

## **2.2 The Deputy of St. Martin of the Minister for Health and Social Services regarding the application of the Health and Social Services Doctors and Dentists Disciplinary Policy:**

Can the Minister advise whether the Health and Social Services Doctors and Dentists Disciplinary Policy of February 2007 has been followed correctly in the case of each of the 4 restricted doctors and that the National Clinical Assessment Service advice had been sought and followed in each case, and can she inform the Assembly whether any of the 4 doctors have started retraining or their training programmes yet and, if not, why not?

### **Deputy A.E. Pryke of Trinity (The Minister for Health and Social Services):**

The processes and procedures outlined in the Health and Social Services policy for the handling of concerns and disciplinary procedures relating to the conduct and performance of doctors and dentists are being correctly applied. In addition, Health and Social Services have consulted the following: the advice of the National Patient Safety Agency's N.C.A.S. (National Clinical Assessment Service) in all 4 cases. The mediation and retraining of each doctor has been discussed with N.C.A.S. This negotiation and discussion process has been in accordance with N.C.A.S.'s 'Back on Track' guidance, which sets out the framework for restoring doctors and dentists to safe professional practice. One doctor has commenced retraining and discussions are ongoing in relation to the others.

#### **2.2.1 The Deputy of St. Martin:**

I thank the Minister. The Minister mentioned that one of the 4 has gone on to retraining. Can the Minister inform Members why the other 3 are not undergoing retraining, particularly as one has been suspended, I think, since 2006?

#### **The Deputy of Trinity:**

I think I have stood up many times and said it is very inappropriate to mention because they can be identified by name, and the States of Jersey do have a duty of care towards their employees and I cannot disclose personal information that is confidential to them.

#### **2.2.2 The Deputy of St. Martin:**

We heard 2 weeks ago when I asked a similar question that 32 locums and £1.7 million has been spent on covering these 4 doctors who are on restricted duties. Has it not reached a time when the Minister may well say: "Well, these doctors, et cetera, are not capable of being retrained and they should be dismissed"? Would that not be a better way out?

#### **The Deputy of Trinity:**

The whole process is taking a long time and it is a long system. But, as I have explained before, resolving these cases is not a quick and easy task. We have to work in accordance with H.R. (Human Resources) best practice and in line with policies imposed by the agencies that regulate the medical profession and we have a responsibility to ensure that all clinicians are fit to practice.