

19-21 Broad Street | St Helier
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Deputy Rob Ward
Chair, HSS Panel
BY EMAIL

27 June 2023

Dear Chair,

Re: Re: Quarterly Hearing - Residual Questions

Further to my letter dated 22 June, please see final responses to questions 5 and 6.

5. Further data on the status of recruitment within HCS and any identified trends.

The overall vacancy rate in HCS at the end of May 2023 is 17% which is a slight increase from March 2023 when it was 16%.

Between October 2022 and May 2023, we have seen an increase in WTE staff in post of 61 and an overall increase in vacancies of 57 WTE.

HCS totals	Oct-22	May-23	Difference
Total establishment (WTE)	2591	2709	+118
Total in post (WTE)	2168	2229	+61
Total vacancy (WTE)	423	480	+57
Total vacancy rate (%)	16%	17%	

Over this period there has been an increase in the funded establishment of all staff groups (except manual workers) as more clinical roles have been agreed to support the delivery of new services. The biggest impact of this investment has been seen in increasing nurses in Mental Health services and the Medical Care Group. There has also been a significant investment in the number of new Allied Health Professional Civil Servant roles (such as Occupational Therapists, Psychologists and Psychological Therapists) in mental health inpatient services

Funded Establishment (WTE)			
	Oct-22	May-23	Difference
Nursing	691	724	+33
HCA	400	422	+22
Civil Servants	917	974	+57
Medical	229	243	+14
Manual Workers	357	346	-11
Total	2594	2709	+119

Recruitment to vacancies across HCS is a major focus of activity. A series of rapid workstreams have been established to review end to end process of recruitment, quality of job advertisements, job descriptions, and the approach to recording cohorts of candidates to fill roles. In addition, a microsite describing working in HCS will be developed and specialist recruitment agencies engaged to target hard to fill long standing vacant roles.

As described above, the Mental Health services have had a significant increase in funded establishment during this period across nurses, Allied Health Professionals, and Psychiatrists. It is well known that these roles are all hard to fill across all health jurisdictions and, in response, a focussed recruitment campaign for mental health roles is expected to be launched shortly, utilising social media and specialist recruitment agencies to target all vacant roles in Mental Health Services

We continue to have medical vacancies in specialist areas such as rheumatology and ophthalmology. We are engaging with specialist recruitment agencies to find suitably experienced candidates to fill these vacancies.

6. An update on St Saviour Hospital programme of works/timeline.

The building works to refurbish Clinique Pinel in order to relocate Orchard House is due to be completed at the end of July. This includes the development of the new intensive care area and the Article 36 suite. It is anticipated that once the completed building is handed back to the service, there will be a period of snagging / cosmetic decoration and some preparation for staff to work within the new clinical area. We therefore currently anticipate – subject to any further delays - that Orchard House will transfer to the refurbished building towards the end of August, and the Article 36 suite and new Mental Health Tribunal Suite will become operational at that time. Work is currently underway with service user groups to prepare for the move and seek their engagement in the planned decoration of the ward.

I trust the above addressed all the Panel's question following the Quarterly Hearing.

Yours sincerely,

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