



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 NURSE – MENTAL HEALTH**

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

**The Registered Nurse, Mental Health provides high-quality nursing care, educate patients and their families, and provide emotional support.**

**Primary Responsibilities:** The successful candidate 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.

**Qualifications & Experience:** The successful candidate **must** hold a Bachelor of Science in Nursing or equivalent with a minimum of three (3) years of current nursing experience. A certification in Psychiatric nursing is preferred. 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 candidates must demonstrate the ability to work in a multicultural environment.

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

**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**

*Committed to Caring for You*

## JOB DESCRIPTION

<b>Job Title:</b> Registered Nurse-Mental Health	<b>Reports To:</b>	Nurse Manager – Mental Health
<b>Job Holder:</b>	<b>Cost Centre:</b>	Mental Health - Inpatient

### 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 in accordance with 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 ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic, which is a purpose-built facility.

### JOB PURPOSE

The purpose of the Registered Nurse is to provide high-quality nursing care, educate patients and their families, and provide emotional support.

### DIMENSIONS

- Post holder has no budgetary responsibility but is a steward of the budget for the unit assigned.

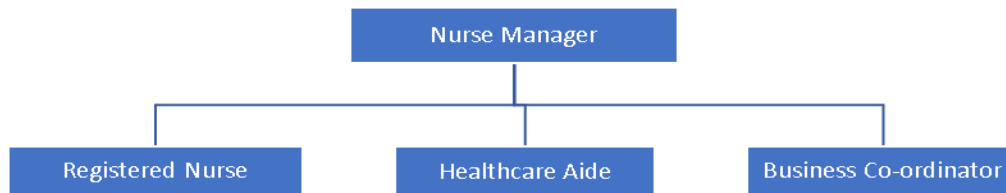
### PRINCIPAL ACCOUNTABILITIES

- a. Assesses, plans, implements & evaluates mental health nursing care to meet the biopsychosocial needs of people with mental health problems in an in-patient setting.
- b. Maintains comprehensive written records of all observations, interventions and outcomes in the form of a written care plan.
- c. Initiates and maintains continuous therapeutic relationships with patients & significant others utilizing research-based nursing practice.
- d. Assesses and manages clinical emergencies & critical events, including the management of challenging and violent behaviour, to ensure effective care and safety.
- e. Administers and records medications, recognizes reactions and reports side-effects to the physicians.
- f. Liaises with the community nursing team and other relevant agencies to facilitate admission and discharge plans ensuring continuity of care.
- g. Ensures that legal requirements pertaining to admission, treatment and discharge are adhered to.
- h. Participates in continuing education programs and research to promote personal and service development.
- i. Participates regularly in peer support and supervision as required and is part of individual performance appraisal system.
- j. Provides teaching and educational material as appropriate validates and documents patient and family understanding of teaching.

- k. Plans for and contributes to the learning experience of nursing students.
- l. Directs or supervises less-skilled nursing or healthcare personnel and assigns patients based on competence and scope of practice.
- m. Advocates for vulnerable individuals and groups.

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## ORGANISATION CHART



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## KNOWLEDGE, EXPERIENCE AND SKILLS

- Bachelor's Degree in Nursing
- Current licensure with a Nursing Board/Council
- Certification in Psychiatric Nursing is preferred.
- BLS certification

### Postholder must:

- Be a graduate of an approved School of Nursing
- Have three (3) years of current nursing experience
- 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 the use of equipment utilized in the department.
- 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 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 in a timely manner
  - Acts as the liaison and updates the Physician, Nurse Manager and Shift Coordinator of any change in patients or any other issue
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**OTHER WORKING RELATIONSHIPS**

- Physicians
- All nursing personnel and support staff
- Consultant Psychiatrist
- Psychiatrist Social Worker
- Clinical Psychologist
- Community Mental Nurses
- District Clinics
- Social Workers
- Social Services Homes
- Hospital Support Services
- Community Police/Police Station
- In-patients Units
- Accident and Emergency Department
- Prison Nurse
- Caribbean Haven
- All other clinicians

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**DECISION MAKING AUTHORITY AND CONTROLS**

Post holder makes decisions on:

- Nursing interventions
- Patient Assignments
- Assessment and discharge teaching
- Use of time out/seclusion within written policy guidelines.
- The observance of Mental Health and Common Law Legislation appertaining to the role of Mental Health Nursing.

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**PROBLEM/KEY FEATURES**

- Long hours standing/walking.
- Emotionally draining due to the complexity of cases, care, and family dynamics
- Unsocial hours
- Potential exposure to acting out behavior

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**WORKING CONDITIONS**

- Must be clinically proficient and excellent at multitasking.
- Must be able to perform efficiently in high-stress situations

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<b>Approved by:</b>	<i>Dr. Linda Shepherd</i>
<b>Date approved:</b>	<i>December 2, 2022</i>
<b>Reviewed:</b>	
<b>Next Review</b>	<i>December 2, 2025</i>
<b>Employee Signature Date:</b>	
<b>Manager's Signature Date:</b>	