

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY M.B. ANDREWS OF ST. HELIER NORTH  
QUESTION SUBMITTED ON MONDAY 19th JUNE 2023  
ANSWER TO BE TABLED ON MONDAY 26th JUNE 2023**

**Question**

“Will the Minister confirm the number of managers employed in the Health and Community Services department and advise what this equates to as a percentage of the total staff headcount of that department?”

**Answer**

The Interim Chief Officer of Health and Community Services has undertaken a review of the Health and Community Services (HCS) Department including the numbers of managers currently providing the leadership and management of the services provided to Jersey residents.

Like many health systems, the aim of HCS is to be a clinically led organisation which means that many of the leadership roles are undertaken by clinicians of differing professions. This aim is initially achieved through the appointment of clinical staff into key leadership roles e.g. Chiefs of Service, Specialty Leads, Lead Nurses, AHP professional managers, Ward Managers (previously known as ward sisters/charge nurses) etc. The HCS clinical leadership structure is similar to what would be found in many health systems in other jurisdictions.

The review has, therefore, focussed on HCS’s non-clinical leaders/managers which, is often the centre of wider public interest. The review has considered the following definitions of managers:

- Executive Directors (those at the first and second tiers of the organisation)
- General Management, such as operational managers who support the Chiefs of Service and the day-to-day management of services (those at the third and fourth tiers of the organisation)
- Specialist Managers, such as Estates, Health and Safety, Complaints (at the third and fourth tiers of the organisation).

Using these definitions, HCS has:

- 6 Executive Directors
- 17 General Management roles
- 23 Specialist Management roles.

This shows a total of 46 whole time equivalent management roles out of a total of 2,700 whole time equivalent roles in HCS, which equates to 1.7% of the workforce.