

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY SENATOR PALLET
QUESTION SUBMITTED ON MONDAY 4th OCTOBER 2021
ANSWER TO BE TABLED ON MONDAY 11th OCTOBER 2021**

Question

Will the Minister provide the following information in respect of the Adult Mental Health Services –

- (a) the total number of positions/roles within Adult Mental Health Services under the States of Jersey Target Operating Model as of 1st September 2021;
- (b) the total number of vacancies that exist within the positions/roles provided in response to paragraph (a) as of 1st September 2021;
- (c) a full and comprehensive list of all positions/roles within Adult Mental Health Services, stating the title of the position/role, the nature of employment (i.e. full, part-time, etc.) and whether the position was vacant on 1st September 2021; and
- (d) the total cost of providing locum, bank staff or temporary staff to cover vacancies within Adult Mental Health Services between 1st January 2021 and 1st September 2021; and whether this cost was covered from within existing budgets and, if so, from which budgets?

Answer

Answer		
a)	Total FTE in Adult Mental Health Services	314.31
b)	Total FTE vacancies in Adult Mental Health Services (recruitment planned)	66
	18 vacancies are covered by agency nurses, 4 by medical agency staff, with 20 other agency staff (such as social workers). There is significant recruitment activity against the vacancies with 27 roles about to go out to advert and a further 23 posts at more advanced stages of recruitment (ie out to advert, interview or job offered). A revised approach to recruitment campaigns for social workers involves HCS engaging with Highlands College and its future social work graduates about working for HCS.	
c)	See list below	
d)	Total cost of providing bank/locum staff to cover vacancies (£)	506,607
	Total cost of providing agency staff to cover vacancies (£)	1,410,723
	Total cost of providing temporary cover to vacancies (£)	1,917,330
	Covered from existing Mental Health budgets which have underspend against vacant establishment.	

Full list of positions/roles in Adult Mental Health

Post Description	Full Time FTE	Part Time FTE	Vacancy FTE	Grand Total
Admin and Clerical Staff	1.00		1.00	2.00
Administration Assistant		0.54	1.00	1.54
Administrative Services Manager	1.00			1.00
Administrator	1.00			1.00
Advanced Clinical Practitioner A and D	1.00			1.00
Arrest Referral Officer	1.00			1.00
Assistant Clinical Psychology		0.61		0.61
Assistant Psychologist	2.00			2.00
Associate Specialist Psychiatry	1.00			1.00
Capacity and Liberty Assessor	4.00			4.00
CLA / Trainer			1.00	1.00
Clinical Lead	1.00	1.38		2.38
Clinical Lead, Crisis			1.00	1.00
Clinical Lead, Home Treatment Team			1.00	1.00
Clinical Nurse Spect/Dep TL Supp Doc	1.00		1.00	2.00
Clinical Psychologist	5.00	1.35	2.13	8.48
Clinical Psychologist Older Adult Com MH	1.00			1.00
Clinical Psychologist Special Needs	2.00		1.00	3.00
Community Liaison Nurse Lead	1.00			1.00
Community Partner	1.00		3.00	4.00
Consultant	5.00	0.80	1.00	6.80
Consultant Alcohol and Drug Dual Diag.	1.00			1.00
Consultant in Old Age Psychiatry	2.00			2.00
Consultant Nurse	1.00			1.00
Consultant Psychologist (Forensic)			1.00	1.00
Counsellor	1.00	0.43	2.76	4.19
CSDL Implementation Lead			1.00	1.00
Deputy Mental Health Law Administrator	1.00			1.00
F2 - Psychiatry	1.00		0.60	1.60
General Manager - Mental Health	1.00			1.00
Head of Mental Health			0.20	0.20
Healthcare Assistant - Beech Ward	20.00	3.05		23.05
Healthcare Assistant - Cedar Ward	13.00	0.84		13.84
Healthcare Assistant - Orchard House	15.00		2.00	17.00
Healthcare Asst Community Care Elderly		0.80		0.80
Junior Doctor - F1	1.00			1.00
Lead Allied Health Professional - Mental	1.00			1.00
Lead Nurse - In Patients	2.00			2.00
Lead Nurse - Mental Health	1.00			1.00
Lead Social Worker	1.00			1.00
Medical Secretary	2.00	0.57	3.43	6.00
Medical Secretary - Psychology Services			1.00	1.00
Medical Secretary Alcohol and Drugs	1.00			1.00

Mental Health and Capacity Law Admin	1.00	0.68	0.32	2.00
Mental Health Improvement Lead	1.00			1.00
Needle Exchange Worker		1.04		1.04
Nurse Specialist - Substance Misuse	1.00	1.01		2.01
Nurse Specialist Substance Misuse Detox	1.00	1.00		2.00
Nurse Team Leader	1.00		0.50	1.50
Occupational Therapist	1.00		1.00	2.00
Occupational Therapist - Memory Clinic	1.00			1.00
Occupational Therapy Assistant	1.00			1.00
Office Manager		0.68	0.32	1.00
Office Manager - Psychological Services	1.00			1.00
Practice Development Nurse	1.00			1.00
Primary Care Support Worker	5.00			5.00
Psychological Therapist	5.00			5.00
Psychological Wellbeing Practitioner	3.00			3.00
Psychologist - Memory Clinic		0.81	0.19	1.00
Receptionist/Administrative Assistant	2.00			2.00
Secretary/Admin	5.00			5.00
Senior Health Care Assistant	3.00			3.00
Senior Healthcare Assistant	15.00		3.00	18.00
Senior II Occupational Therapist			2.00	2.00
Senior Nurse Orchard House	1.00			1.00
Senior Practitioner	1.00			1.00
Senior Practitioner/Authorised Officer	4.00			4.00
Senior Primary Care Support Worker	4.00			4.00
Senior Psychological Therapist	2.00	0.81	1.19	4.00
Senior Sister/Charge Nurse - Beech Ward	1.00			1.00
Senior Sister/Charge Nurse - Maple Ward			1.00	1.00
Senior Sister/Charge Nurse - Oak Ward	1.00			1.00
Senior Staff Nurse - Beech Ward	11.00	0.61		11.61
Senior Staff Nurse - Cedar Ward	8.00	0.75		8.75
Senior Staff Nurse - Orchard House	9.00		4.00	13.00
Service User Manager	1.00			1.00
Sister - Liaison Service	1.00			1.00
Sister / Charge Nurse	5.00	1.90	8.60	15.50
Sister / Charge Nurse - Alcohol and Drugs	3.00			3.00
Sister / Charge Nurse - Beech Ward	1.00			1.00
Sister / Charge Nurse - Memory Clinic	1.00		0.60	1.60
Sister / Charge Nurse - Orchard House	2.00		1.00	3.00
Sister / Charge Nurse Comm Care Elderly	1.00		2.00	3.00
Sister/Charge Nurse 5 - Cedar	1.00			1.00
Sister/Charge Nurse, Home Treatment	6.00			6.00
Snr Sister/Charge Nurse - Acute Team	2.00		6.00	8.00
Snr Sister/Charge Nurse - CBT Therapist	1.00			1.00
Snr Sister/Charge Nurse - Cedar Ward	1.00			1.00
Snr Sister/Charge Nurse - Prim Care T2	2.00	0.85	1.15	4.00
Snr Sister/Charge Nurse Memory Clinic	1.00			1.00
Social Activity Organiser-Orchard House		0.81		0.81

Social Worker			2.00	2.00
Social Worker - Older Adult Mental HLT	1.00		2.00	3.00
Social Worker Alcohol and Drug Service	1.00			1.00
Staff Grade			2.00	2.00
Staff Grade in Psychiatry	3.00		1.00	4.00
Substance Misuse Worker - Young People	1.00			1.00
Team Leader, Crisis Resolution HTT	1.00			1.00
Team Leader Alcohol and Drugs Service			1.00	1.00
Team Leader, Senior PT	1.00			1.00
Team Manager	1.00			1.00
Team Manager - Special Needs	1.00			1.00
Team Manager Older Adults MH	2.00			2.00
Ward Clerk - Cedar Ward	1.00			1.00
Ward Clerk - Orchard House	1.00			1.00
Grand Total	227.00	21.31	66.00	314.31