

22.12.12

10 Deputy M.B. Andrews of the Chair of the States Employment Board regarding premiums paid to staff in Health and Community Services who fill vacancies on a short-term basis (WQ. 126/2022)

Will the Chair explain what premiums, if any, are paid to staff in Health and Community Services who are filling vacancies on a short-term basis during 2022?

Deputy K.L. Moore (Chair, States Employment Board):

If the Deputy is content, the Vice-Chair, the Constable of St. John would like to answer the question.

The Bailiff:

Yes, if the Deputy does not mind?

Connétable A.N. Jehan of St. John (Vice-Chair, States Employment Board - rapporteur):

H.C.S. (Health and Community Services) has 2 approaches to filling vacancies on a short-term basis, both of these being used during 2022. They either use external, interim or locum workers or offers acting-up opportunities to existing staff within the organisation. For interim roles, no specific premiums are paid to individuals other than the agreed day rate, which is higher than that of the permanent rate to offset lack of paid annual leave. The acting-up roles offer the difference between their substantive role and the role that they are filling at the time.

4.10.1 Deputy M.B. Andrews:

Would there be any quantitative data that could be made available to me in private about this?

The Connétable of St. John:

We can try and find that. I can tell the Deputy, for example, that H.C.S. have spent £8 million on zero hours bank staff up until the end of October, but I am happy to share details with him if he asks a specific question.

4.10.2 Deputy G.P. Southern:

I think I may have heard the answer in his previous answer but what information is shared with Health and Community Services of the use of the bank nurses?

The Connétable of St. John:

I am not quite sure, Deputy. The information that we get at S.E.B. (States Employment Board) comes from H.C.S. in terms of what they have used, so it is H.C.S. that tell us how many hours they have used.