



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

(Paediatric Unit)

Salary range: CI\$71,640 – CI\$96,336 per annum

USD\$89,557 – USD\$120,428 per annum

The Registered Nurse provides specialized nursing care to patients under the age of 13.

Primary Responsibilities: The Registered Nurse will utilize nursing process to admit patients, obtain nursing history, identify nursing care priorities, assess patient problems, develop patient care plans, implement care plans and evaluate patients' response to medical and nursing care. Provides and receives complex, sensitive contentious information where persuasive, motivational, negotiating, training, empathic or reassurance skills are required. Maintain accurate detailed reports and records of patient care provided. Monitor all aspects of patient care, including diet and physical activities. Consult and coordinates with healthcare team members to assess plan implement or evaluate patient care plans. Plan for and contributes 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 postholder **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. Certification in Paediatric Nursing. 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.

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	Job Holder	
Reports to	Nurse Manager	Section	Paediatric Unit

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

Children under the age of 13 receive inpatient care in the 13 bed Paediatric Unit at the Cayman Islands Hospital.

Job purpose

The purpose of the Registered Nurse is to provide specialized nursing care to patients under the age of 13.

Dimensions

- Post holder has no budgetary responsibility but is a steward of the budget for the unit assigned.
- Post holder directly supervises the Registered Nursing Assistant, The Health Care Assistant and the housekeeping staff assigned to the unit.

Duties and responsibilities

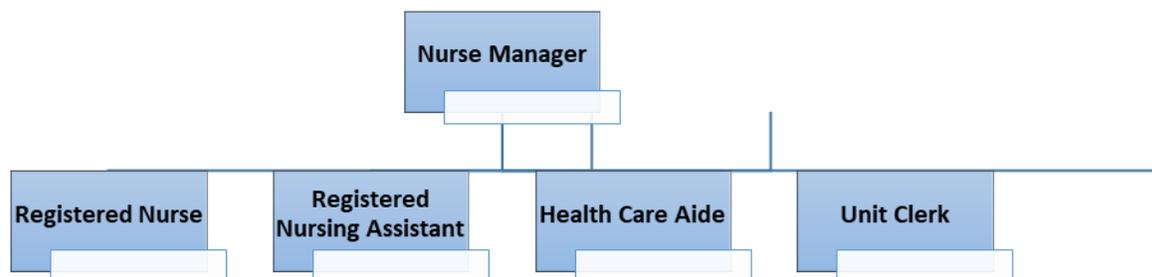
- Utilizes nursing process to admit patients, obtain nursing history, identify nursing care priorities, assess patient problems, develop patient care plans, implement care plans and evaluate patients' response to medical and nursing care.
- Provides and receives complex, sensitive/highly contentious information where persuasive, motivational, negotiating, training, empathic or reassurance skills are required.
- Assumes charge nurse responsibilities and accountabilities as assigned.
- Demonstrates leadership ability and initiates corrective action as needs arise, following through appropriately.
- Acts as a role model, maintains professional demeanor, and fosters effective relationships with patients, families and other staff.

- Assists in orientation of new staff members.
- Monitors patients: remains continuously aware of patient conditions, records and reports observations, symptoms and pertinent information to physicians and other nursing personnel. Initiates appropriate measures in emergency and crisis situations.
- Administers and records medications, recognizes reactions and reports harmful side effects to physicians.
- Performs complex nursing activities utilizing sophisticated equipment and invasive instrumentation, adhering to nursing service policies and procedures in the performance of these activities.
- Initiates and participates in health care teaching for patients, families and/or significant others. Develops and implements the patient discharge plans, seeking assistance from other health care personnel as needed.
- Documents in the patient record nursing observations and care provided according to the Problem Oriented Medical Record (POMR) system.
- Participates in continuing education programs and research for the improvement of patient care whenever the opportunities arise.
- Ensures that appropriate stock levels and equipment are always adequately maintained on the unit.
- Reports to the Shift Coordinator on duty, the condition of patients and other job-related problems.
- Ensures a safe environment for patients and relatives
- Any other related duties that may be assigned.

Qualifications, Experience & Skills Requirement

- Bachelor's Degree in Nursing
- Certification in Paediatric Nursing
- Current licensure with a Nursing Board/Council
- PALS Certification
- BLS and IV certification
- Minimum of three (3) years post-certification experience in a Paediatric Unit
- Ability to function efficiently in high stress situations
- Ability to troubleshoot technical equipment used on the unit
- Exhibit a caring and compassionate attitude transcending religion, race and culture.

ORGANISATION CHART



Direct reports

The postholder 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.

Other Working Relationships

- Colleagues - care delivery
- Medical staff - coordination of care
- Support services - coordination of care
- Patients/families/visitors - delivery of care

Decision Making Authority and Controls

Post holder makes decisions on:

- The control of visitors
- Discretionary dissemination of patient information
- Staff assignments
- Bed allocations
- Calling Physicians
- Initiation of emergency measures following established protocols
- Nursing care activities appropriate to skill level and in accordance with accepted nursing practice

Working conditions

- Shift work and unsocial hours
- Risk of exposure to blood borne pathogens
- High risk of exposure to communicable diseases
- Risk of back injury

Physical requirements

Long hours standing/walking.

Emotionally draining due to complexity of cases, care, and family dynamics

Approved by:	<i>Director of Nursing</i>
Date approved:	<i>March 3, 2026</i>
Reviewed:	
Next Review	
Employee Sig/Date:	
Manager Sig/Date:	

Registered Nurse – Paediatric Unit (Addendum to General RN Job Description)

- Perform comprehensive pediatric assessments, including neurological, respiratory, and cardiovascular evaluations.
- Assess and document growth parameters and developmental milestones.
- Monitor and interpret vital signs, pain scores, oxygen saturation, and clinical trends.
- Recognize and interpret basic paediatric cardiac rhythms and rate abnormalities.
- Respond promptly to cardiac alarms and abnormal rhythm changes.
- Provide care to high-dependency pediatric patients.
- Initiate and manage high-flow humidified oxygen and other oxygen delivery devices.
- Monitor intake and output monitoring and fluid balance assessment.
- Identify changes in patient condition and escalate care if indicated.
- Perform PEWS assessments at scheduled intervals and with any clinical change.
- Accurately score and document PEWS findings in the EHR.
- Provide immediate care during paediatric emergencies in accordance with PALS guidelines.
- Calculate, prepare, and administer weight-based paediatric medications.
- Apply pediatric pharmacology knowledge and monitor for adverse drug reactions.
- Adhere to medication safety standards and double-check procedures.
- Conduct comprehensive pediatric pre-operative assessments, including airway, pain, and baseline vital signs.
- Verify surgical consent, patient identification, and procedure readiness.
- Prepare patients and families for surgery through age-appropriate education.
- Ensure compliance with pre-operative fasting and infection prevention protocols.
- Perform focused post-anesthesia and surgical assessments.
- Identify early signs of post-operative complications and escalate care promptly.
- Support recovery through positioning, mobilization, and comfort measures.
- Assess and manage surgical wounds, dressings, and drains.
- Monitor for signs of infection, bleeding, or impaired wound healing.
- Perform IV therapy, including peripheral IV insertion, maintenance, and administration of IV fluids, medications, and blood products.
- Insert naso/orogastric tubes. Manage enteral and parenteral nutrition, including nasogastric/gastrostomy feeding and TPN; monitor tolerance and complications.
- Provide wound care, dressing changes, and urinary catheterization as needed.
- Administer nebulization therapy as prescribed.
- Recognize and respond to equipment alarms and report malfunctions promptly.
- Identify and report suspected child abuse or neglect in line with policy.
- Collaborate with multidisciplinary teams to support child safety and wellbeing.
- Encourage family involvement in care planning and decision-making.
- Promote therapeutic play and age-appropriate activities to support recovery.
- Coordinate care with medical, respiratory, and multidisciplinary teams.

Approved by:	<i>Director of Nursing</i>
Date approved:	<i>March 3, 2026</i>
Next Reviewed:	
Nurse Manager Signature	
Employee Signature	