

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY M.R. LE HEGARAT OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 16th JULY 2019**

Question

Will the Minister –

- (a) state the number of staff, if any, who have been recruited in the last 12 months in the Health and Community Services Department with responsibility for any form of governance or risk-management;
- (b) provide, for any such recruitment to roles that were newly created within that period, the business cases for such roles; and
- (c) provide, in relation to the roles of Medical Director for Quality and Safety and of Governance and Performance Manager, the following information?
 - (i) When the roles were recruited;
 - (ii) The job descriptions;
 - (iii) The Tier levels;
 - (iv) When and where the roles were advertised; and
 - (v) The recruitment process that was followed for their appointment.

Answer

- (a) There have been no staff recruited within the last 12 months in the Health and Community Services Department with a responsibility for any form of governance or risk-management. However, the department has engaged two interim consultants to assist the department in terms of risk and governance.
- (b) The pay level for the first consultant meant that the prescribed P59 process, which involves approval from the SEB, was followed. Such interim posts do not require a full business case, but the P59 document for this appointment noted: ‘This is a consultancy role to provide expertise and support for a limited period given the current level of risk being carried by the department. The consultant will also assist the organisation with implementation of appropriate measures to manage and reduce risk and improve governance.’

The pay level for the second appointment was such that it did not require P59 approval and the appointment was made under the delegated powers of the Director General at Health and Community Services.

- (c) i) The role of Associate Medical Director for Quality and Safety was filled on 1 July 2019. The role of Governance and Performance Manager has been performed by the second interim consultant referred to above since 1st April 2019.
- ii) The Associate Medical Director for Quality and Safety is responsible for leading the Quality and Safety Care Group delivering the objectives of the Quality and Safety agenda across the whole of HCS.

The Interim Manager is tasked with: developing and co-producing a risk and governance framework and integrated performance report for HCS; assisting corporate teams in developing oneGov information dashboards; developing Care Group information dashboards; validating and interrogating

HCS performance and operational data and acting as operational lead for information support to the HCS Executive Team.

iii) The Associate Medical Director for Quality and Safety role is positioned at Tier 3 in the HCS structure

iv) The role of Associate Medical Director for Quality and Safety was advertised internally as part of the TOM (target operating model) w/c 1 April 2019 and the closing date for expressions of interest was 12 April 2019, with interviews taking place on 23 April 2019; the role consists of additional Programmed Activity (PAs) for an existing medical consultant.

v) The normal States of Jersey recruitment process was followed for the appointment to the role of Associate Medical Director for Quality and Safety. The interim manager post was filled from 1st April with the postholder interviewed by the then Head of Health Modernisation.