

2016.02.02

5.2 Senator Z.A. Cameron of the Minister for Health and Social Services regarding human resources policies and procedures in place within the Health and Social Services Department:

Could the Minister explain what human resources policies and procedures are in place to ensure the safe recruitment and retention of competent and skilled staff in the Health and Social Services Department?

Senator A.K.F. Green (The Minister for Health and Social Services):

I can confirm that in line with other States departments Health and Social Services uses the States of Jersey recruitment and selection policy, which is compliant with Jersey legislation and relevant good practice guidelines. The requirements of the Jersey Police Disclosure and Barring Service is also part of the process, and also we complied with the guidance of the Jersey Appointments Commission and the Safeguarding Board. H.S.S.D. (Health and Social Services Department) have put additional measures in place relating to specific professional groups, for example, our process for senior medical staff has been peer reviewed and commended.

5.2.1 Senator Z.A. Cameron:

Is the Minister aware of the circumstances surrounding the sudden departure at the hospital of a senior consultant surgeon and if not, why not?

Senator A.K.F. Green:

I cannot discuss individual cases, as well the Senator knows.

5.2.2 Senator Z.A. Cameron:

Is the Minister happy with the current policies and procedures and advices he receives from the H.R. (Human Resources) Department, bearing in mind concerns expressed in the Veritas report into staff recruitment at the hospital and other concerns expressed by many others in a variety of States departments regarding the States of Jersey's disciplinary procedure? That his department is indeed recruiting and retaining the most conscientious skilled staff possible?

Senator A.K.F. Green:

I am happy that our processes ensure that we attract good staff, that we have appropriate interview and selection and vetting processes. I am never happy that we got it right every time because although we work within the processes of course we must review whether, in light of current information either from ourselves or from other hospitals or other countries, whether our processes are right. So it must be under constant review. But I am happy that we are working in a professional business-like manner attracting staff of the appropriate calibre.