

2.17 Deputy T.M. Pitman of the Minister for Health and Social Services regarding the new Health Director's remuneration:

Following her statement during the meeting of 1st March 2011 that she cannot remember if the issue of the new Health Director's previous salary had been discussed or considered prior to the award of his Jersey remuneration, will the Minister now clarify whether or not this was done and, if not, why not.

The Deputy of Trinity (The Minister for Health and Social Services):

I can confirm that the Hospital Managing Director's previous salary and terms and conditions of employment were one of several factors taken into consideration when determining his 2-year contract for services. I would just like to remind Members that the appointment of a Hospital Managing Director was Verita's first urgent recommendation. This is a vital position designed to secure better value and, more importantly, a safer hospital.

2.17.1 Deputy T.M. Pitman:

I thank the Minister for her answer. It is a shame we could not get it last time. While there often will be good reasons such as the high cost of living, *et cetera*, for awarded salaries or contract of services being higher in Jersey, does the Minister agree that analysis of such standard and basic information is crucial in order to ensure that we are comparing like with like in recruiting people to posts and in ensuring value for money for the taxpayers?

The Deputy of Trinity:

Yes, I am happy to confirm that. It also has got to be taken into account, as I said, that this is Verita's first recommendation and it was a very important one and how diverse our hospital services are. So a Hospital Managing Director is and will be a vital post.

2.17.2 Senator S.C. Ferguson:

Will the Minister advise us what specific factors are in the job description for the job of Managing Director of the Hospital, which require a salary so much in variance with the normal salary for such a post?

The Deputy of Trinity:

As I said 2 weeks ago, it is not a salary. It is a contract of services. There has been a lot of media attention to that and I reiterate that; it is a contract of services. The job description was looked at. It was looked at with the Appointments Commission as well as my Chief Officer and the Interim Hospital Director. I go back to it was the first recommendation of Verita and it is an important role to ensure that we have a safe and sustainable hospital and also one that runs into budget.

2.17.3 Senator S.C. Ferguson:

A supplementary, please. What are the specific factors in the job description which require a contract of service so different from the normal level for such a post? The previous post held was at the Radcliffe in Oxford, which I would consider is probably rather more complicated than the Jersey Hospital.

The Deputy of Trinity:

Yes, we did look at the job description and we benchmarked it against U.K. salaries and the experience and the skills that he would bring to that post. It amazes me that

people think like for like. We are of a size and population that would be like a small district hospital but, let me reassure you, the services we offer are not the same as a district hospital because we are so diverse. We provide oncology services, renal services, acute surgery, maternity and intensive care and in some of the district hospitals they would not provide that. We are very diverse.

2.17.4 Deputy A.E. Jeune:

The Minister mentions benchmarking. Would the Minister be kind enough to furnish Members with information as to where we will find evidence of comparable packages elsewhere?

The Deputy of Trinity:

As I stated in my answers to written questions 2 weeks ago, we did do benchmarking against district hospitals and trusts.

2.17.5 Deputy A.T. Dupré of St. Clement:

This morning on BBC television there was a gentleman there who was a professor on pay awards in England and he was saying that you need to pay to get the best. Can I ask the Minister is this her opinion too?

The Deputy of Trinity:

Yes. I keep going back to it, but people perhaps do not realise how diverse we are. Health and Social Services includes areas like special needs, mental health and the community as well as children's services; acute services are the same and oncology and renal. These are specific services which we do need to provide on-Island because patients, quite rightly, would not want to go to the U.K. But the small district hospitals would not provide them because they would go to bigger centres, either foundation trusts or other district general hospitals. So we are very diverse. We have got the right man in the right place at the right time.

2.17.6 Deputy R.G. Le Hérissier:

Would the Minister not admit that a fatal error or a major error was committed by not reforming the management and by her making a statement that the management in H. and S.S. would remain intact?

The Deputy of Trinity:

I do not know if I said that. If the Deputy says I said that, I must have done. I would like to know in what context. I think that would be important. I still go back to that the Hospital Director was one of the first and most important recommendations made by Verita and when they came back for the follow-up visit they made particular reference to the Hospital Director and the good work that he has done and putting into place different policies, which are important to give a safe and sustainable hospital.

2.17.7 Deputy T.M. Pitman:

Thank you, Sir; though if Senator Ferguson has already tried I do not know if it is worth it. When the Minister is talking about benchmarking, could she please try and clarify how we arrived at this central figure of an £80,000-plus increase in salary for the Jersey post as to where the gentleman was employed before? It does not seem to add up.

The Deputy of Trinity:

£80,000, to what figure is he referring? That is important. They were benchmarked, as I said, against other district hospitals and foundation trusts, as I mentioned in 2 or 3 written questions 2 weeks ago.