

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICE  
BY DEPUTY D.J. DE SOUSA OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 1st MARCH 2011**

**Question**

“Is the Minister satisfied that the recent release of the salary of the Hospital Managing Director has not damaged the morale of her department, and does she consider that her and her Assistant Minister’s amendment in the media has repaired any damage to staff morale?”

**Answer**

It is often difficult to assess levels of morale, particularly in large and diverse organisations such as Health & Social Services. There are many variables that may impact upon staff morale including the working environment, staff vacancies, surges in demand for services and pay and conditions.

We are very fortunate in that we have highly motivated staff who work long hours in often difficult and demanding conditions. I am aware that there are issues of low morale in some areas of my Department. I know when I talk to staff of all grades that they are working extremely hard to deal with winter pressures and meet the demands of the comprehensive spending review which will see efficiencies of £3.7m this year in Health & Social Services. Some pay groups are also in sensitive pay negotiations at this time.

The recent disclosures regarding costs relating to contracting the services of the current managing director have inevitably lead to concern from some members of both staff and public during these straitened times. Levels of remuneration, especially for senior figures that are expected to lead and direct large complex areas of service should be subject to scrutiny.

The Assistant Minister and I have attempted to provide as much clarification on this issue as is possible and welcome the involvement of the Comptroller and Auditor General to review this issue further. It is my intention to seek to secure the highest calibre individuals, fit to lead in times of change so that the people of Jersey receive the services they deserve. I look to my Chief Officer and Executive Directors to advise me on these issues and the appropriate remuneration to achieve this goal.

I regret that recent misinformation about this issue and incorrect assertions about the suspensions of senior clinical staff have had an impact upon staff morale.

In previous answers I have referred to the recent Verita follow up report, which has pointed to the positive impact on patient services and staff working conditions that have resulted from the leadership of our Managing Director, his colleagues and our committed staff group. It is my belief that this will have had a positive impact on staff morale in building towards a positive future for our Hospital and our colleagues who work there.