



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:**

## **RADIOGRAPHER**

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

**The Radiographer provides Medical Imaging services of the highest possible standards in keeping with best practice. Using radiation in form of x-ray, Fluoroscopy and Ultrasound to assess and diagnose, patients for a variety of injuries and diseases. Must be able to evaluate, communicate and react quickly to patients in emergencies. To work in multidisciplinary teams with Physicians of the Health Services Authority and the Private Sector.**

**Primary Responsibilities:** The successful candidate assesses patients and their clinical requirements to work out which radiographic /non-invasive sound waves techniques to use. He/she performs a range of imaging procedures of high quality and provide preliminary ultrasound reports, maintaining a high standard of practice. The candidate provides 24 hours “on-call” services. This includes taking part in routine daily inspection for radiation safety in work area, checking equipment for malfunctions and errors for quality assurance purposes and reporting any defects or problems to service engineers immediately. The successful candidate accepts responsibility for general cleanliness, tidiness, and safety of the department, and be familiar with current infection control procedures. He/she provides support and reassurance to patients, considering their physical and psychological needs, ensuring that every patient is treated as an individual. The candidate ensures proper registration and recording keeping is maintained, compliance monitoring and reporting. He/she keeps up to date with current techniques and developments in Radiographic and imaging procedures. The candidate takes part in in-services training as required and actively participate in Continued Professional Development.

**Qualifications and Experience:** The successful candidate must have Diplomas and/or a Degree in Radiography and Ultrasound or Other Imaging Modalities and registration with a recognized Society of Radiographers/Sonographers. The successful candidate must have five (5) years’ working experience in an Imaging Department that offers Routine and Special X-rays, Ultrasound, and other Imaging Modalities in a hospital. The successful candidate must have a working knowledge of patient information systems. The successful candidate should be experienced in routine and special radiographic procedures and must be competent in another modality such as ultrasound. The candidate should have experience in Mammography, C.T. Scan, vascular ultrasound, and echocardiography would/will be an asset. Must have demonstrated knowledge in hospital information systems CERNER, Radiology Information System (RIS) and Picture Archiving and Communication System (PACS). Excellent people and communication skills are a mandatory requirement. Practicing more than three (3) modalities would be beneficial. Candidates must be eligible to obtain specialist registration with the Health Practice Commission to practice in the Cayman Islands.

**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](mailto:hsa.jobs@hsa.ky) using pdf format. Log on to our website at [www.hsa.ky](http://www.hsa.ky) to access Application Form and Job Description**

**Application deadline: February 16<sup>th</sup>, 2025**

## Job Description

<b>Job title</b>	Radiographer	<b>Job Holder</b>	Vacant
<b>Reports to</b>	Radiology Manager	<b>Section</b>	Radiology

### Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents and visitors of the Cayman Islands in accordance with the National Strategic Plan for Health.

The Radiology section provides all medical imaging services as required by the Health Services Authority Medical Doctors and Doctors in the Private Sector. The postholder performs routine and special radiographic examinations, and other Imaging services as required e.g. Mammography and Computerized Tomography Scans and Ultrasound. Postholder works along with other staff of the Radiology section.

### Job purpose

To provide Medical Imaging services of the highest possible standards in keeping with best practice. Using radiation in form of x-ray, CT scans, Mammography, Fluoroscopy, and ultrasound to assess, diagnose, and treat patients for a variety of injuries and diseases.

Must be able to evaluate, communicate and react quickly to patients in emergencies. To work in multidisciplinary teams with Physicians of the Health Services Authority and the Private Sector.

### Dimensions

Postholder does not supervise any other staff.

Postholder has no budgetary responsibility.

### Duties and responsibilities

#### Strategic Management

- Assess patients and their clinical requirements to work out which radiographic /noninvasive sound waves techniques to use;
- Performs a range of imaging procedures of high quality and provide preliminary ultrasound reports, maintaining a high standard of practice;
- Provides “on-call” services as required;
- Take part in routine daily inspection for radiation safety in your work area, including checking equipment for malfunctions and errors for quality assurance purposes;
- Reporting any defects or problems to the manager or team-leader immediately;
- Take responsibility for general cleanliness, tidiness and safety of the department, and be familiarise with current infection control procedures.
- Provide support and reassurance to patients, taking into account their physical and psychological needs, ensuring that every patient is treated as an individual;

- Must demonstrate knowledge in hospital information systems CERNER, Radiology Information System (RIS) and Picture Archiving and Communication System (PACS)
- Perform various tasks at the request of the Radiology Manager;

#### Staff Management

- Supervise radiography and imaging support assistants and assists with registration when necessary;

#### Compliance monitoring and reporting

- To keep up-to-date with current techniques and developments in Radiographic and imaging procedures;
- Take part in in-services training as required;
- Actively participate in Continued Professional Development;
- carry out any other duties as directed by the Radiology Manager, Radiologist, Team-leader, Senior Radiographer and department protocol where applicable;
- Radiation monitoring compliance.

#### Communication

- To maintain good working relationships with colleagues and with non-radiographic staff throughout the organization;
- Communicate clearly and professionally with patients, relatives, and colleagues.
- Must deliver instructions and information to patients clearly to ensure understanding.

### Qualifications, Experience & Skills Requirement

#### Education and Experience Requirements:

- Diplomas/ Degree in Radiography and Ultrasound or Other Imaging Modalities and registration with a recognised Society of Radiographers/Sonographers;
- Relevant Health Professional License;
- Five (5) years working experience in an Imaging Department that offers Routine and Special X-rays, Ultrasound and other Imaging Modalities in a hospital (100+ beds).

#### Performance Requirements:

##### **Knowledge:**

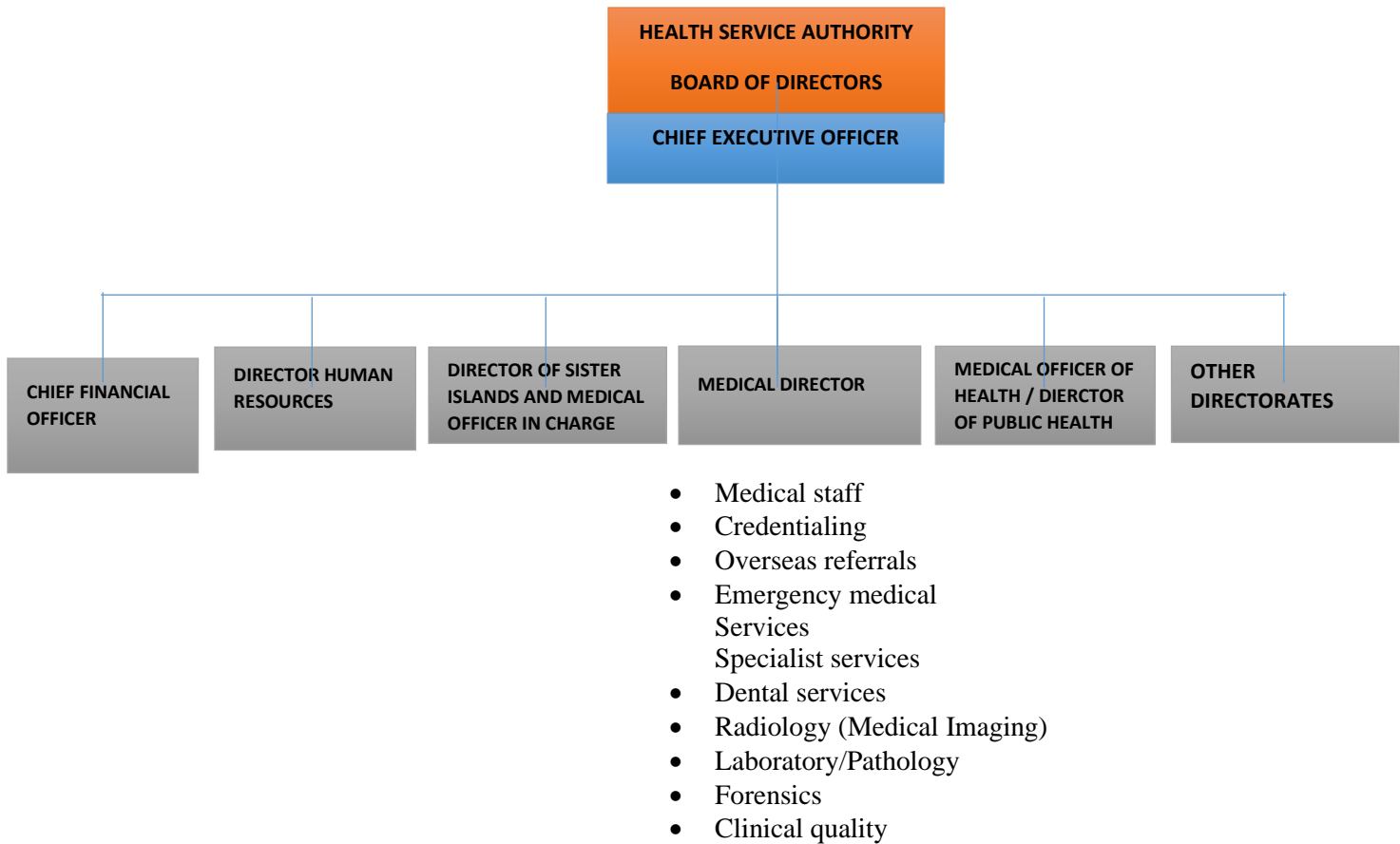
- Must have current and relevant professional license;
- Working knowledge of patient information systems;
- Postholder should be experienced in routine and special radiographic procedures and must be competent in another modality such as ultrasound;
- Experience in Mammography, C.T. Scan, vascular ultrasound and echocardiography would be an asset.

##### **Skills and abilities:**

- Excellent people skills and solid communication skills;
- Postholder practicing more than three (3) modalities earns an extra point.

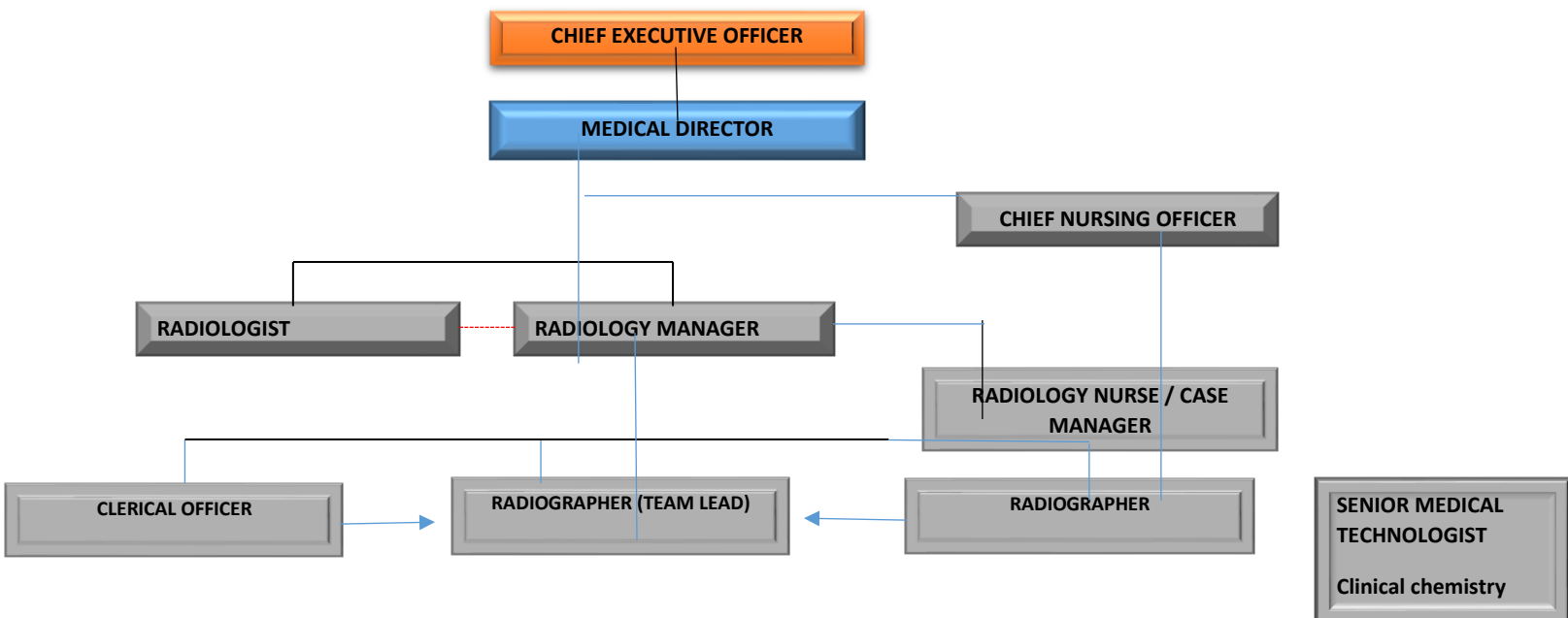
## Reporting Relationship

### The Radiology Relationship to the Parent Organization



## Direct reports

### Organization and responsibilities within Medical Imaging



## Other Working Relationships

- Postholder must liaise with Patients, physicians (Government and Private), Radiology staff, Nursing staff and Porters re: patient examinations.
- Occasionally, liaison is also required with salesmen and service engineers to discuss products and equipment;

### Decision Making Authority and Controls

- Postholder has to make decisions on whether or not a patient should be given priority (e.g. emergency cases vs. routine who has been waiting);
- Must decide if a patient needs immediate attention from a Medical Doctor while in the section, and get help if necessary;
- Make decisions on additional Imaging views;
- Makes recommendations on scheduling, equipment purchasing and workload distribution;

### Working conditions

Postholder is exposed to diseases and Ionizing radiation and endures extended working hours, and on call duties.

### Physical requirements

Stand or sit for long periods;  
 See details of object less than a few feet away;  
 Bend or twist their bodies;  
 Use hands to operate equipment;  
 Speak clearly for listeners to understand;  
 Lift objects.

### Problem/Key Features

- Postholder must deal with a large cross section of the public usually ill, occasionally anxious, and sometimes infected with communicable diseases;
- Must be able to relate to these patients and treat them with dignity, while taking any necessary precautions;
- Postholder provides on-call services to the hospital, which can disrupt family/personal time and plans;
- Postholder is expected to do post-mortem radiography occasionally.

### Evaluation Metrics

- Customer Satisfaction
- Workflow Turn Around Times
- Inefficiencies and Bottleneck of the imaging cycle
- Imaging Appropriateness
- Physician Ordering Patterns

<b>Approved by:</b>	<i>RM</i>
<b>Date approved:</b>	<i>10-Apr-21</i>
<b>Reviewed:</b>	<i>10-Apr-21</i>
<b>Next Review</b>	
<b>Employee Sig/Date:</b>	
<b>Manager Sig/Date:</b>	