

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY K.G. PAMPLIN OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 4th JUNE 2019**

Question

Will the Minister provide an update on staffing levels at the General Hospital from the past 18 months, indicating when and in which departments staffing levels were under capacity and in which departments and on which dates reduced staffing levels coincided with higher than average demand for the services provided by those departments?

Answer

The staffing levels (vacancies) over the past 18 months (October 2017 – April 2019) by department are provided below. It is not possible to provide data or information identifying staffing levels against demand as this data has not previously been captured. As part of the PeopleLink programme across the Government of Jersey, HCS has commenced implementation of e-rostering (an electronic rostering system), across all departments and pay groups, which will enable us to manage our resources in a more transparent and efficient way. For ward areas, as part of this work, we are implementing an additional software package called 'Safe Care'; this will enable us to compare the amount of individual nursing care required per patient and the number of nurses available on the clinical area under scrutiny (ie overall, the sicker and less mobile the patients are in a unit eg intensive care unit, the more nursing care per patient is needed) alongside our staffing levels and bed occupancy, providing assurance in relation to staffing and demand. All wards will be using this system by the end of the year.

October 2017										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	2.6	7.1	1.1	7.8	6.5	3.2	1.6	8.0	N/A	
General	0	0	0.2	11.1	0.5	25.7	14.5	11.9	1	50
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	10.6	11.6
Medical Specialities	23.1	11.4	4.8	8.9	0	0	1	6.7	N/A	
Surgical Services	12	9.2	1.3	3.5	0.7	6.6	0.3	2.8	N/A	
Theatres	19.5	16.8	2	8.7	0	0	3	28.7	N/A	
Therapy Services	2	50	0	0	10	10.1	2.8	21.4	N/A	
Women & Children	5.7	4.7	8.5	30.8	1	100	0.2	1.5	N/A	

November 2017										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	2.6	7.1	0	0	0	0	1.6	8.0	N/A	
General	0	0	0	0	0.5	25.7	14	11.2	1	50
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	9.6	10.5
Medical Specialities	23.1	11.4	6.8	12.7	0	0	2	13.5	N/A	
Surgical Services	14.2	4	0.7	1.9	1.1	10.3	0.7	6	N/A	
Theatres	14.5	12.5	1	4.3	0	0	3	28.7	N/A	
Therapy Services	2	50	0	0	8.8	7.9	2.2	16.7	N/A	
Women & Children	3.8	3.1	10.4	35.1	1	100	0.2	1.5	N/A	

December 2017										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	2.9	7.9	1.1	7.8	7	3.4	2.1	10.2	N/A	
General	0	0	0	0	0.5	25.7	18.6	14.2	1	50
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	10.6	11.6
Medical Specialities	18.1	8.8	4.8	8.9	0	0	1.3	9.1	N/A	
Surgical Services	15.7	12	0.7	1.9	1.9	17.9	0.7	6	N/A	
Theatres	14.1	12.2	1	4.3	0	0	2	19.3	N/A	
Therapy Services	2	50	0	0	10.6	10.6	2.2	16.8	N/A	
Women & Children	3.8	3.1	9.4	31.8	1	100	0.2	1.5	N/A	

January 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	3.3	9.4	2.1	14.9	7.1	3.5	1.6	3.1	N/A	
General	0	0	0	0	0.5	25.7	14.7	11.3	2	100
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	6.6	7.2
Medical Specialities	19.8	9.7	5.4	10	1	75	1	6.8	N/A	
Surgical Services	13.3	10.2	0.7	1.9	1.9	17.9	0	0	N/A	
Theatres	13.7	11.8	1	4.3	0	0	2	19.3	N/A	
Therapy Services	0	0	0	0	17.3	17	4.2	26.2	N/A	
Women & Children	4.1	3.4	7.4	25	1	100	0	0	N/A	

February 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	2.3	6.6	2.1	14.9	5.5	2.7	1.1	5.5	N/A	
General	0	0	0	0	0.5	25.7	15.7	12.1	1	50
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	8.6	9.4
Medical Specialities	22.4	10.8	3.8	7	0	0	0	0	N/A	
Surgical Services	17.1	13.1	0.7	1.9	1.9	17.9	0	0	N/A	
Theatres	11.7	10.1	1	4.3	0	0	1	9.8	N/A	
Therapy Services	0	0	0	0	14.1	13.8	4.1	25.6	N/A	
Women & Children	5.1	4.2	7.4	25	1	100	0.9	9	N/A	

March 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	1.3	3.7	2.1	14.9	8.9	4.2	1.7	8.3	N/A	
General	0	0	0	0	0.5	25.7	17.7	13.7	2	100
Estates & Facilities	N/A		N/A		N/A		1.5	5.5	8.6	9.4
Medical Specialities	21.3	10.3	4.3	8.1	0	0	1	6.6	N/A	
Surgical Services	16	12.3	0.7	1.9	1.9	17.9	0	0	N/A	
Theatres	10.7	9.2	1	4.3	0	0	1.9	17.5	N/A	
Therapy Services	0	0	0	0	13.7	13.3	4.1	25.6	N/A	
Women & Children	5	4.1	7.4	25	1	100	1.6	15.7	N/A	

April 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	1.8	5.2	1.1	7.8	9.9	4.8	1	4.8	N/A	
General	0	0	0	0	0.5	25.7	22	16.8	2	100
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	9.6	10.5
Medical Specialities	23.6	11.4	4.3	7.9	0	0	1.3	8.9	N/A	
Surgical Services	18.8	14.2	2.4	6.3	3.1	25.8	0.3	2.6	N/A	
Theatres	15.6	13.1	2	8.3	0	0	2.1	19.5	N/A	
Therapy Services	0	0	0	0	14.1	13.7	4.3	26.5	N/A	
Women & Children	4.5	3.7	7.4	25	1	100	1.6	15.7	N/A	

May 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	1.8	5.2	1.1	7.8	7.9	3.8	2	9.7	N/A	
General	0	0	0	0	0.5	25.7	22	16.5	2	100
Estates & Facilities	N/A		N/A		N/A		1.5	5.5	8.6	9.4
Medical Specialities	24.7	11.9	4.3	7.9	0	0	1.3	8.9	N/A	
Surgical Services	19	14.4	2.4	6.3	3.1	25.8	0	0	N/A	
Theatres	15.6	13.1	2	8.3	14.2	13.9	2.3	21.3	N/A	
Therapy Services	0	0	0	0	14.2	13.9	4.5	27.8	N/A	
Women & Children	7.5	6.2	6.4	21.6	1	100	1.6	15.7	N/A	

June 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	1.6	4.5	0.1	0.7	13.6	6.5	2.4	11.7	N/A	
General	0	0	0	0	0.5	25.7	23	17.3	2	100
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	8.6	9.4
Medical Specialities	22.9	11	5.1	9.1	0	0	1.3	8.9	N/A	
Surgical Services	19	14.4	2.4	6.3	3.1	25.8	0.6	4.5	N/A	
Theatres	15.3	12.9	2	8.3	3.1	25.8	0.6	4.5	N/A	
Therapy Services	0	0	0	0	13.6	13.3	5.5	34	N/A	
Women & Children	6.8	5.7	6.4	21.6	1	100	0.6	5.8	N/A	

July 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	1.2	3.5	0.1	0.7	19.9	9.2	1.9	9.5	N/A	
General	0	0	0	0	0.5	25.7	22	16.5	2	100
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	6.5	7.1
Medical Specialities	24.7	11.7	2.1	3.7	0	0	0.6	4.3	N/A	
Surgical Services	20	15.1	-3.6	-9.3	3.1	25.8	1.1	8.5	N/A	
Theatres	13	10.8	1	4.2	0	0	1.5	13.8	N/A	
Therapy Services	0	0	0	0	12.6	12.4	5	30.9	N/A	
Women & Children	9.6	8	7.4	25	1	100	0.6	5.8	N/A	

August 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	3	8.3	0.1	0.7	22.5	10.4	2.2	10.8	N/A	
General	0	0	0	0	0.5	25.7	25.6	19	2	100
Estates & Facilities	N/A		N/A		N/A		1.5	5.5	9.5	10.4
Medical Specialities	26.5	12.6	8.4	15.1	0	0	0.6	4.3	N/A	
Surgical Services	19.5	14.7	1.4	3.7	3.1	25.8	2.5	19.7	N/A	
Theatres	13.5	11.2	1	4.2	0	0	1.5	13.8	N/A	
Therapy Services	0	0	0	0	13.6	13.4	4.3	27.8	N/A	
Women & Children	12.3	10	12.4	41.9	1	100	0.6	5.8	N/A	

September 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	3	8.3	1.1	7.8	22.3	10.3	2.5	12	N/A	
General	0	0	0	0	0.5	25.7	27.7	20.4	2	100
Estates & Facilities	N/A		N/A		N/A		-0.5	-1.7	8.5	9.3
Medical Specialities	26.2	12.5	9.5	17.1	0	0	0.5	3.4	N/A	
Surgical Services	19	14.2	0.4	1.1	3.1	26.3	1.7	13.5	N/A	
Theatres	10.1	8.3	1	4.2	0	0	1.5	13.8	N/A	
Therapy Services	0	0	0	0	13.8	13.4	6	37.1	N/A	
Women & Children	8.3	6.8	11.4	38.5	0	0	2.2	20.2	N/A	

October 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	2.6	7.3	1.1	7.3	19.4	8.9	4	18.8	N/A	
General	0	0	0	0	0.5	25.7	29.4	21.7	2	100
Estates & Facilities	N/A		N/A		N/A		-0.5	-1.7	8.5	9.3
Medical Specialities	34.1	15.4	10.8	19	0	0	0.3	2.1	N/A	
Surgical Services	14.7	11	0.4	1.1	2.4	20	0.8	6.6	N/A	
Theatres	10.9	8.9	1	4.2	0	0	1.5	13.8	N/A	
Therapy Services	0	0	0	0	14.7	14.5	5	30.9	N/A	
Women & Children	11.8	9.6	11.6	38.9	0	0	2.2	20.2	N/A	

November 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	1.6	4.5	1.1	7.3	21.7	9.9	4	18.8	N/A	
General	0	0	0.6	31.4	1.5	50.5	27.5	20.5	2	100
Estates & Facilities	N/A		N/A		N/A		0.5	1.9	8.5	9.3
Medical Specialities	37.1	16.7	10.5	18	0	0	0.6	3.9	N/A	
Surgical Services	14.7	11	0.3	0.8	2.4	20	0.6	5.1	N/A	
Theatres	9.9	8.1	1	4.2	0	0	1.2	11.7	N/A	
Therapy Services	0	0	0	0	13.7	13.5	5	32.9	N/A	
Women & Children	10.6	8.7	11.6	38.9	0	0	0.6	5.4	N/A	

December 2018										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	3.2	8.9	1.1	7.3	20.3	9.3	3.5	16.8	N/A	
General	0	0	0	0	1.5	50.5	27.5	20.4	2	100
Estates & Facilities	N/A		N/A		N/A		1.5	5.5	6.5	7.1
Medical Specialities	33.3	15	10.5	18	0	0	1.1	7	N/A	
Surgical Services	16.5	12.4	0.3	0.8	1.4	11.6	0.6	5.1	N/A	
Theatres	11.4	9.3	1	4.2	0	0	1.2	11.7	N/A	
Therapy Services	0	0	0	0	13.1	12.9	5	32.9	N/A	
Women & Children	9.6	7.8	11.6	38.9	0	0	0.6	5.4	N/A	

January 2019										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	5.2	14.5	1.5	10	8.9	4.4	2.1	10.5	N/A	
General	0	0	0	0	0	0	2.8	2.7	0	0
Estates & Facilities	N/A		N/A		N/A		5	16.5	-1	-1.2
Medical Specialities	13.5	6.7	-2	-4.1	0	0	0.5	3.2	N/A	
Surgical Services	3.4	2.8	0	0	-2.5	-30.5	0.5	3.2	N/A	
Theatres	18.5	14.4	0	0	0	0	-0.4	-4.4	N/A	
Therapy Services	0	0	0	0	15.8	14.4	1	9.5	N/A	
Women & Children	1.9	1.6	5.6	18.8	0	0	0	0	N/A	

February 2019										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	4	11.3	1.5	10	8.8	4.3	2.1	10	N/A	
General	0	0	0	0	0	0	2.8	2.7	0	0
Estates & Facilities	N/A		N/A		N/A		5	16.5	-1	-1.2
Medical Specialities	12.9	6.5	-0.7	-1.4	0	0	-0.1	-0.4	N/A	
Surgical Services	2.5	2	1	2.7	-2.5	-30.5	-0.3	-2.7	N/A	
Theatres	18.5	14.4	0	0	0	0	-0.4	-4.4	N/A	
Therapy Services	0	0	4	13.4	16.1	14.8	0	0	N/A	
Women & Children	2.4	2	4	13.4	0	0	0	0	N/A	

March 2019										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	3.1	8.9	1.5	10	24.5	11.1	1.9	9.2	N/A	
General	0	0	0	0	0	0	9.7	9.2	0	0
Estates & Facilities	N/A		N/A		N/A		5	17.1	-1	-1.2
Medical Specialities	12.5	6.2	-1.6	-3.3	1	75.8	-0.1	-0.4	N/A	
Surgical Services	3.8	3.1	1	2.7	-0.5	-5.7	-0.3	-2.7	N/A	
Theatres	15.5	12.1	0	0	0	0	-0.4	-4.4	N/A	
Therapy Services	0	0	4	13.4	15.6	14.1	1	9	N/A	
Women & Children	1.4	1.2	4	13.4	0	0	0	0	N/A	

April 2019										
Department	Nursing & Midwifery		Dr's & Consultants		AHPs		Civil Servants		Manual Workers	
	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%	Vacancy #	%
Diagnostic & Clinical Support	7.3	8.9	1.5	10	22.7	10.3	2.3	11.2	N/A	
General	0	0	0	0	0	0	11.6	10.9	0	0
Estates & Facilities	N/A		N/A		N/A		5	16.5	0	0
Medical Specialities	9.6	4.8	-7.6	-15.7	1	75.8	-1.1	-7.1	N/A	
Surgical Services	6.6	5.4	1	2.7	-2.5	-30.5	0.2	1.5	N/A	
Theatres	15	11.6	1	4.3	0	0	-0.4	-4.4	N/A	
Therapy Services	0	0	0	0	15.5	14.4	0.4	3	N/A	
Women & Children	2.6	2.2	2	6.7	0	0	0	0	N/A	

Note: a) AHPs = Allied Health Professionals (eg occupational therapists, physiotherapists, radiographers).

b) The figures preceded by a minus indicate over establishment – usually for specific pieces of work or where extra resources have been agreed.