



The Health Services Authority (HSA) 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:**

**TRANSITION TO PRACTICE – Registered Nurse**

**Salary range: CI\$55,596 - CI\$62,916 per annum**

**The purpose of Transition to Practice (TTP) Registered Nurse is to develop novice nurses (licensed RN with less than 2-year experience as practicing RN) into competent professional clinical nurses. The TTP-RN position enables the newly graduated RN to apply and develop newly acquired knowledge and skills in a safe environment for various patient care situations under the supervision of preceptors.**

**Primary Responsibilities:** The successful candidate will work as scheduled on assigned units with a designated preceptor(s), is individually accountable for clinical knowledge, further education, and working within the scope of practice determined by their experience and skills. Seeks to develop their attributes and professional values as registered nurse and reflects on, and identifies opportunities for, professional growth. Actively participates in meeting the learning objectives and associated activities of the Transition to Practice Program to support their individual transition to the workplace. In addition, with guidance and support, develops strategies to build resilience and wellbeing in maintaining a lifelong framework for work-life balance. Seeks and utilizes feedback from nursing colleagues to recognize strengths in practice and identify further areas for ongoing development.

**Qualifications and Experience:** The successful candidate must be a Caymanian with a Bachelor's degree in Nursing, current licensure with a Nursing Board/Council, and current AHA Basic Life Support (BLS) certification. Be a graduate of an approved school of Nursing within eighteen months, have demonstrated proficiency in the use of written and spoken language, be proficient in the use of Windows applications, 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.

**A remuneration and benefits 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 the Application Form and Job Description.**

**Deadline for the post: December 29, 2024**

*Committed to Caring for You*



## Job Description

<b>Job Title</b>	<i>Transition to Practice -Registered Nurse</i>	<b>Job Holder</b>	Vacant
<b>Reports to</b>	<i>Senior Nurse Leader Professional Development</i>	<b>Section</b>	<i>Nursing Administration</i>

### 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 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.

The Health Services Authority Training Center is the primary distributor of American Heart Associated (AHA) approved courses for hospital employees and the community.

### Primary purpose

The purpose of Transition to Practice (TTP) Registered Nurse is to develop novice nurses (licensed RN with less than 2-year experience as practicing RN) into competent professional clinical nurses. The TTP-RN position enables the newly graduated RN to apply and develop newly acquired knowledge and skills in a safe environment for various patient care situations under the supervision of preceptors. The TTP-RN will develop the skills to independently provide and coordinate patient care, educate patients and their families and provide emotional support to patients and their families.

### Condition of work

- Work as scheduled on assigned units with a designated preceptor(s)
- Is individually accountable for clinical knowledge, further education, and working within the scope of practice determined by their experience and skills.
- Seeks to develop their attributes and professional values as registered nurse and reflects on, and identifies opportunities for, professional growth.
- Actively participates in meeting the learning objectives and associated activities of the Transition to Practice Program to support their individual transition to the workplace.
- With guidance and support, develops strategies to build resilience and wellbeing in maintaining a lifelong framework for work-life balance.

- Seeks and utilizes feedback from nursing colleagues to recognize strengths in practice and identify further areas for ongoing development.
- Actively participate in and contribute to the organization's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives and related training.
- The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.
- Always comply with policy and protocol requirements, including those relating to mandatory education, training and assessment.
- Responsible for the provision of safe and quality patient/client care under supervision, guidance and support from the nursing staff including the Nurse Unit Manager, Preceptor, and Nurse Educators.
- Interacts effectively and professionally with patients/clients and families and other health team members to facilitate the provision of optimum patient/client care.
- Maintains professional communications and boundaries with colleagues, patients/clients and families that is inclusive and respectful.
- Seeks assistance and supervision from nursing colleagues to support skill, knowledge development and the provision of patient/client safety.
- Promotes the values of the nursing profession and contributes to positive workplace culture in the team/service area.
- In collaboration with the health care team and under the guidance of the RN preceptor, plans, implements, and evaluates patient/client care.
- Maintains and promotes a safe work environment with a focus on maintaining professional standards of practice and the confidentiality of patients/clients, families, and colleagues.
- Complies with the organizational policies, procedures and guidelines and adheres to the CIHSA standards of practice and core values.
- Accurately reflects patient/client care requirements, outcomes, and events through the completion of clinical documentation, risk assessment, care planning and nursing care interventions.
- Advocates for, and facilitates the inclusion of, patients/clients and families in the provision of nursing care planning and health promotion.

## Qualifications, Experience & Skills of Participants

### Knowledge Experience and Skills

- Bachelor's Degree in Nursing
- Current licensure with a Nursing Board/Council
- Current AHA Basic Life Support (BLS) certification

### Selection Criteria:

- Be a graduate of an approved School of Nursing within eighteen months.
- Caymanian
- Have demonstrated proficiency in the use of written and spoken language.
- Be proficient in the use of Windows applications
- 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

- **By three (3) months**, under the direct supervision of the assigned RN preceptor, safely deliver high quality and compassionate person-centered care that ensures the wellbeing, safety, values, and clinical care needs of (1) patient/client are met.
- **By five (5) months**, under the direct supervision of the assigned RN preceptor safely deliver high quality and compassionate person-centered care that ensures the wellbeing, safety, values, and clinical care needs of two (2) patients/clients are met.
- **By six (6) months**, under the direct supervision of the assigned RN preceptor safely deliver high quality and compassionate person-centered care that ensures the wellbeing, safety, values, and clinical care needs of three (3) patients/clients are met.
- **By eight (8) months**, under the direct supervision of the assigned RN preceptor safely deliver high quality and compassionate person-centered care that ensures the wellbeing, safety, values, and clinical care needs of four (4) patients/clients are met.
- **By ten (10) months**, under the direct supervision of the assigned RN preceptor safely deliver high quality and compassionate person-centered care that ensures the wellbeing, safety, values, and clinical care needs of five (5) patients/clients are met.
- **By twelve (12) months**, work within the professional, ethical, and practice standards frameworks for the nursing profession to safely deliver high quality and compassionate person-centered care that ensures the wellbeing, safety, values, and clinical care needs of five (5) patients/clients are met. Demonstrate a high degree of professionalism and service excellence.

### Other Working Relationships

- Physicians
- All nursing personnel and support staff
- All other allied health clinicians
- Patient and patient family/significant others

### Decision Making Authority and Controls

In consultation with preceptor, the post holder makes decisions on:

- Nursing interventions
- Patient Assignments
- Assessment and discharge teaching

### Working conditions

- Must be clinically proficient and demonstrate growth at organizing and prioritizing tasks.
- Must be able to perform efficiently in high stress situations
- Rotating shifts across 24 hours (days, nights, public holidays, and weekends)
- Rotation through units
- Works under the supervision of a qualified RN preceptor

### Problem/Key Features

- Long hours standing/walking, turning, and assisting with lifting.
- Emotionally resilience due to complexity of cases, care, and family dynamics
- Flexibility

<b>Approved by:</b>	
<b>Date approved:</b>	
<b>Reviewed:</b>	
<b>Next Review</b>	
<b>Employee Signature/Date:</b>	
<b>Manager Signature/Date:</b>	