

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES  
BY DEPUTY L.V. FELTHAM OF ST. HELIER CENTRAL  
QUESTION SUBMITTED ON MONDAY 26<sup>th</sup> SEPTEMBER 2022  
ANSWER TO BE TABLED ON MONDAY 3<sup>rd</sup> OCTOBER 2022**

**Question**

Will the Minister advise –

- (a) whether all sections of her department are adequately staffed;
- (b) whether any departmental areas are currently overstaffed and, if any are, outline those areas and the extent of the overstaffing;
- (c) whether any departmental areas are currently understaffed and, if any are, outline those areas and the extent of the understaffing;
- (d) whether staffing levels within the hospital are adequate; and

will she further advise how many vacant posts, if any, there currently are within her department and whether the number of vacancies could increase the risk that services cannot be provided in a safe and timely manner?

**Answer**

- a) Staffing levels are set by individual areas in accordance with meeting actual need. There are some areas of the service which continue to experience challenges with recruitment to meet agreed staffing levels. These areas are theatres, older adults mental health, radiology and, most recently, maternity. Where possible, vacancies are covered with temporary staff.
- b) No areas are overstaffed and as stated in a), all areas have an agreed staffing compliment. However, from time to time we do expect staff to be redeployed to clinical areas where a higher level of staffing is needed to meet actual patient need and dependency. As such, areas could, on occasion, be seen to exceed their agreed compliment.
- c) In the main there are no areas which are understaffed except for those areas mentioned in a).

Staffing reviews have indicated that the funded establishment for Theatres and Sandybrook Nursing Home are below the required levels. For Theatres, a business case has been developed and submitted for additional funding to bring their staffing levels up to those recognised by the AFPP (The Association for Perioperative Practice). For Sandybrook Nursing Home, a business case has been developed to increase the establishment for both Registered Nurses and Health Care Assistants to cover absence; such as annual leave, sickness absence and training.

The business cases for these areas have been approved by the Council of Ministers and now await the approval of the States Assembly through the Government Plan process before recruitment can commence.

- d) As with all areas, staffing levels are set by individual areas within the hospital to meet actual need. Daily reviews are undertaken to ensure that the levels of staffing within the hospital can meet actual patient need and dependency. In addition to these reviews, all clinical staff working in the hospital are

on the e-roster system which utilises a “Safe Care” module which aids with ensuring safe levels of staffing.

*Note: The below follows the Minister’s original response to Written Question 195/2022 submitted to the States Greffe on Monday 3 October 2022 in which the Minister requested additional time to compile the necessary data as well as having committed to share the following:*

- 1) *Number of posts by grade within each area; and*
- 2) *Of the above, how many are vacant; and*
- 3) *Of the above, how many are out to recruitment; and*
- 4) *If the vacancies in the areas identified above are considered a potential risk to safety and/or timely delivery of care to patients.*

Vacancies are currently mitigated by the engagement of agency and locum staff. Where there is an over reliance on these due to an inability to recruit permanent staff, this has the potential to affect the quality of care which some patients receive and the timeliness of such. Every attempt is made by managers and staff to reduce any impact and the reliance on agency and locums.

#### **Medical Services Care Group**

<b>Staff Group</b>	<b>WTE in post</b>	<b>WTE Vacancies</b>	<b>Of which are offered and accepted</b>	<b>Of which are earlier in the recruitment process</b>	<b>Additional Comments</b>
<b>Medical Staffing</b>	59	18	9	9	
<b>Registered Nurses</b>	192	28	13	12.5	
<b>Health Care Assistants</b>	94	15	2	13	
<b>Civil Servants</b>	108	8	0	2	

### Surgical Services Care Group

Staff Group	WTE in post	WTE Vacancies	Of which are offered and accepted	Of which are earlier in the recruitment process	Additional Comments
Medical Staffing	49	13	3	10	
Registered Nurses	178	45	8	37	This includes the vacancies in Theatres (15 WTE) which are challenging to appoint to. Additionally, this includes the newly created surgical floor (8 WTE) which are currently covered by agency.
Health Care Assistants	67	8	1	7	
Civil Servants	108	28	3	19	This includes the Radiographer vacancies (12.5 WTE) which are challenging to appoint to. It is expected that these will be covered by agency.

### Mental Health Care Group

Staff Group	WTE in post	WTE Vacancies	Of which are offered and accepted	Of which are earlier in the recruitment process	Additional Comments
Medical Staffing	14	4	0	4	Psychiatry posts which are challenging to appoint to are currently covered by agency.
Registered Nurses	74	25	4	21	Agency are currently being used to cover key vacant roles across Mental Health.
Health Care Assistants	55	6	1	5	
Civil Servants	99	26	4	20	

### Social Care Group

Staff Group	WTE in post	WTE Vacancies	Of which are offered and accepted	Of which are earlier in the recruitment process	Additional Comments
Registered Nurses	13	8	6	2	
Health Care Assistants	91	22	0	22	
Civil Servants	55	15	3	6	

### Women's and Children's Care Group

Staff Group	WTE in post	WTE Vacancies	Of which are offered and accepted	Of which are earlier in the recruitment process	Additional Comments
Medical Staffing	30	7	0	7	
Registered Nurses	80	14	0	14	Vacancies are currently covered by agency.
Health Care Assistants	20	2.5	0	2.5	
Civil Servants	11	3	0	3	

### Non-Clinical Support Services

Staff Group	WTE in post	WTE Vacancies	Of which are offered and accepted	Of which are earlier in the recruitment process	Additional Comments
Manual workers	249	20	1	19	
Civil Servants	116	19	2	16	

### Civil servant roles across other areas of HCS

Staff Group	WTE in post	WTE Vacancies	Of which are offered and accepted	Of which are in the earlier recruitment process	Additional Comments

<b>Civil Servants</b>	230	41	3	36	This includes Pharmacy roles (5 WTE) which are currently covered by agency.
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