

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 18th JUNE 2019**

Question

Will the Minister explain whether contracts for hospital consultants in Jersey are based upon similar contracts used by the National Health Service (NHS) in the U.K.; and, if so, will he further explain what differences, if any, there are in the provisions made in Jersey and in the U.K., particularly in respect of the division of publicly and privately paid time and any flexibility to use the former for the latter?

Answer

The Jersey (Health and Community Services) Consultant contract broadly mirrors the NHS Consultant Contract (2003).

However, there are some key differences:

1. The pay scales for a Consultant in Jersey are different to the UK.

Year	Current UK	Jersey (2019)	
1	77,913	87,624	
2	80,352	91,659	
3	82,792	95,695	
4	85,232	99,730	
5	87,665	103,757	
6		104,790	
7		105,824	
8		106,856	
9		107,889	
10	93,459	115,438	
11		116,816	
12		118,192	
13		119,569	
14		120,947	
15	99,254	128,842	
16		130,219	
17		132,285	Jersey Consultant Max
18		139,171	Jersey Discretionary Award
19		146,059	
20	105,042	159,455	
Plus CEA	Local award up to £36,142		

Jersey previously retained an historical link to the UK Doctors and Dentists Remuneration Board (DDRB) and consequent link to the pay deals imposed by the Department of Health. However, a decision was taken to delink from the UK and a 3-year pay deal (2017-2019) was negotiated and agreed through SEB, and approved by Treasury. It is anticipated that future pay awards will be dealt with in a similar way.

In the UK there is a Clinical Excellence Award Scheme (CEA) in place to reward Consultants who perform “over and above” the standard expected of their role. Awards can be made for both local and national contributions to the NHS. In Jersey we operate a discretionary points process. Those Consultants paid at point 17 or higher are eligible to apply.

2. Consultants in Jersey who participate in on-call rotas outside of normal working hours are recompensed through lieu time “time off” based on the frequency of their on call. eg a 1 in 4 rota is allocated 2 PAs*. For UK Consultants there is a paid supplement and PA allocation for on-call work.

*Consultants work their contracted time on a *Programmed Activity* basis (PA). Each PA is worth 4 hours. So most Consultants are on a 10 PA contract ie work 40 hours per week.

3. Consultants working in Jersey undertake additional programmed activities on an exceptional basis (to cover a specific role i.e. governance lead, Associate Medical Director etc.)
4. Consultants have a 10 PA contract for public work which may be worked flexibly to allow private practice on- and off-site during the normal working week. However, Health and Community Services (HCS) commitments take precedence over private work and Consultants ensure that, except in emergencies, private commitments do not conflict with HCS activities included in their HCS job plan.
5. HCS has a specific “Code of Conduct for Private Practice” with recommended standards for all Consultants.
6. The Jersey context is different to the UK as Jersey General Hospital is the sole hospital in Jersey. All Consultants in Jersey have admitting rights to the Private wing to treat private patients. Within reasonably acceptable limits, HCS may allow private practice to be undertaken alongside a Consultant’s scheduled HCS duties, provided there is no disruption to HCS services. All Consultant operating sessions have the potential for private patient case mix. Private outpatients are seen in private rooms off-site.