

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
QUESTION SUBMITTED ON MONDAY 12th JULY 2021
ANSWER TO BE TABLED ON MONDAY 19th JULY 2021**

Will the Minister inform members of –

- (a) the full complement of staff required to run the full range of services offered by his department in the hospital, in the community and in social services;
- (b) the number of vacancies in these areas in the latest month for which figures are available;
- (c) the number of locum or agency workers currently engaged in delivering these services;
- (d) the additional cost of using such locum or agency workers compared with the employment of full-time staff in those positions;
- (e) the estimated total annual cost for 2021 of using such locum or agency workers; and
- (f) the total annual cost of using such workers over each of the previous 5 years?

Answer

- a) 2,458.12 full-time equivalents (FTE)
- b) 199.24 FTE
- c) 92.00 FTE

(d) the additional cost of using such locum or agency workers compared with the employment of full-time staff in those positions;

The premium charged for the use of agency and locums for the backfill of HCS posts is dependent on a number of variables including agency, level of post, duration, and individual negotiations based upon skills and experience etc. Based upon recruitment agency rates, this can range from 30% to 40%. Therefore, in calculating the premium across HCS for agency and locum staff, an average of 35% has been applied to represent a realistic mean of the additional expenditure above substantive costs.

This gives a forecast figure for the 2021 financial year of £2,914,625.

(e) the estimated total annual cost for 2021 of using such locum or agency workers;
£8,327,500

and

(f) the total annual cost of using such workers over each of the previous 5 years?

2021 (forecast): £8,327,500
2020: £10,927,182
2019: £11,688,938
2018: £11,622,946
2017: £10,860,856
2016: £6,101,164