

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 10th JULY 2012**

**Question**

“Will the Minister expand on her answers to oral question 6960 of 26th June 2012 by providing –

- (a) a list of all current unfilled FTE posts across all departments in Health and Social Services(HSS), whether currently advertised or not, along with their respective grades;
- (b) a similar list of the additional 145 FTE posts needed in 2013 to start to deliver the new HSS strategy, including the increases to be delivered by the third sector, and advise whether any additional outsourcing has already taken place: and,
- (c) a list of those clinical staff approaching retirement by the end of phase 1 of the strategy in 2015?

Will the Minister further inform members whether she realistically expects to be able to deliver these posts by 2015 under the current public sector wage offer of 0% for 2012, 1% unconsolidated for 2013 and up to 3% subject to changes of terms and conditions for 2014, and if not, why not?”

**Answer**

- a) a list of current vacant FTE posts in HSSD is below. 196 vacancies out of a total workforce of 2311 FTE represents a vacancy rate of approximately 8.5%. HSSD cannot provide more detailed information about the status of these posts without undertaking a time intensive cross referencing process that will divert essential resources from priority tasks.

	<b>FTE vacant: 03 July 2012</b>
Ambulance	1.0000
Civil Servants	63.1250
Doctors	6.3200
Nursing and Midwives	81.1390
Family Support Workers	1.2033
Registered Childcare Officers	11.4607
Manual Workers	31.4380
	195.6860

- b) i) a list of additional posts potentially required to deliver the initiatives outlined in the White Paper is attached. This is a working document. It will change, subject to the States debate and the ongoing refinement of the White Paper business cases, hence the total FTE listed is different to that referred to in Question 6960.

- b ii) It has been clearly established that HSSD envisages that the Third Sector and other providers will have an active role in delivering new and/or extended community based health and social services. This will almost inevitably require the organisations that are successful at tender to increase their staff numbers, but that is a decision for those organizations not for HSSD.

It is possible that some of the new roles outlined in b i) may work out of third party organization as opposed to HSSD but this level of detail is not known at this early stage.

- b iii) HSSD already outsources a range of services to Third Sector organisations, such as FNHC, and has historically always done so.
- c) the number of medical staff due to retire by 2015 is 7. HSSD cannot produce a list of all clinical staff, including medical staff, due to retire without diverting essential resources from priority tasks.

Issues relating to the public sector wage offer form part of ongoing negotiation and discussion between the States and Trade Unions. Until these are concluded and the outcome known I cannot comment on the potential impact, if any, on staff recruitment.

**Potential additional staffing requirement associated (2013 – 2015)**

Service area	Staffing skills required
<b>EARLY INTERVENTION</b>	<ul style="list-style-type: none"> <li>• Midwifery</li> <li>• Nursing</li> <li>• Health Visitor</li> <li>• Family Support Workers</li> <li>• CAHMs 'Early Years' co-ordinator</li> <li>• Therapy</li> <li>• Crèche workers</li> </ul>
<b>Potential FTE</b>	<b>11.10</b>
<b>SWS - SERVICES FOR CHILDREN</b>	<ul style="list-style-type: none"> <li>• Fostering co-ordinators</li> </ul>
<b>Potential FTE</b>	<b>2.00</b>
<b>ALCOHOL</b>	<ul style="list-style-type: none"> <li>• Consultation nursing and nursing</li> <li>• Hospital consultant</li> <li>• HCA</li> <li>• Social work</li> <li>• Admin</li> </ul>
<b>Potential FTE</b>	<b>6.8</b>
<b>IMPROVED ACCESS TO PSYCHOLOGICAL THERAPY</b>	<ul style="list-style-type: none"> <li>• High intensity workers</li> <li>• Psychological Well-being Practitioners</li> <li>• Admin</li> </ul>
<b>Potential FTE</b>	<b>14.00</b>
<b>DEMENTIA</b>	
Personalisation agenda and promotion of health and wellbeing	<ul style="list-style-type: none"> <li>• Independent advocacy</li> <li>• Nursing</li> </ul>
Active Ageing and Wellbeing Centre	<ul style="list-style-type: none"> <li>• Centre Manager</li> <li>• Centre Workers</li> </ul>

Memory Assessment and Support Service	<ul style="list-style-type: none"> <li>• Community Psychiatric Nursing</li> <li>• Psychologist</li> <li>• Associate Specialist</li> <li>• Consultant Geriatrician</li> <li>• Admin</li> </ul>
Treatment Services	<ul style="list-style-type: none"> <li>• Social work</li> <li>• Social work</li> <li>• Admin</li> <li>• Community Psychiatric Nursing (recruitment 2017)</li> <li>• Occupational Therapists</li> <li>• Psychology</li> </ul>
Care Co-ordinators	<ul style="list-style-type: none"> <li>• Mental Health Professionals</li> <li>• Social work</li> </ul>
Carers Support	<ul style="list-style-type: none"> <li>• Psychology Assistants</li> <li>• Peer Support Network</li> </ul>
Hospital and Care Home liaison/in-reach	<ul style="list-style-type: none"> <li>• Community Psychiatric Nursing</li> </ul>
<b>Potential FTE</b>	<b>35.00</b>
<b>INTERMEDIATE CARE</b>	
24/7 Community Respite Services - Step Down / Step Up Service	<ul style="list-style-type: none"> <li>• Intensive Home Care Support</li> <li>• HCAs</li> <li>• Nursing</li> </ul>
Rapid Response Team	<ul style="list-style-type: none"> <li>• Social work</li> <li>• Occupational Therapist</li> <li>• Physiotherapist</li> <li>• Occupational Therapist Assistant</li> <li>• Team Assistants</li> <li>• Nurse</li> <li>• HCAs</li> </ul>
Re-ablement Team (recruitment 2016 - 2018)	<ul style="list-style-type: none"> <li>• Occupational Therapy and assistant</li> <li>• Speech &amp; Language Therapy</li> <li>• Physiotherapy</li> <li>• Social work</li> <li>• Psychologist</li> <li>• Dietetics</li> </ul>
<b>Potential FTE</b>	<b>95.90</b>
<b>CHRONIC OBSTRUCTIVE PULMONARY DISEASE</b>	
COPD Specialist Team	<ul style="list-style-type: none"> <li>• Nursing</li> <li>• Specialist Nursing</li> <li>• Admin</li> <li>• Dietetics</li> <li>• Physiotherapy</li> <li>• Speech &amp; Language Therapy</li> </ul>
Oxygen Provision	<ul style="list-style-type: none"> <li>• Clinical Physiology</li> <li>• Engineer</li> </ul>
Expert Patient Programme	<ul style="list-style-type: none"> <li>• Programme Manager</li> </ul>

Pulmonary Rehabilitation	<ul style="list-style-type: none"> <li>• Physiotherapy</li> <li>• Physiotherapy</li> <li>• Rehabilitation Assistant</li> </ul>
<b>Potential FTE</b>	<b>8.67</b>
<b>SWS - LONG TERM CONDITIONS</b>	
Diabetes - Specialist Team (Consultant Physician Lead)	Nursing
CHD - Clinical Investigations Dept	Admin, Clinical Physiologist, Engineer
<b>Potential FTE</b>	<b>4.75</b>
<b>END OF LIFE</b>	<ul style="list-style-type: none"> <li>• Palliative Care Associate Specialist</li> <li>• GP</li> <li>• Admin</li> <li>• Nursing</li> <li>• Nursing</li> <li>• Nursing</li> <li>• Co-ordinator</li> <li>• Admin</li> <li>• Non Medical Prescribing Backfill</li> </ul>
<b>Potential FTE</b>	<b>8.50</b>
<b>CROSS CUTTING WORKSTREAMS</b>	
Workforce Planning	<ul style="list-style-type: none"> <li>• Leadership / Management Training</li> <li>• Admin</li> <li>• Lean Trained OD Practitioner</li> <li>• Communications</li> </ul>
Informatics and Infotech	<ul style="list-style-type: none"> <li>• Development Information Team Management and support</li> <li>• Technical editor</li> </ul>
Procurement	<ul style="list-style-type: none"> <li>• Commissioning team</li> </ul>
<b>Potential FTE</b>	<b>10.00</b>