



## RN JOB DESCRIPTION

Job Title: Registered Nurse	Reports To:	Nurse Manager
Job Holder:	Department	Nursing

### 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 by 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. Ancillary services are offered at district health centres and clinics for dental and ophthalmology care. Residents of Little Cayman can access care through the island’s clinic, which is a purpose-built facility.

### JOB PURPOSE

To work within the nursing and multi-professional team to ensure a high standard of care to a defined patient group. The post holder is expected to carry out all relevant forms of care and procedures for which they are competent to practice with and without direct supervision.

### DIMENSIONS

- No direct budgetary responsibility; accountable for appropriate stewardship of unit resources.
- Supervises and supports junior nursing and non-nursing staff within assigned remit.
- Practices within the defined scope of a bachelor-prepared registered nurse, providing safe, evidence-based, and patient-centered clinical care in accordance with professional standards and organizational policy.

### GENERAL PRINCIPAL ACCOUNTABILITIES

#### Clinical

- Assess patient physical, psychological, social, spiritual, developmental, cultural, and discharge planning needs.
- Utilizes the nursing process to assess patients and identify nursing care priorities. Complete, assess, interpret, and monitor vital signs.
- Initiate care based on physician orders and nursing care plans in compliance with policies, procedures, and standards of care.
- Evaluate the effectiveness of nursing interventions and update care plans, considering the patient’s changing needs.
- Assess and reassess according to the patient’s needs.
- Document patient care rendered, ensuring accurate and comprehensive documentation.
- Prepares patients for and assists with examinations and treatments.
- Conduct purposeful, scheduled nurse rounding in the appropriate nursing unit to assess patient condition, pain, comfort, safety, and immediate care needs.
- Assess, manage, and reassess pain using validated assessment tools and

monitor patient response.

- Disseminates information received on unit rounds, ensuring that new developments are noted/documentated and executed.
- Maintain a safe environment when caring for patients, including those requiring frequent monitoring.
- Review referrals if applicable and ensure patients are seen promptly.
- Respond to emergencies and provide life-saving interventions.
- Ensure the crash cart/box is constantly checked and current.
- Administer medications as prescribed and maintain custody of all medications, including controlled drugs (if present) on the unit, always adhering to the hospital policies and procedures.
- Initiates and participates in health care teaching for patients, families, and/or significant others, including providing written information/instructions.
- Document incidents/near misses on the incident reporting platform in real-time and escalate these to the nurse in charge/nurse manager and its area of risk management.
- Actively participate in the discharge planning of patients.
- Ensure technical, clinical and non-clinical equipment is maintained, cleaned and stored correctly, and any faults and defects are reported promptly.
- Participates in the delivery of formal and informal teaching for staff and acts as a resource person.
- Support the multidisciplinary team in informing the patient about the relevant tests and waiting times.
- Maintain a safe environment for patients, visitors, and staff by adhering to infection prevention and control policies, practices, and guidelines appropriate for your duties.
- Participate in safeguarding and promoting the welfare of at-risk children, young people, and adults.
- Carry out risk assessments concerning manual handling and implement appropriate actions, including using taught mechanical and non-mechanical handling aids, to minimise risks to staff and patients.
- Any other duties within the scope of practice, including rotation to support other clinical areas within the scope remit.
- Participate in emergency preparedness training, mock codes, and competency validation to maintain readiness for emergencies.
- Performs comprehensive wound assessments and delivers safe, effective wound care utilizing appropriate products in accordance with established clinical guidelines.

### **Administrative**

- Respond and contribute to clinical governance initiatives.
- Participate in the appraisal processes, including identifying performance standards for the post, setting personal objectives, and creating an individual development plan.
- Collect and assist in recording appropriate unit statistical data and preparing monthly reports as needed.
- Assist in maintaining adequate stock of the unit's medical and surgical supplies.
- Assist in the orientation of new staff members/students.
- Identifies furniture and equipment needs and communicates appropriately to the charge nurse/nurse manager.
- Monitors equipment, care and maintenance.

- Deal with complex queries and liaise with appropriate multidisciplinary team members.
- Contribute ideas, lead or participate in projects to help improve the quality of patient care.
- Assist with the development of standard operating procedures and assist in the implementation of guidelines/policies within the unit.
- Participates in the stewardship of the budget, ensuring resources are managed.
- Participate in key performance indicators for the unit.
- Adheres to the organisation's uniform and dress code policy.

### **Communication/Relationship Skills**

- Communicate and involve patients and their families/carers during the planning and delivery of care to ensure that they understand and agree with the care program.
- Cooperate and communicate clearly and professionally with all multidisciplinary team members to facilitate adequate patient care and treatment provision.
- Foster good relationships with other departments, the multidisciplinary team, and visitors to the unit.
- Participate in team/unit meetings to contribute to problem-solving and decision-making.
- Respond to patient/family/carer and professionals' inquiries within scope.
- Be aware of the complaints policy and deal with complaints according to the policy in conjunction with other team members.
- Promote equality in service delivery and employment practices.

### **Decisions and Judgments**

- Comply with the confidentiality and data protection requirements.
- Initiate and follow through appropriate procedures when a breach of policy occurs.
- Participate in the development of action plans to address any system failures.
- Demonstrates sound judgment in assessing the emotional and physical care of the patient holistically.
- Exercise the ability to challenge any interaction that fails to deliver a quality service to external and internal customers.
- Desist from the unauthorised use or disclosure of information relating to the organisation's activities, the treatment of patients or employees' details, as this is typically considered a serious disciplinary/terminatable offence.

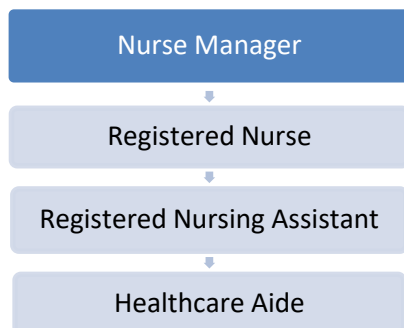
### **Education and Training**

- Attend all mandatory training and ensure that updates are booked promptly.
- Complete key learning outcomes/competencies within the timeframe given.
- Initiate own development within agreed parameters.
- Maintain own personal profile.
- Be involved in any aspects of training that need to be cascaded to the whole team, such as health and safety.
- Maintain an up-to-date knowledge of infection prevention and control policies and procedures by attending annual mandatory updates and ongoing

- professional development.
- Help induct new staff within a formal induction program.
- Act as a mentor/preceptor for trained and untrained staff once appropriate training has been given.
- Be prepared to be trained and use any information technology.
- Be involved in ensuring correct equipment usage and assist in training others as required.

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## ORGANISATION CHART



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## KNOWLEDGE, EXPERIENCE AND SKILLS

### Required

- Bachelor's degree in nursing
- Current licensure with a Nursing Board/Council
- BLS certification
- Training and experience relevant to the speciality
- Minimum of three (3) years experience in a nursing speciality

### Strongly Preferred

- IV certification
- Nursing speciality certification.

### Life Support Training Requirement

- ACLS/PALS required for Accident & Emergency and Critical Care Unit.
- ACLS required and PALS or PEARS preferred for Urgent Care
- ACLS required for Recovery Room, Operating Theatre, Dialysis
- ACLS desirable for Medical and Surgical Units
- PALS required for Paediatric Unit. PEARS or PALS desirable Recovery Room
- NRP required for NICU and Maternity and preferred for Women Health RN/MW and district midwives.

### Postholder must:

- Be a graduate of an approved School of Nursing
  - Have three (3) years of current nursing experience. Not applicable to Caymanians/Transition to Practice Nurses.
  - Have demonstrated the ability to perform efficiently in high-stress situations.
  - Demonstrate a high level of critical thinking
  - Have demonstrated proficiency in the use of written and spoken language.
  - Be proficient in the use of Windows applications.
  - Be proficient in using the department's monitoring equipment and other equipment.
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- Regularly review policies and procedures in the service, ensuring current knowledge and practice.
- Exhibit a caring and compassionate attitude transcending diversity of religion, race, culture, sexual orientation, and diagnosis.

### **ASSIGNMENT AND PLANNING OF WORK**

- Workload and assignments are determined by the number of patients and acuity
- Continuously evaluates the care of patients and coordinates the various activities to be carried out.

### **SUPERVISION OF OTHERS**

The post holder directly supervises some assistive personnel ():

- Acts as a resource person
- Ensures that tasks assigned are completed on time

### **OTHER WORKING RELATIONSHIPS**

- Patients and families
- Physicians
- Senior and Section managers
- All nursing personnel and support staff
- Other Clinicians (in other disciplines)
- Ancillary and Support Service

### **DECISION MAKING AUTHORITY AND CONTROLS**

Post holder makes decisions on:

- Nursing interventions
- Nursing assessment and discharge teaching

### **PROBLEM/KEY FEATURES**

- Maybe isolated and distant from the central authority location
- May include long-standing.
- Difficult interactions with patients and their families.
- Must be able to multitask
- Long shifts for nursing staff working in some units.
- Exposure to high-stress situations

### **WORKING CONDITIONS**


- Regular working hours depending on the outpatient unit
- Long shifts for nursing staff working in some units.
- May be exposed to exposure-prone procedures
- Risk of exposure to communicable diseases
- Risk of exposure to bloodborne pathogens
- Weekends, public holidays, night shifts, and on-call rotation depending on unit/ward operations e.g District/Specialist clinics, no nights.

**\*\*\*\*\*NOTE : This Registered Nurse Job Description must be attached to all Specialty Registered Nurse Job Description**

<b>Approved by:</b>	Director of Nursing
<b>Date approved:</b>	March 2, 2026
<b>Next Reviewed:</b>	March 1, 2029
<b>Nurse Manager Signature</b>	
<b>Employee Signature</b>	

**Registered Nurse – Prison Services** (Addendum to General RN Job Description)

- Perform comprehensive health assessments, including physical examination, mental health screening, and risk stratification (suicide risk, withdrawal risk, violence risk) at intake, during confinement, and pre-release/transfer.
- Apply clinical reasoning to identify acute, chronic, and communicable diseases, and initiate evidence-based nursing interventions in accordance with established clinical protocols.
- Interpret basic diagnostic results (eg. vital signs trends, glucose monitoring where applicable) to inform care decisions.
- Develop, implement, and evaluate individualized nursing care plans, integrating assessment findings, diagnostic results, and prescribed treatments.
- Conduct rapid clinical assessment and triage in emergency situations, including trauma, overdose, cardiac arrest, and acute psychiatric episodes.
- Initiate emergency interventions, including basic life support and hemorrhage control.
- Stabilize patients and coordinate transfer to higher levels of care with appropriate clinical handover.
- Implement clinical risk mitigation strategies related to environmental hazards and patient behaviors within secure settings.
- Deliver nursing care aligned with clinical guidelines, scope of practice, and standardized care pathways within a correctional healthcare setting.
- Execute safe medication administration using established protocols, including oral, and injectable (IM/IV).
- Manage medication storage and inventory, including drug accountability and reconciliation.
- Apply medication safety principles, including verification of patient identity and adherence to medication administration rights.
- Implement suicide prevention protocols, including observation levels and safety measures.
- Administer and monitor psychotropic medications in accordance with treatment plans.
- Execute clinical handovers using structured communication tools (e.g., SBAR).
- Coordinate diagnostic testing, referrals, and treatment follow-ups.
- Operate within correctional healthcare protocols, ensuring compliance with controlled access, patient movement procedures, and custody requirements.

<b>Approved by:</b>	Dr Karen Stewart 
<b>Date approved:</b>	March 2, 2026
<b>Next Reviewed:</b>	March 1, 2029
<b>Nurse Manager Signature</b>	
<b>Employee Signature</b>	