



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:

REGISTERED NURSE – COMMUNITY PSYCHIATRIC NURSE
(Crisis Intervention)

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

The Registered Nurse provides high-quality care to an assigned patient group as part of a nursing and multi-professional team, delivering all appropriate procedures within their scope of practice and competency, with or without direct supervision. The role includes offering nursing expertise, clinical education, and contributing to ongoing nursing development, all within a strong clinical governance framework to ensure safe, effective, and continuously improving patient care.

Primary Responsibilities: The successful candidate plays a vital role in delivering rapid psychiatric assessments across a range of community settings (home, street, clinic, emergency department, etc.), providing expert crisis stabilization, administering and monitoring medications, and developing effective safety and care plans for individuals in urgent need. They work collaboratively with families, carers, and multidisciplinary teams to ensure seamless communication, coordinated referrals, and compassionate follow-up support. With a strong focus on patient safety, high-quality documentation, clinical governance, and continuous professional development, the Community Psychiatric Nurse contributes to a service committed to excellence. This role requires a confident, resilient practitioner with strong decision-making skills and a passion for supporting individuals through mental health crises.

Qualifications & 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. **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. The role involves community-based work with long shifts, including weekends, public holidays, and potential on-call duties. He/she may encounter high-stress situations, verbal or physical aggression, and exposure to communicable diseases or bloodborne pathogens. The position often requires working independently in resource-limited environments while managing the complexities of patients in crisis and supporting their families. The candidate 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 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: April 19, 2026



JOB DESCRIPTION

Job Title: Registered Nurse – Community Psychiatric Nurse (Crisis Intervention)	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 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 centers 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 within their scope of practice, for which they are competent to practice in and with/without direct supervision. To provide Nursing advice, clinical education, and nursing development within the department within a clinical governance framework.

DIMENSIONS

- The post holder has no budgetary responsibility but is a steward of the budget for the unit assigned.
- The post holder supervises junior and non-nursing staff within remit.

PRINCIPAL ACCOUNTABILITIES

Clinical

- Conduct rapid psychiatric assessments in community settings (home, street, clinic, or emergency department).
- Evaluate risk of harm to self or others, including suicidal ideation, psychosis, aggression, or severe anxiety.
- Deliver immediate crisis stabilization interventions, including de-escalation techniques and short-term therapeutic support.
- Administer prescribed psychiatric medications and monitor for acute side effects.
- Initiate urgent physician referrals to inpatient psychiatric units or emergency services when required.
- Provide follow-up care planning to ensure continuity after crisis resolution.
- Maintain safety protocols during high-risk interventions, including personal and patient safety.
- Evaluate the effectiveness of nursing interventions and update nursing records, considering the patient's changing needs.

- Document all interventions, assessments, and outcomes in electronic health records.
- Assess and reassess according to the patient's needs.
- Document patient care rendered, ensuring accurate and comprehensive documentation.
- Maintain custody of all medications, 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.
- Provide immediate guidance and reassurance to families during psychiatric crises.
- Educate families on crisis management strategies and available emergency resources.
- Support carers in understanding psychiatric symptoms and how to respond safely.
- Facilitate family involvement in post-crisis care planning.
- Offer emotional support and counseling to reduce distress and stigma.
- Actively participate in the discharge planning of patients.
- Ensure any medical equipment in use is calibrated and in working condition.
- 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 any relevant tests and waiting times.
- Adhere and maintain high standards of infection prevention and control.
- Participate in safeguarding and promoting the welfare of at-risk children, young people, and adults.
- Any other duties within scope of practice including rotation to support other clinical areas within scope remit.

Administrative

- Respond and contribute to clinical governance initiatives.
- Document incidents on the incident reporting platform in real-time and escalate these to the nurse in charge/nurse manager and its area of risk management.
- Collect and assist in recording appropriate unit statistical data and preparing monthly reports as needed.
- Assist in maintaining adequate stock of the unit's supplies if applicable.
- Identifies furniture and equipment needs and communicates appropriately to the charge nurse/nurse manager.
- Monitors, equipment care, maintenance and ensuring equipment in use is calibrated if needed.
- Deal with complex queries and liaise with appropriate multidisciplinary team members.
- Contribute ideas and 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 organization'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 provision of patient care and treatment.
- Foster good relationships with other departments, the multidisciplinary team, and visitors.
- 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.
- Help to achieve and maintain morale for both staff and patients.
- Promote equality in service delivery and employment practices.

Decisions and Judgments

- Use initiative and act independently within existing scope, knowledge, and skills.
- Comply with the confidentiality and data protection requirement.
- Initiate and follow through appropriate procedures when a breach of policy occurs.
- Participate in the development of action plans to address any system failures.
- Exercise the ability to challenge any interaction that fails to deliver a quality service to external and internal customers.

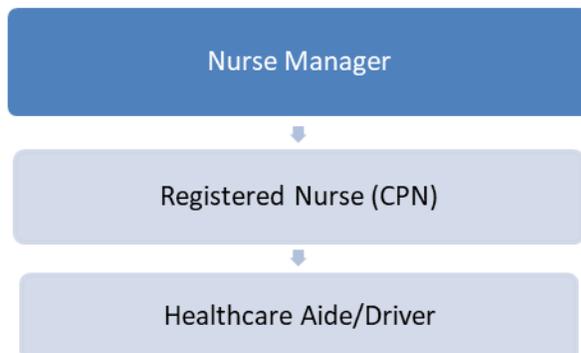
Education and Training

- 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 infection control.
- Help induct new staff with a formal induction program and assist in the orientation of new staff members/students.
- 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.

Specific Skills Requirement

- Crisis stabilization: calming, grounding, and immediate therapeutic engagement.
- Emergency psychiatric care: medication administration, monitoring, and stabilization.
- Safety planning: developing short-term strategies with patients and families to reduce risk.
- Referral coordination: arranging inpatient admission, outpatient follow-up, or community support services.
- Relapse prevention: identifying triggers and linking patients to ongoing care.
- Ability to perform efficiently in high stress situations.

ORGANISATION CHART



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 specialty
- Minimum of three (3) years' experience in nursing specialty.

Strongly Preferred

- IV certification
- Psychiatric/Mental Health Nursing Certification or equivalent
- Experience in community based mental health services.

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.
- 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.
- 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, patient acuity and emergency calls.
- Continuously evaluates the care of patients and coordinates the various activities to be carried out.

SUPERVISION OF OTHERS

The post holder directly supervises 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 in crisis stabilization
 - Timeliness in escalation to appropriate services based on patient safety assessment.
 - Initiation of emergency psychiatric protocols and referrals based on patient assessment.
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PROBLEM/KEY FEATURES

- Maybe isolated and distant from the central authority location
 - Maybe the lone RN working
 - May include long-standing.
 - Difficult interactions with patients and their families.
 - Must be able to multitask
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WORKING CONDITIONS

- Community based work
 - Long shifts, weekends, public holidays and the possibility of on-call rotation
 - Risk of verbal or physical aggression from patients in crisis or family members
 - Risk of exposure to communicable diseases
 - Risk of exposure to bloodborne pathogens
 - Exposure to high-stress situations
 - May involve working independently in resource limited settings.
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Approved by:	<i>DON</i>
Date approved:	December 9, 2025
Next Reviewed:	December 9, 2028
Nurse Manager Signature	
Employee Signature	