



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:

PSYCHIATRIC NURSE PRACTITIONER (FAITH HOSPITAL)

Salary range: CI\$85,320 - CI\$96,552 per annum

Job Summary: The Cayman Islands Health Services Authority (HSA) is seeking a highly skilled Psychiatric Nurse Practitioner to provide advanced mental health and behavioural health services across the Sister Islands. The successful candidate will function with a high degree of clinical autonomy, delivering psychiatric assessments, crisis intervention, treatment planning, community-based care, and emergency mental health services. As the primary mental health crisis responder, the postholder will work collaboratively with multidisciplinary and interagency partners to support individuals experiencing acute and chronic mental health conditions across a variety of clinical and community settings.

Qualifications and Experience: The successful candidate must be a Registered Nurse with current Advanced Practice Nurse licensure/registration and possess a Master's Degree in Psychiatric/Mental Health Nurse Practitioner, Advanced Practice Nursing, or Advanced Clinical Practice. Candidates with an advanced postgraduate psychiatric nursing qualification and extensive relevant experience may also be considered. A minimum of eight (8) years' post-registration experience, including at least five (5) years in advanced mental health practice, is required, along with demonstrated expertise in psychiatric assessment, crisis intervention, risk management, community mental health, and autonomous clinical decision-making. The successful candidate must be registered in either of the following jurisdictions to be eligible to practice in the Cayman Islands as Advance Practice Nurse; Jamaica, USA, UK, Canada, South Africa, New Zealand and/or Australia. A valid driver's license and Basic Life Support certification are also required.

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>Psychiatric Nurse Practitioner (Faith Hospital)</i>	Job Holder	<i>Vacant</i>
Reports to	<i>Director of Sister Islands Health Services</i>	Section	<i>Faith Hospital & Little Cayman Health Centre</i>

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers healthcare 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-bed Cayman Islands Hospital in Grand Cayman and the 18-bed Faith Hospital in Cayman Brac. Faith Hospital serves the populations of Cayman Brac and Little Cayman and functions as a remote critical access hospital with limited on-island specialist psychiatric support.

The Sister Islands Mental Health Service currently comprises one full-time Psychiatric Nurse Practitioner and one full-time Clinical Psychologist providing counselling and therapy services. Due to the absence of an on-island Consultant Psychiatrist and the limited size of the service, the post holder is required to function with exceptionally high levels of clinical autonomy, crisis decision-making, and operational responsibility.

The post holder functions as the primary behavioural health crisis responder for the Sister Islands and provides mental health coverage across the community, Emergency Room, inpatient, ambulance, police, and interagency settings.

Job purpose

To function as an Advanced Psychiatric Nurse Practitioner, delivering comprehensive mental health and behavioural health services across the Sister Islands.

The post holder will practice with a **high degree of autonomy** and is responsible for conducting **advanced psychiatric and psychosocial assessments**, formulating clinical impressions, initiating and coordinating treatment and crisis interventions, and managing patients with acute and chronic mental health conditions across the lifespan.

The role includes responsibility for community-based psychiatric care, emergency mental health assessments, crisis intervention, inpatient liaison support, interagency coordination, relapse prevention, follow-up care, and continuity of care planning. The post holder will make timely and independent clinical decisions regarding triage, risk, safety, escalation, and disposition, while seeking advice from the Consultant Psychiatrist as required for complex, high-risk, or legally sensitive cases.

The post holder provides services across a range of settings including community, outpatient clinics, Emergency Room, inpatient wards, schools, patient homes, and interagency response environments. The role requires the ability to work effectively in a **geographically isolated and resource-limited service**, including participation in a 24/7 on-call mental health response system.

The post holder works collaboratively with the Consultant Psychiatrist and Behavioural Health Team based at HSA Grand Cayman. Although there is no on-site Consultant Psychiatrist presence within the Sister Islands, remote consultation, specialist advice, and clinical support will be available as needed to support complex assessments, treatment planning, crisis management, and patient disposition decisions.

Dimensions

- No direct budgetary responsibility, but accountable for the safe and efficient use of allocated departmental resources.
- Works with a high degree of professional autonomy within an advanced practice framework.
- Provides advanced mental health assessment, crisis intervention, triage, and clinical decision-making across the Sister Islands.
- Acts as the primary mental health crisis responder for the Sister Islands service.
- Provides clinical guidance, support, and education to nursing staff, physicians, EMS, RCIPS, other agencies, patients, and families.
- Participates in a 24/7 on-call emergency mental health response system.
- Works within a remote service model with access to psychiatric advice and support from HSA Grand Cayman.
- Exercises significant responsibility for risk management, patient safety, emergency decision-making, and care coordination.

Duties and responsibilities

1. Clinical Care

- Conduct comprehensive psychiatric, psychosocial, behavioural, and risk assessments in community settings, outpatient clinics, Emergency Room, inpatient wards, schools, patient homes, and other relevant locations.
- Undertake advanced mental health assessments and formulate clinical findings to guide immediate and ongoing care.
- Respond promptly to mental health crises, including psychosis, suicidality, self-harm, aggression, severe anxiety, behavioural disturbance, substance-related presentations, and acute emotional distress.
- Deliver crisis intervention and stabilization measures, including de-escalation, therapeutic engagement, grounding techniques, safety planning, and urgent care coordination.
- Develop, implement, and review individualized care plans for patients with acute and chronic mental health needs.
- Monitor patients receiving psychiatric medication and evaluate therapeutic response, side effects, adherence, and clinical risk.
- Conduct home visits and provide community-based treatment and follow-up as clinically indicated.
- Support relapse prevention, recovery planning, chronic mental illness management, and continuity of care.
- Provide urgent psychiatric assessment and mental health triage for patients presenting to the Emergency Room with behavioural or psychiatric concerns.
- Support Emergency Room physicians and inpatient teams with psychiatric assessment, behavioural management, risk formulation, and care planning.
- Provide inpatient mental health consultation and ongoing psychiatric nursing support for admitted patients.
- Determine the need for urgent psychiatric referral, observation, admission, transfer, or escalation of care, in consultation with the Consultant Psychiatrist where required.

- Coordinate emergency transfers to the Mental Health Unit in Grand Cayman when necessary, including escort responsibilities where appropriate.
- Practice within HSA policy, professional standards, and applicable legislation.

2. Crisis & Interagency Coordination

- Act as the primary responder for mental health crises within the Sister Islands, providing timely assessment, intervention, and coordination.
- Collaborate with EMS, RCIPS, physicians, social services, schools, and community agencies in the management of psychiatric and behavioural emergencies.
- Participate in joint crisis responses involving police and ambulance services, ensuring coordinated and safe intervention.
- Lead and support the implementation of the **Mental Health Act** and associated emergency mental health procedures, ensuring legal and professional compliance in all clinical interventions.
- Provide consultation, support, and clinical guidance during high-risk behavioural or psychiatric incidents.
- Participate in after-hours and on-call mental health coverage, including urgent and unplanned presentations.
- Communicate clearly and professionally with all multidisciplinary and interagency partners to support safe, timely, and coordinated care delivery.

3. Patient & Family Support

- Provide education, therapeutic counselling, and emotional support to patients, families, and caregivers.
- Facilitate family involvement in care planning, discharge planning, crisis management, and ongoing care coordination, as appropriate.
- Support families in understanding psychiatric conditions, treatment plans, relapse indicators, crisis response strategies, and available support services.
- Promote patient-centred care, recovery, adherence, and engagement with mental health services.
- Advocate for patients and families to ensure equitable access to appropriate services and supports.

4. Quality, Safety & Governance

- Maintain accurate, timely, and comprehensive electronic clinical documentation in accordance with professional, legal, and organisational requirements.
- Participate in incident reporting, clinical audit, service evaluation, quality improvement, and governance activities.
- Ensure compliance with HSA policies, infection prevention and control standards, safeguarding requirements, and professional practice obligations.
- Participate in multidisciplinary meetings, case conferences, supervision, and service review discussions.
- Maintain confidentiality and comply with all data protection requirements.
- Initiate and follow through appropriate procedures where breaches of policy, safety concerns, or professional issues are identified.
- Contribute to the development, review, and implementation of policies, protocols, and clinical pathways relevant to behavioural health and emergency mental health care.

- Monitor care quality, patient safety, and service issues, and contribute to actions that address identified gaps or system failures.

5. Education & Service Development

- Participate in continuing professional development relevant to advanced psychiatric assessment, crisis intervention, suicide prevention, safeguarding, emergency mental health care, and community psychiatry.
- Provide teaching, mentorship, and clinical support to staff and relevant stakeholders, as appropriate.
- Support service development initiatives within the Sister Islands to strengthen behavioural health care delivery and crisis response capacity.
- Participate in appraisal processes, including performance standards, objective setting, and individual development planning.
- Contribute to departmental and organisational key performance indicators.
- Assist in the development and implementation of action plans arising from audit findings, incidents, or service reviews.
- Attend all mandatory training and maintain required competencies within prescribed timeframes.
- Maintain an up-to-date professional profile and use required information technology systems effectively.

Qualifications, Experience & Skills Requirement

- **Registered Nurse**
- Current **Advance Practice Nurse** licensure/registration with an approved Nursing Board/Council.
- **Master's Degree in Psychiatric/Mental Health Nurse Practitioner, Advanced Practice Nursing, or Advanced Clinical Practice.**

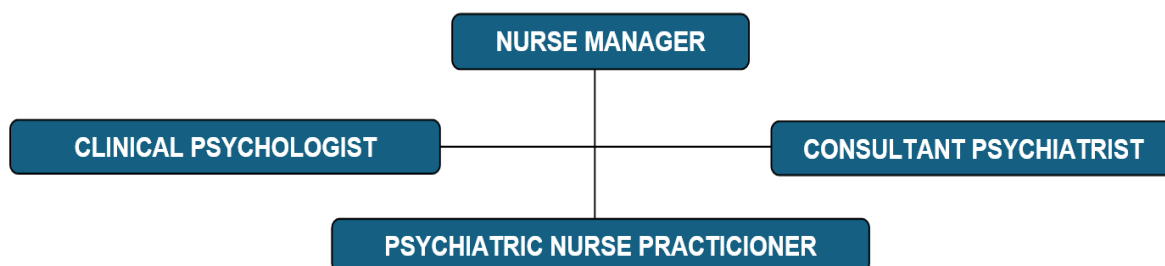
OR

- Candidates possessing a Post-graduate Advanced Psychiatric Nursing certification, with a minimum of 15 years of which 10 years of relevant clinical experience and demonstrated competency in autonomous practice, advanced clinical assessment, diagnosis, and management of mental health conditions, may be considered in lieu of a Master's degree.
- Basic Life Support
- Valid driver's licence

Experience

- Minimum 8 years' post-registration experience, including:
 - At least 5 years in advanced mental health practice
 - Recent experience in:
 - Acute psychiatric care
 - Crisis intervention and behavioural emergencies
 - Community mental health
 - Emergency psychiatric liaison
- Demonstrated advanced clinical practice capability, including autonomous assessment, independent decision-making, and complex case management.
- Proven expertise in risk assessment, psychiatric triage, and crisis management.
- Demonstrated ability to lead mental health care delivery in remote or resource-limited environments.
- Strong knowledge of mental health legislation, safeguarding, and emergency care principles.
- Excellent communication, interpersonal, and interagency working skills.
- Demonstrated emotional resilience, leadership, and professional judgement in high-risk situations.

Reporting Structure



Core Competencies

The successful must possess knowledge and skills to:

- Conduct assessments, formulate diagnosis, deliver interventions
- Performs risk assessments and implements safety plans
- Make independent decisions and escalate when required
- Engages patients/families; maintains clear documentation
- Coordinates care and support multidisciplinary teams
- Maintains ethics, confidentiality, and legal compliance
- Participates in audit, reporting, and service improvement

- Maintains competence and supports staff learning
- Works effectively in remote, high-pressure environments
- Promotes patient-centered, equitable care

Decision-Making Authority

- Exercise independent authority for immediate psychiatric crisis assessment and intervention.
- Authorise and coordinate emergency psychiatric referrals, admissions, and inter-island transfers as clinically indicated.
- Lead autonomous mental health triage, prioritization, and risk stratification across all care settings.
- Make timely, independent clinical decisions to ensure patient and public safety in routine and high-risk situations.
- Apply advanced clinical judgement in complex psychiatric presentations, including formulation of risk, diagnosis, and immediate management plans.
- Seek consultation with the Consultant Psychiatrist as required, while retaining accountability for initial decision-making and interventions.

Working conditions

- Community-based and hospital-based work across the Sister Islands.
- Participation in a **24/7 on-call emergency mental health response system**.
- Long shifts, weekends, public holidays, and emergency callouts as required.
- Exposure to high-stress, emotionally challenging, and unpredictable clinical situations.
- Risk of verbal or physical aggression.
- Exposure to communicable diseases and bloodborne pathogens.
- Independent field work, outreach visits, and home visits.
- Travel between hospital, clinics, community settings, and interagency locations.

Problem/Key Features

- Functions within a geographically isolated and resource-limited environment.
- Provides advanced psychiatric assessment and crisis response across multiple settings and age groups.
- Frequent exposure to complex psychiatric crises and distressed patients, families, and agencies.
- High level of autonomy, accountability, and clinical decision-making responsibility.
- Requirement to manage unpredictable emergency presentations and coordinate timely escalation.
- Significant emotional, operational, legal, and professional responsibility.
- Continuous readiness for urgent response through on-call participation.

Approved by:	<i>Director Of Nursing</i>
Date approved:	<i>18-Aug-26</i>
Employee Name:	
Manager's Name:	

