



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:**

**RESPIRATORY THERAPIST**

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

**The Respiratory Therapist provides respiratory care in the hospital and community setting, in collaboration with members of the healthcare team. The respiratory service is extended to patients on all three islands. The primary responsibility is to perform direct care to adult and paediatric patients requiring respiratory treatment or assessment. In addition, the Respiratory Therapist acts as a resource to all members of the health care team to facilitate the delivery of respiratory care through collaborative practice.**

**Primary Responsibilities:** The Respiratory Therapist is responsible for administering various types of respiratory care and intervention to all age groups and assisting with the development and evaluation of respiratory services. Perform invasive procedures that are within the scope of respiratory therapy such as arterial blood sampling and analysis. The successful candidate performs diagnostic test procedures pertaining to respiratory therapy such as pulmonary function tests and sleep apnea testing. Inspects, cleans, tests, and maintains respiratory therapy equipment to ensure equipment is functioning properly, efficiently, safely and ordering repairs when needed. The candidate monitors the quality control and operation of respiratory equipment in accordance with acceptable standards within the community and inpatient areas. The candidate responds to emergency situations such as cardiac arrests and assists by maintaining the patient's airway and performing cardiopulmonary resuscitation. Assists in the maintenance and/or revision of all policies, procedures, and protocols that govern and complement the respiratory service.

**Qualification & Experience:** The successful candidate must be a graduate of an accredited Respiratory Therapy program. Diploma in Respiratory Therapy, Degree is preferred. Must have three (3) years' experience working as a Respiratory Therapist. **Experience in level 1 & 3 sleep studies is required.** Must have a current licensure with an Allied Medicine Council. The successful candidate must have BLS/ACLS/PALS certification and the NRP certification preferred. The successful candidate will demonstrate strong organizational and interpersonal skills. Have demonstrated ability to work with minimal supervision, exercise creativity, be attentive to detail, and maintain a positive work attitude. The candidate must have demonstrated the ability to perform efficiently in high stress situations and be able to determine an appropriate course of action in complex situations involving patients, healthcare providers or others in a professional manner.

**A remuneration and benefit 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, 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: March 30<sup>th</sup>, 2025**

*Committed to Caring for You*

## JOB DESCRIPTION

Job Title: Respiratory Therapist	Reports To:	Nurse Manager-Critical Care Unit
Job Holder:	Cost Centre:	Critical Care 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.

The Respiratory Therapist is responsible for administering various types of respiratory care and intervention to all age groups and assisting with the development and evaluation of respiratory services.

### JOB PURPOSE

The primary responsibility of the Respiratory Therapist is to perform direct care to adult and pediatric patients requiring respiratory treatment or assessment. In addition, the Respiratory Therapist acts as a resource to all members of the health care team to facilitate the delivery of respiratory care through collaborative practice.

### DIMENSIONS

- Post holder has no budgetary responsibility
- Post holder has no supervisory responsibility
- Works with all age groups throughout the three islands.

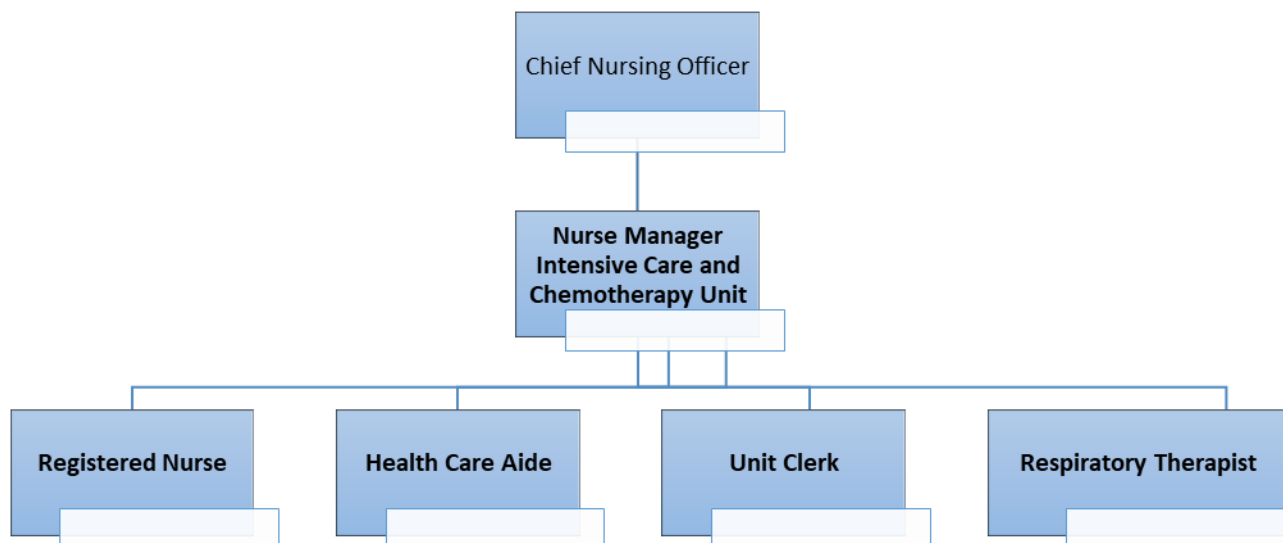
### PRINCIPAL ACCOUNTABILITIES

- a. Provides respiratory therapy interventions according to the Physician’s order, approved protocols, policies, procedures and within scope of practice.
- b. Plans and directs patient care by assuming responsibility as well as accountability for the development, review, and implementation of the respiratory care plan.
- c. Identifies and implements appropriate respiratory care activities, observations, and actions in order to achieve expected outcomes/goals.
- d. Implements and modifies patient and family education/teaching based on the needs of the patient in relation to respiratory diseases, insufficiencies, failure, or other associated problems.

- e. Perform invasive procedures that are within the scope of respiratory therapy such as arterial blood sampling and analysis.
- f. Perform diagnostic test procedures pertaining to respiratory therapy such as pulmonary function tests and sleep apnea testing.
- g. Inspects, cleans, tests and maintains respiratory therapy equipment to ensure equipment is functioning properly, efficiently, safely and ordering repairs when needed.
- h. Monitor the quality control and operation of respiratory equipment in accordance with acceptable standards within the community and inpatient areas.
- i. Respond to emergency situations such as cardiac arrests and assist by maintaining the patient's airway and perform cardiopulmonary resuscitation.
- j. Assist in the maintenance and/or revision of all policies, procedures, and protocols that govern and complement the respiratory service.
- k. Document patient care following completion of any service using the electronic medical record consistent with hospital charting standards.
- l. Completes discharge planning in collaboration with physicians, nurses and other healthcare workers.
- m. Collect, compile, maintain and submit department statistics as requested by management.
- n. Follow hospital policy in maintaining patient confidentiality.
- o. Maintains professional and technical knowledge through continuing education, learning experiences, establishing networks and participating in professional societies.
- p. Comply with the hospital policies, procedures, practices and core values.

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## ORGANISATION CHART



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## **BACKGROUND INFORMATION**

The Respiratory Therapist provides respiratory care in the hospital and community setting, in collaboration with members of the healthcare team. The respiratory service is extended to patients on all three islands.

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## **KNOWLEDGE, EXPERIENCE AND SKILLS**

- Graduate of an accredited Respiratory Therapy program
- Must have three (3) years' experience working as a Respiratory Therapist
- Diploma in Respiratory Therapy, Degree is preferred.
- Current licensure with an Allied Medicine Council
- BLS/ACLS/PALS certification required.
- NRP certification preferred.

### **Post holder must:**

- Demonstrate strong organisational and interpersonal skills.
  - Have demonstrated ability to work with minimal supervision, exercise creativity, be attentive to detail, and maintain a positive work attitude.
  - Have demonstrated the ability to perform efficiently in high stress situations.
  - Demonstrate the ability to determine appropriate course of action in complex situations.
  - Demonstrate the ability to complete work assignments accurately and in a timely manner.
  - Have demonstrated the ability to handle difficult situations involving patients, healthcare providers or others in a professional manner.
  - Be proficient in use of the computer for documentation.
  - Be proficient in the use of respiratory equipment utilized in the department.
  - Have demonstrated proficiency in the use of written and spoken language;
  - Exhibit a caring and compassionate attitude, respecting and interacting effectively with a diverse population.
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## **ASSIGNMENT AND PLANNING OF WORK**

- Workload is generated by staff, referrals, and patient demand.
- Work location will be in hospital and community, on all three islands.

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## **SUPERVISION OF OTHERST**

The post holder has no supervisory responsibilities.

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## **OTHER WORKING RELATIONSHIPS**

- Physicians
- All nursing personnel
- All other clinicians
- Quality, Risk and Safety staff

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## **DECISION MAKING AUTHORITY AND CONTROLS**

- Post holder will exercise independent clinical judgement within scope of practice.
- Manage interventions based on written or standing Physician orders, policies or protocols.

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## **PROBLEM/KEY FEATURES**

- Will be required to visit patients in their homes
- Will be required to travel and stay for more than one day at times on the sister islands.

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## **WORKING CONDITIONS**

- Work is performed throughout the hospital in a well-ventilated clinical environment
- Work location will also be in patient homes.
- Possible exposure to bodily fluids.
- Requires walking frequently and lifting.

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<b>Approved by:</b>	
<b>Date approved:</b>	<i>12-Jan-23</i>
<b>Reviewed:</b>	

<b>Next Review</b>	
<b>Employee Signature/Date:</b>	
<b>Manager Signature/Date:</b>	