substances and proper record keeping, Management of disease conditions such as Diabetes, HTN, DVT, Asthma, anti-coagulation clinic etc
- Skills- good interpersonal and communication skills, computer literate, use of CERNER and SMART TERM computer programme. Leadership and administration skills
- Abilities: to work under time demand schedules managing hectic workloads with ease.
- Personal characteristics: team player, positive, highly organized and dependable.
- Professional Certification: Registered with the Health Practitioners Board
- Experience: minimum of 5 years' experience as a hospital pharmacist with 1 year as a supervisor

Reporting Relationship



Direct reports

Totally responsible for direct day to day operations of Faith Hospital Pharmacy and supervises 1 pharmacy assistant and 1 technician. Works closely with the Medical director, other physicians, the chief pharmacist, nursing supervisor and staff and hospital administrator.

Other Working Relationships

- Medical director and Visiting Physicians
- Administrator
- Chief pharmacist and other pharmacist
- Senior nursing officer and other nurses.
- Manager pharmacy stores
- Manager medical stores
- Other pharmacist and physicians in private setting
- Nurse supervisor Little Cayman Clinic
- Supervisor- nursing home
- Vets in Grand Cayman

Decision Making Authority and Controls

Day to day decisions to ensure smooth operation based on pharmacy procedures.

Need support from Medical Director, Chief pharmacist on issue of specialist prescriptions, non-formulary items and items to be purchased outside of the formulary.

Working conditions

The post holder works in-doors in a hospital environment. He is the only pharmacist on duty and is expected to attend heads of section meeting, hold and attend CME classes for nurses and staff.

Physical requirements

The post holder is required to sit or stand for long hours at a time with little or no breaks. Hectic workload sometimes with little or no assistance. May be required to pack IV fluid boxes of 30 ++lbs each.

Problem/Key Features

A very challenging position for only one pharmacist. Difficulty with having time off, no sick days as no one is available to cover. May be required to work after hours and weekends and on call 24 hours a day 365days.

Difficulty with having locum coverage sometimes for annual leave as no locum is available or no rooms available. This is also very costly. Continually training assistants, interns from different backgrounds and interests. Every area of operation is time dependent to meet the patient needs whilst ensuring courtesy, accuracy and safety.

Evaluation Metrics

Items ordered from Grand Cayman /month	500
Phone calls/day	50
Costs of items from Grand Cayman	\$45,600
Pharmacy consults/day	20
Prescriptions filled- in-patient +out-patient/month	1580
Items filled - in-patient + out-patient/mth	4000
Patient counseling-/mth	80
Sales /mth	Not available

Approved by:	<i>Director of Sister Islands Health Services</i>
Date approved:	<i>22nd June 2024</i>
Employee Sig/Date:	
Manager Sig/Date:	