



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 - OPERATING ROOM

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

The Registered Nurse provides perioperative care in the operating theatre and the endoscopy suite.

Primary Responsibilities: The successful candidate must have experience in endoscopy procedures and provides direct and individualized nursing care to patients based on best operating procedures practice, nursing disciplines, and patient safety protocols. The Registered Nurse must coordinate and consult with other healthcare professionals to assess, plan, implement, and evaluate both minor and major operations. Assist other members of the team in preparing and improving turnaround times for cases. Participates in clinical trials of new equipment and supplies. Plan for and contributes to the learning experience of nursing students. Check, administer, and record the use of Dangerous Drugs according to Hospital's Policy.

Qualifications & Experience: The successful candidate **must** hold a Bachelor of Science in Nursing with a minimum of **three (3) years** of experience as an operating theatre room nurse. 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 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.

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/documentated 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.

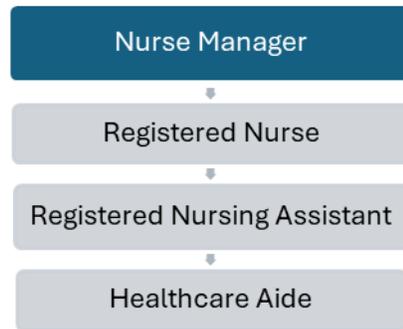
Decisions and Judgments

- 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.

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-Operating Theatre (Addendum to General RN Job Description)

- Deliver safe, evidence-based perioperative nursing care across preoperative, intraoperative, and post-anesthesia recovery phases.
- Ensure consent, anaesthesia and blood transfusion forms are present.
- Perform scrub and circulating roles for surgical procedures in line with scope of practice and clinical standards.
- Prepare and maintain the operating room, ensuring availability, functionality, and readiness of instruments, supplies, and equipment.
- Apply and maintain aseptic and sterile techniques before, during, and after surgery.
- Conduct accurate surgical counts (sponges, sharps, instruments) and escalate discrepancies per policy.
- Utilize the WHO Surgical Safety Checklist and participate in surgical time-outs.
- Maintain sterility of the operative field and address breaks in technique promptly.
- Monitor for adverse events (e.g., unexpected blood loss, equipment failure) and respond according to escalation pathways.
- Collaborate with surgeons, anesthetists, and perioperative staff to ensure patient safety and efficient workflow.
- Document perioperative assessments, interventions, and outcomes accurately in the electronic health record (EHR).
- Transfer and hand over patients to PACU using standardized communication tools.
- Monitor airway, vital signs, level of consciousness, pain, bleeding, and surgical site integrity.
- Identify and escalate post-operative complications in a timely manner.
- Administer prescribed post-operative medications and therapies per protocol.
- Implement infection prevention measures, including wound care.
- Provide post-operative education to patients and families within scope.
- Ensure complete and timely post-operative documentation in the EHR.
- Implement multimodal pain management strategies, evaluate patient response in the recovery room setting. Reassess pain.
- Administer analgesia, including opioids, strictly in accordance with medical orders, hospital policy, and legal requirements.
- Manage surgical drains (e.g., Jackson-Pratt, Hemovac, chest tubes); maintain patency, monitor output, and report abnormalities promptly.
- Apply the “rights” of medication administration and independent double-checks where required for intravenous medications and all opioids.
- Monitor patients closely for opioid-related adverse effects, including respiratory depression, sedation, hypotension and nausea.
- Utilize standardized sedation and respiratory monitoring tools and escalate concerns promptly.
- Ensure secure handling, storage, documentation, and disposal of controlled substances in compliance with policy.

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

