



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 NURSES

Medical/Surgical Wards

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

The Registered Nurse is to provide and co-ordinate patient care, educate patients and their families and provide emotional support to patients and their families.

Primary Responsibilities: The Registered Nurse will assess, monitor, record, and report promptly, symptoms or changes in patient's condition to the relevant physician. Maintain accurate detailed reports and records of patient care provided. Monitor all aspects of patient care, including diet and physical activities. Consult and coordinate with healthcare team members to assess plan implement or evaluate patient care plans. Plan for and contribute to the learning experience of Nursing students. The post holder will disseminate information received on ward rounds to other members of staff, ensuring that new developments are noted /documented and executed. Prepares patients for and assists with examinations or treatments. Check, administer and record the use of Dangerous Drugs according to Hospital's Policy.

Qualifications & Experience: The successful candidates **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. The candidate should also have a BLS certification. All candidates 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 postholder 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: March 22, 2026

Committed to Caring for You



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.
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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.
- Utilizes electronic health record (EHR) system for accurate, timely documentation of assessments, interventions, medication administration, and patient outcomes.
- Prepares patients for and assists with examinations and treatments.
- Conduct purposeful, scheduled nurse rounding 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/documented 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 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, including equipment maintenance.
- 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 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.

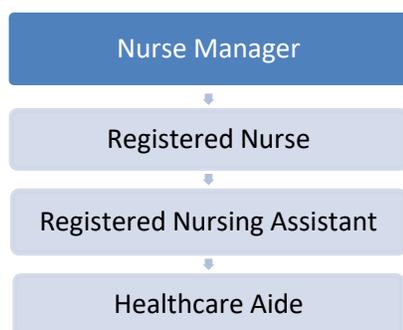
Decisions and Judgments

- 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 the employees' details, as this is typically considered a serious disciplinary 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.
- 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.

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 speciality
- Minimum of three (3) years experience in a nursing speciality

Strongly Preferred

- IV certification
- Nursing speciality certification.

Life Support Training Requirement

- ACLS preferred for Medical and Surgical Units
- ACLS/PALS required for Accident & Emergency, and Critical Care Unit and preferred for Urgent Care.
- ACLS required for Recovery Room, Operating Theatre, Dialysis
- PALS required for Paediatric Unit and Recovery Room
- NRP required for NICU, Maternity and preferred for Women's Health 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 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.
- 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.
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SUPERVISION OF OTHERS

The post holder directly supervises assistive personnel:

- Acts as a resource person
 - Ensures that tasks assigned are completed on time
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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
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DECISION MAKING AUTHORITY AND CONTROLS

Post holder makes decisions on:

- Nursing interventions
 - Assessment and discharge teaching
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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

- Regular working hours
 - 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
 - Exposure to high-stress situations
 - Weekends, public holidays, night shifts, and on-call rotation depending on unit/ward operations e.g District/Specialist clinics, no nights.
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*******NOTE : This General (RN) Job Description must be attached to all Specialty Registered Nurse Job Description**

Registered Nurse- Charge (Addendum to General Registered Nurse Job Description)

Clinical Leadership

- Acts on behalf of the Nurse Manager during periods of absence to ensure continuity of unit operations.
- Provides clinical guidance, consultation, and decision support to nursing staff within scope of practice.
- Ensures compliance with nursing standards, hospital policies, and patient safety requirements.

Staffing and Bed Management

- Allocates nursing staff based on patient acuity, staff competency, and workload demands.
- Manages in conjunction with Unit Manager daily unit bed capacity and patient flow to promote safe and efficient care delivery.
- Coordinates and prioritizes patient admissions, transfers, and discharges in collaboration with multidisciplinary teams.

Admission and Patient Flow Oversight

- Ensures all patient admissions follow established clinical and administrative procedures.
- Verifies completion and accuracy of admission documentation and initial nursing assessments.
- Facilitates timely patient transfers while maintaining continuity and quality of care.

Staff Support and Development

- Provides day-to-day supervision and operational support in conjunction with Unit Manager to nursing staff.
- In conjunction with Unit Manager participates in staff performance appraisal processes by providing objective feedback and recommendations.
- Promotes professional conduct, accountability, and evidence-based nursing practice.

Scheduling and Workforce Coordination

- Prepares staff schedules and duty rosters under the guidance of the Nurse Manager.
- Monitors staffing coverage and escalates staffing shortages or skill-mix concerns as appropriate to Unit Manager.
- Supports fair and compliant roster management in accordance with organizational policy.

Professional Practice and Leadership

- Promotes nursing professionalism, ethical practice, and clinical excellence within the unit.
- Participates in unit-based leadership activities and quality improvement initiatives.
- Serves as a role model for professional behavior, teamwork, and clinical competence.

Approved by:	
Date approved:	
Next Reviewed:	
Nurse Manager Signature	

Registered Nurse - Medical Unit (Addendum to General RN Job Description)

- Perform comprehensive and focused patient assessments; document accurately in the electronic health record.
- Monitor vital signs and trends; utilize MEWS to identify patient deterioration and escalate care promptly.
- Provide continuous telemetry monitoring; interpret cardiac rhythms and initiate appropriate interventions.
- Safely administer medications, including DDA and high-risk medications (e.g., heparin and insulin infusions), in accordance with policies and infusion protocols.
- Perform IV therapy, including peripheral IV insertion, maintenance, and administration of IV fluids, medications, and blood products; monitor for complications.
- Assess, manage, and reassess pain using validated tools; implement pharmacological and non-pharmacological interventions and monitor patient response.
- Obtain and interpret initial findings from 12-lead ECG.
- Deliver evidence-based nursing care for medical conditions including diabetes mellitus, renal disease, hypertension, cardiac, infectious conditions etc.
- Manage enteral and parenteral nutrition, including nasogastric feeding and TPN; monitor tolerance and complications.
- Provide wound and skin care, including dressing changes, pressure injury prevention, and monitoring for infection or delayed healing.
- Perform urinary catheterization and maintenance using aseptic technique; implement CAUTI prevention measures.
- Implement falls prevention strategies and maintain patient safety through risk assessment and education.
- Monitor and document intake and output; identify and report fluid or electrolyte imbalances.
- Collaborate with the interdisciplinary team to implement and evaluate individualized plans of care.
- Educate patients and families on medications, disease processes, safety measures, and discharge readiness.
- Recognize changes in patient condition and escalate concerns promptly to ensure safe, quality care.

Approved by:	
Date approved:	
Next Reviewed:	
Nurse Manager Signature	
Employee Signature	

Registered Nurse - Surgical Unit (Addendum to General RN Job Description)

- Perform comprehensive and focused patient assessments; document accurately and timely in the electronic health record (EHR).
- Monitor vital signs, trends, and clinical status; apply Modified Early Warning Score (MEWS) to identify deterioration and escalate care appropriately.
- Provide continuous telemetry monitoring; accurately interpret cardiac rhythms.
- Administer medications safely, including DDAs and high-risk medications (e.g., heparin and insulin infusions), in compliance with medication policies and infusion protocols.
- Perform IV therapy, including peripheral IV insertion, maintenance, and administration of IV fluids, medications, and blood products; monitor for and manage complications.
- Assess, manage, and reassess pain using validated assessment tools; implement pharmacological and non-pharmacological interventions and evaluate patient response.
- Obtain and interpret initial findings from 12-lead ECG.
- Deliver evidence-based nursing care for surgical and medical conditions, including miscarriage management, laminectomy, orthopedic procedures etc.
- Provide pre-operative nursing care, including patient education, surgical preparation, and readiness verification.
- Deliver post-operative nursing care, including pain management, wound care, early mobilization, and rehabilitation support.
- Manage enteral and parenteral nutrition, including nasogastric feeding and total parenteral nutrition (TPN); monitor tolerance and report adverse effects.
- Provide wound and skin care, including dressing changes, pressure injury prevention, and monitoring for infection or delayed healing.
- Manage surgical drains (e.g., Jackson-Pratt, Hemovac, chest tubes); maintain patency, monitor output, and report abnormalities promptly.
- Perform urinary catheter insertion and maintenance using aseptic technique; implement CAUTI prevention measures.
- Monitor and document intake and output. Recognise electrolyte imbalance.
- Implement falls prevention and patient safety strategies through risk assessment, patient education, and environmental controls.
- Collaborate effectively with the interdisciplinary healthcare team to develop, implement, and evaluate individualized plans of care.
- Recognize changes in patient condition and escalate concerns promptly to ensure safe, high-quality patient care.

Approved by:	
Date approved:	
Next Reviewed:	
Nurse Manager Signature	