

Certificate for Specialist Caregiver Policy

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This document serves as a guideline for the application process related to Certificates of Specialist Caregivers, ensuring compliance with local regulations while supporting the well-being of those in need of specialized care.

1. Purpose

This policy outlines the process, eligibility criteria, and requirements for the application and issuance of Certificates of Specialist Caregivers to ensure the provision of qualified caregiving services within our jurisdiction as defined within Section 49 of the Immigration (Transition) Act (2022 Revision).

2. Scope

This policy applies to all applicants seeking a Certificate for Specialist Caregivers, including employers and former employers who need to hire or renew care staff.

3. Definitions

Certificate for Specialist Caregivers: A certification that permits eligible care workers to provide care services in specified capacities.

Work Permit Board: The governing body that reviews and approves applications for work permits and specialist caregiving certificates.

4. Eligibility Criteria

Employers or former employers may apply for a Certificate for Specialist Caregivers on behalf of individuals who meet the following criteria:

- **Final Work Permit:**

- The individual must hold a valid final work permit as defined by Section 2 of the Immigration (Transition) Act (2022 Revision), which defines a final work permit as:

- ❖ **“Final work permit,”** other than in section 66(10), means a work permit which, at the time of its grant or renewal, is stated to be the final work permit for a worker in accordance with the worker’s term limit or, where not so expressly

stated, is the last work permit that can be granted or renewed in respect of a worker as a consequence thereof.

- Employment must relate to caring for sick persons, elderly individuals, or those with disabilities, as defined under Section 2 of the Immigration (Transition) Act (2022 Revision), which defines a sick person as:
 - ❖ **“Sick person”** means a person who suffers from an illness which has been certified by a doctor as not being short-term in nature and as a result of which the person is dependent on the care of a specialist caregiver.

- **Employment History:**

The individual must have been employed in a caregiving capacity (e.g., domestic helper, nurse, nanny) with the applicant for:

- At least three years immediately before their employment terminates or
- At least one year prior to the end of their term limit, with exceptional circumstances acknowledged.

- **Expired Permits:**

- If the individual's final work permit has expired and they have left the islands, the application must be filed within one year after their departure.
- The individual must hold or have held permission under section 66(4);
- The individual must be in good health and possess adequate health insurance coverage.

NOTE: In relation to the above, a final work permit or permission was granted to applicants who were employed by an employer (including the Government or a nursing home approved by the Cabinet) as a domestic helper, nurse, nanny, or in another caregiving capacity.

5. Application Process

- **Submission:**

Applications for Certificates of Specialist Caregivers must be submitted to the appropriate Board (Work Permit Board, Director of WORC, or Cayman Brac and Little Cayman Immigration Board) along with the prescribed application fee.

- **Review:**

- The Board or Director will assess the application based on the eligibility criteria outlined

- **Certificate Validity:**

- If the application is approved, the Certificate for Specialist Caregivers will be granted and will remain valid for five years.
- If eligibility criteria are still met, the certificate may be renewed upon submission of a new application and fee.
- The Certificate will include the name of the individual receiving care.

Special Note:

- If an application is submitted while a final work permit is still valid, the application will not affect the ongoing legal employment status of the worker.
- Applicants with under one year left on their term limit and whose latest work permit wasn't a final permit must obtain a [FINAL Work](#) Permit before they can apply for the Certificate for Specialist Caregivers.
- Individuals approved as Specialist Caregivers, or those with a spouse, civil partner, or dependents, do not receive any legal rights to be included or associated with the Specialist Caregiver's certificate.

6. Responsibilities

All applicants and employers are responsible for ensuring that all information provided in the application is accurate and complete.

7. Compliance and Enforcement

This policy will be enforced by the applicable Boards and the Director of WORC, who have the authority to approve or deny applications based on established criteria.