

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES  
BY SENATOR S.C. FERGUSON  
ANSWER TO BE TABLED ON TUESDAY 1st DECEMBER 2009**

**Question**

“Given that in the UK consultants are given merit awards which are awarded by a peer group, what mechanism, if any, exists in Jersey to be competitive with this and how, and by whom, is it awarded?”

**Answer**

The UK merit award system changed some time ago to one of clinical excellence awards with 12 levels of award. In England levels 1-8 are awarded locally and 10-12 (silver, gold and platinum) are awarded nationally in England and Wales. Level 9 (bronze) can be awarded locally or nationally.

It was recognised during negotiations for the new Jersey Consultant contract in 2003/4 that similar awards should be introduced but that due to the difficulties in making awards within a small body of Consultants it was preferable to assimilate levels 1-9 into the new Jersey Consultant 20 point pay scale which rises up on an annual basis to point 17 subject to satisfactory performance against set criteria, without application.

Progression to points 18 and 19 are by formal application Consultants are required to provide evidence of achievements against the set criteria.

Progression to point 20 on the scale is by formal application with additional criteria.

- Provide evidence in support of the claim against set criteria
- Completion of 20 years service as a Consultant
- Demonstration of significant achievements in such areas as effective and efficient resource utilisation; rapport with all stakeholders; strategic awareness

Increment 20 can be removed in the light of poor performance against the performance criteria.

The award of increments 18-20 is by formal written application to a panel consisting of all 3 Clinical Managers (Surgery, Medicine and Mental Health) to ensure consistency across the 3 areas along with the Medical Director and the Senior Human Resources Officer for Health and Social Services. The award also requires the signed endorsement of the Chief Executive for all such awards.

This Jersey system has since been commended by the British Medical Association as it cuts out the bureaucracy of the UK system.