

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY M.B. ANDREWS OF ST HELIER NORTH
QUESTION SUBMITTED ON MONDAY 3rd MARCH 2025
ANSWER TO BE TABLED ON MONDAY 10th MARCH 2025**

Question

“Will the Minister state the total number of locum and agency staff employed in his Department for each of the last five years and, for each year, the total cost associated with their employment?”

Answer

The number of headcount and shifts worked by agency workers has been routinely prepared since 2023 for medical and nursing staff using electronic roster systems data as part of the Financial Recovery Plan workforce grip and control workstream. The implementation of electronic rosters and analytics for other staff groups, such as allied health professionals and social workers, is ongoing and the data will be available in due course.

Also, for the purpose of this question ‘locum’ was considered as a member of staff employed on zero hours contract and paid through Government of Jersey payroll. As a result, this answer does not include these staff as this information is not routinely prepared and would take a significant (approx. 1 week of 1 FTE) amount of manual effort to prepare. Instead, this answer applies only to staff engaged via an agency.

Please note that contingent labour (locum or agency) may be engaged for anything from 1 shift to multiple years. A ‘shift’ varies in number of hours dependant on the rosters and pay group and can be up to 12 hours.

The number of agency staff and spend for medical and nursing is as follows:

Table 1 - Agency spend and resource by year

Year	Total Spend (All pay groups) £000	Medical Staff Total individuals	Medical Staff Total shifts	Nursing Staff Total individuals	Nursing Staff Total shifts
2020	13,483				
2021	12,646				
2022	18,737				
2023	30,295	167	10,399	410	22,527
2024	21,711	106	7,936	322	16,955
2025 (Year to Feb)	2,082	35	943	75	1,325