



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 clinics 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

**Salary range: CI\$75,228 – CI\$101,160 per annum
USD\$89,557 – USD\$120,428 per annum**

RN – Mental Health

Primary Responsibilities: The successful applicant assesses, plans, implements and evaluates mental health nursing care to meet the biopsychosocial needs of people with mental health problems in an in-patient setting. This includes maintaining comprehensive written records of all observations, interventions, and outcomes by way of a written care plan. The candidate also administers and records medications, recognizes reactions and reports side-effects to the physicians. Assesses and manages clinical emergencies & critical events, including the management of challenging and violent behaviours, to ensure effective care and safety. The successful candidate ensures that legal requirements pertaining to admission, treatment and discharge are adhered to. The candidate initiates and maintains continuous therapeutic relationships with patients & significant others utilizing research-based nursing practice. Also participates regularly in peer support and supervision as required and is part of individual performance appraisal system. Participates in continuing education programs and research to promote personal and service development. **A certification in Psychiatric nursing is preferred for this role.**

A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidates for this post.

In addition to a **tax-free salary**, we provide full healthcare coverage at no cost to employees, pensions plan, paid holidays, annual leave, training leave, initial and annual licensing fees paid by HSA, malpractice coverage on hospital corporate plan. Relocation package includes air passage, and freight for employee and dependent (s) to the Cayman Islands.

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	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.
- 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.

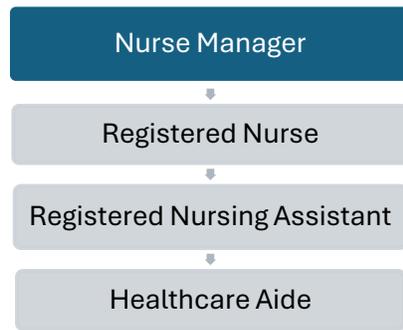
Decisions and Judgments

- 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.
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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 assistive personnel:

- Acts as a resource person
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- 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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- 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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Approved by:	<i>Director of Nursing</i>
Date approved:	<i>March 3, 2026</i>
Next Reviewed:	
Nurse Manager Signature/Date:	
Employee Signature/Date:	

*******NOTE : This General (RN) Job Description must be attached to all Specialty Registered Nurse Job Description**

Registered Nurse – Mental Health Ward(Addendum to General RN Job Description)

- Performs comprehensive biopsychosocial and nursing assessments (suicide/self-harm risk, violence risk, withdrawal screening) for adult and adolescent clients
- Develops, implements, and evaluates individualized nursing care plans aligned with treatment goals, and patient capacity.
- Conducts ongoing reassessments and identifies changes in acuity requiring rapid response, provider notification, or escalation of care.
- Provides therapeutic nursing interventions (supportive counseling, brief motivational techniques, coping skills reinforcement, psychoeducation, and trauma-informed engagement).
- Perform Vital signs, pain assessment, hydration/nutrition monitoring, sleep assessment.
- Leads or supports behavioral emergencies using de-escalation, crisis communication, and least-restrictive interventions.
- Initiates and monitors suicide precautions, elopement precautions, and violence precautions based on risk stratification and Physician orders.
- Performs regular environmental safety and nursing rounds, contraband mitigation, ligature risk awareness, and observation level management.
- Perform regular observation level management (routine checks, 1:1 observation, line-of-sight).
- Participates in restraint and seclusion processes when clinically necessary, including monitoring, documentation, post-event debriefing, and patient reintegration strategies (per policy and regulatory requirements).
- Administers medications safely and accurately, including oral, IM, and subcutaneous routes as applicable to the setting.
- Provides psychotropic medication management support: monitoring therapeutic response, side effects, EPS screening awareness, orthostatic risk, metabolic monitoring considerations, and medication education.
- Implements PRN medication algorithms per orders and assesses effectiveness (e.g., agitation, insomnia, anxiety, withdrawal symptoms).
- Supports medical protocols for withdrawal management (e.g., alcohol withdrawal workflows) and coordinates medical evaluation for complications.
- Collaborates with psychiatrists, social work, therapists, pharmacy, and security as appropriate to support care delivery.
- Coordinates admissions, transfers, and discharges, including medication reconciliation support, follow-up planning, and safety planning.
- Provides handoffs using structured communication (e.g., SBAR) and supports continuity across shifts and care settings.
- Engages families/support systems as appropriate and permitted, using confidentiality and consent requirements.
- Provides education on diagnoses, medications, coping strategies, relapse prevention, community supports, and crisis resources.
- Facilitates or supports structured groups/skills sessions as part of unit workflow.

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