



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:

PHYSIOTHERAPIST

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

The Physiotherapist restores patient's function, alleviates pain, and prevents disabilities by planning and administering physiotherapy treatments.

Primary Responsibilities: The successful candidate will have proven experience in managing a broad spectrum of muscular, joint, and neurological injuries across inpatient and outpatient settings. The candidate manages a caseload of patients with varying diagnoses and/or highly complex needs using up-to-date knowledge of evidence-based best practice in the physiotherapy field. Treatment goals will be accomplished through the knowledge and application of specific exercises to re-activate specific muscle groups, joint mobilizations, soft tissue mobilizations, balance exercises, movement re-education, thermal and electro-therapeutic modalities, use of orthoses and group exercise classes. The candidate administers physical therapy treatments through exercise, prescription, and the use of electro-therapeutic modalities. Also evaluates effects of physical therapy treatments and fit of prosthetic and orthotic devices by observing, noting, and evaluating patient's progress, recommending adjustments and modifications. The candidate communicates and coordinates with patients' physicians to ensure a consistent level of care.

Qualifications and Experience: The successful candidate will have a Bachelors' degree in Physiotherapy and three (3) years postgraduate experience. The candidate must be eligible for registration to practice in the Cayman Islands and hold a valid license to practice in either, Canada, South Africa, UK, USA, Jamaica, or New Zealand. A valid driver's license is desirable. Proficiency in the use of Microsoft Office and excellent written and oral communication is essential.

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: March 16th, 2025

Committed to Caring for You

Job Description

Job title	<i>Physiotherapist</i>	Job Holder	
Reports to	<i>Therapy Services Manager</i>	Section	<i>Physiotherapy</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 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.

This position plays a key role in providing medical care to those presenting with neuro-musculoskeletal and respiratory problems.

Job purpose

Restores patient's function, alleviates pain, and prevents disabilities by planning and administering physiotherapy treatments.

Dimensions

- Postholder will manage a monthly caseload of approximately 45 patients at 160 visits; based on case/patient complexity.
- Postholder has no budgetary responsibility.
- Postholder does not supervise any other staff.
- Postholder may from time to time act as clinical supervisors to Physiotherapy students undergoing clinical rotations.

Duties and responsibilities

- Meets the patient's goals and needs and provides quality care by assessing and interpreting evaluations and test results, determining physical therapy treatment plans through independent judgement and in consultation with physicians or by prescription.
- Helps patient accomplish treatment plan and accept therapeutic devices by administering manual exercises; instructing, encouraging, and assisting patients in performing physical activities, such as exercises, ambulatory functional activities, and daily-living activities and in using assistive and supportive devices, such as crutches, canes, and prostheses.
- Communicate and coordinate with patients’ physicians to ensure a consistent level of care
- Administers physical therapy treatments through exercise prescription and the use of electro-therapeutic modalities.
- Evaluates the effects of physical therapy treatments and fit of prosthetic and orthotic devices by observing, noting, and evaluating patient's progress, recommending adjustments and modifications.
- Completes discharge planning by consulting with physicians, nurses, social workers, and other health care workers, contributing to patient care conferences.

- Assures continuation of therapeutic plan following discharge by designing home exercise programs; instructing patients, families, and caregivers in home exercise programs; recommending and/or providing assistive equipment; recommending outpatient or home health follow-up programs.
- Documents patient care services by charting in patient records.
- Maintains patient confidence and protects hospital operations by keeping information confidential.
- Maintains safe and clean working environment by complying with procedures, rules, and regulations.
- Protects patients and employees by adhering to infection-control policies and protocols.
- Ensures operation of equipment by following manufacturer's instructions; troubleshooting malfunctions; calling for repairs.
- Maintains professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.
- Develops physical therapy staff by providing information, developing and conducting in-service training programs.

Qualifications, Experience & Skills Requirement

Education and Experience Requirements:

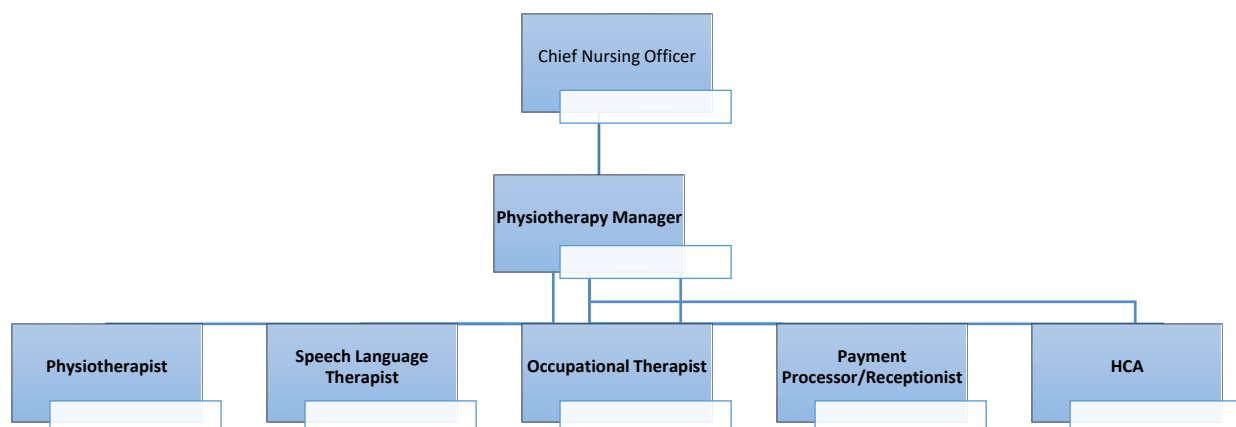
- BSc. in Physiotherapy or the equivalent.
- Three (3) years postgraduate experience.
- Eligible for registration to practice in the Cayman Islands and hold a valid license to practice in either; Canada, South Africa, UK, USA, Jamaica, or New Zealand

Performance Requirements:

Skills and abilities:

- Ability to interact effectively with a diverse population.
- Excellent work ethic and dedication to patient success.
- Excellent time management skills.
- Ability to work under pressure.
- Proficiency in the use of Microsoft Office, excellent written and oral communication skills.

Reporting Relationship



Direct reports

Physiotherapy Manager

Other Working Relationships

- Clinical Staff
- PFS Clerical Staff
- Health Care Aides
- Housekeeping staff

Decision Making Authority and Controls

- The post holder will exercise independent judgment based on experience to implement effective treatment plans on a daily basis.
- Decide on the appropriate charges per each physiotherapy treatment session.
- Assist administrative staff with billing and reporting inquiries.

Working conditions

The post holder is required to work a 37.5-hour week and rostered weekends where he/she is on-call. Work location will be the In-patient Wards, the out-patient department, patient homes and other community sites.

Physical requirements

The job can be physically demanding because therapists often have to stoop, kneel, crouch, lift, and stand for long periods. In addition, physical therapists move heavy equipment and lift patients or help them turn, stand, or walk.

Problem/Key Features

The current working environment requires some amount of overtime to meet the service demands.

Evaluation Metrics

- Total number of patients per therapist.
- Number of visits per case
- Cancellations
- Revenue generated

Approved by:	<i>TSM</i>
Date approved:	<i>20-May-22</i>
Reviewed:	<i>20-May-23</i>
Next Review	<i>20-May-24</i>
Employee Signature:	
Date:	
Manager's Signature:	
Date:	