

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY R.G. LE HÉRISSEIER OF ST. SAVIOUR
ANSWER TO BE TABLED ON MONDAY 20th JUNE 2011**

Question

How does the role of Medical Staffing Officer differ from that of Human Resources Officers and why is there a need for a separate role?

Answer

Medical staffing officers deal with doctors and do not deal with any other staff groups; Human Resources (HR) Officers deal with all matters relating to other staff groups but do not deal with doctors. This model ensures the optimum impact and value for money for both teams.

Medical staffing recruitment processes, training programmes, contracts of employment, policies & procedures and terms & conditions are very different from, and much more complex, than those of other staff groups for example civil servants. Medical Staffing HR Officers therefore provide a highly specialist HR support function that includes the following:

- controls on hours worked under the junior doctor contract including hours monitoring and pay band allocation
- European Working Time Directive (applicable to junior doctors in training)
- the Consultant Contract including job planning and appraisal
- Staff Grade contract implementation
- maintaining high professional standards including capability and conduct reviews
- medical education & liaison with the Wessex Deanery

All UK based hospital Trusts have dedicated Medical Staffing teams led by expert practitioners who are likely to have at least five years experience in the Medical Staffing function. UK hospitals do not use HR generalists in Medical staffing teams. In Jersey, it is even more important to have an appropriate HR specialist because of the particular challenges associated with recruiting and retaining medical staff in the Island.