

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 6th OCTOBER 2009**

**Question**

Following the decision to allocate additional funding in the Annual Business Plan 2010 to recruit more nurses to the service, will the Minister outline what representations, if any, she will make to the Chief Minister and the States Employment Board to improve terms and conditions for nurses in order to increase recruitment and retention rates and decrease the vacancy rate.

Would the Minister consider the case for a substantial pay award to improve nurse recruitment?

**Answer**

Officers in my department and the Chief Minister's department are currently actively working together to address the size of the nurse recruitment and retention problem and possible solutions. The nursing unions are aware of this. Once this work is complete, I propose to discuss the conclusions with the States Employment Board.

It is too early to say what solutions may be necessary to any problem which is identified. This is a complicated matter involving issues concerning working conditions, staffing levels, accommodation standards, cost of housing and childcare, recruitment methods, pay and conditions of service etc. It is not possible at this stage to say whether a general pay increase to all nurses is an appropriate solution.