



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:

REGISTERED NURSE – PRISON SERVICES

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

The Prison Services Registered Nurse is responsible for providing nursing care to inmates at His Majesty's Prison. Candidate will also coordinate care with other health care providers through collaboration with prison health authorities.

Primary Responsibilities: The successful candidate will utilize the nursing process to assess inmates, identify nursing care priorities, and organize daily & weekly appointments for inmates with GPs, dentist counsellor and other health providers. The candidate will administer and record medications according to established protocols and provide supervision for prison officers in charge of administering medication to inmates. Collects prescribed medication for inmates at hospital pharmacy, treats minor illness/injury in the absence of the GP initiates and conducts health care teaching for inmates. Maintains adequate stocks of med-surg and stationary supplies, monitors equipment care and assumes charge nurse responsibilities and accountabilities as assigned. The candidate must be able to participate in community activities relevant to health issues and in emergency medical shelter operations during disasters.

Qualification & Experience: The successful candidate must hold a Bachelor of Science in Nursing or equivalent with a minimum of **three (3) years'** experience as a qualified Registered Nurse in the specialty area mentioned above. Thorough knowledge of the principles and practices of correctional nursing. The candidate must be registered in either of the following jurisdictions to be eligible to practice in the Cayman Islands; Jamaica, USA, UK, Canada, South Africa, New Zealand and/or Australia. Must demonstrate the ability to work in a multi-cultural environment and possess good communication and interpersonal skills.

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 and resume 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 16, 2025

Committed to *Caring* for You

JOB DESCRIPTION

Job title	<i>Registered Nurse – Prison Services</i>	Job Holder	
Reports to	<i>Nurse Manager: Primary Health Care Services</i>	Section	<i>Primary Health Care</i>

Background Information

To be responsible for providing nursing care to inmates at His Majesty's Prison.

Job purpose

Post-holder will be responsible for providing nursing care to inmates at His Majesty's Prison. Candidate will also coordinate care with other health care providers through collaboration with prison health authorities.

Dimensions

The post holder;

- Has no budgetary responsibility
- Ensure accurate daily data collection for the assigned center
- Serves as preceptor to student nurses
- Overall nursing care for over 200 inmates in a prison setting

Duties and responsibilities

- a) Utilizes nursing process to assess inmates and identify nursing care priorities.
- b) Organize daily & weekly appointments for inmates with GPs, dentist, counsellor, and other health provider.
- c) Coordinate with other agencies to ensure specialized care for inmates
- d) administers and records medications according to established protocols and provide supervision for prison officers in charge of administering medication to inmates
- e) Collects prescribed medication for inmates at hospital pharmacy
- f) Initiates and conducts healthcare teaching for inmates
- g) Assumes charge nurse responsibilities and accountabilities as assigned.
- h) Initiates appropriate measures in emergency and crisis situations.
- i) assesses and treats minor illness/injury in the absence of the GP
- j) maintains adequate stocks of med-surg and stationery supplies

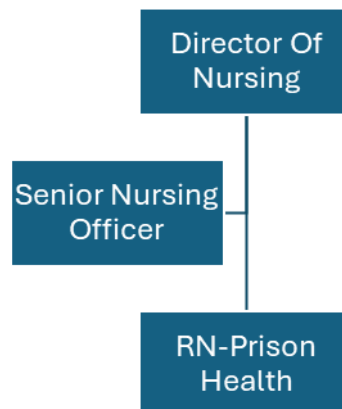
- k) assist in orientation of new staff members/students
- l) identifies furniture and equipment needs and communicates to relevant personnel
- m) monitors equipment care and maintenance
- n) participates in community activities relevant to health issues, such as health fair, health education sessions.
- o) Participates in emergency medical shelter operations during disasters

Qualifications, Experience & Skills Requirement

Qualifications include:

- BSc. In Nursing
- Minimum 3 years' experience
- Basic computer skills
- Thorough knowledge of the principles and practices of correctional nursing
- Good interpersonal skills
- Exhibits a caring and compassionate attitude transcending religion, race and culture
- Current licensure with a nursing board/council

Reporting Relationship



Other Working Relationships

physicians, nurses, pharmacist, dietician, technicians, dentist, prison staff, psychiatrist, psychologist, counsellors

Decision Making Authority and Controls

Post holder makes decision regarding care of inmates based on assessment, established policy & procedure manual:

- Inmates who need to be seen by GP
- Inmates needing referral for specialized care and/or emergency treatment.
- Inmates who may/or may not self- medicate.

Working conditions

Provide care in a restrictive environment e.g. doors remained locked and high level of security maintained.

Physical requirements

Little or no breaks

Standing for long periods

Frequent travels to various locations at HSA e.g. pharmacy, lab, etc.

Problem/Key Features

Unforeseen events e.g. communicable disease outbreaks.

Difficult interactions with inmates.

High stress related to disgruntled inmates.

Expectations of inmates/relatives/prison staff.

Physical isolation.

Psychological stress

Evaluation Metrics

Inmates' complaints, patient satisfaction survey, feedback from prison staff, performance appraisal

Approved by:	<i>Dr. Sharon Radcliffe, Director of Nursing</i>
Date approved:	<i>July 26, 2024</i>
Reviewed:	<i>July 2024</i>
Next Review	<i>July 2027</i>