

19-21 Broad Street | St Helier  
Jersey | JE2 4WE

Deputy Porée  
Chair, WPHWR Panel

**BY EMAIL**

27 April 2023

Dear Chair,

**Re: Work Permit Holder Welfare Review Panel: Questions**

Thank you for your letter dated 19 April 2023. Please see below responses to your questions.

**1. The numbers of skilled work permit holders being sought for roles across Health and Community Services.**

Currently, 27 staff in Health and Community Services (HCS) are employed on skilled work permits with staff having been sourced from Asia (Philippines), Europe, and Africa. Please note that since Brexit staff sourced from Europe now require permits.

Role	Total
Nurse	19
Psychologist	1
Social Worker	1
Dentist	1
Pharmacist	1
Speech and Language Therapist	1
Physiotherapist	1
Social Worker	2

HCS is increasing its recruitment activity overseas which, if successful, could result in HCS looking to source another 50-70 work permits.

**2. Please indicate the category of permit which is most typically being sought for the employment of Health and Community Services staff.**

All of HCS' work permits are skilled worker work permits. In the main, HCS only recruits registered professionals (such as nurses, doctors, and allied health professionals) from overseas, with the majority of the remaining workforce being recruited locally.

**3. Whether Health and Community Services is working with specific countries in seeking staff and, if yes, which countries is the department working with?**

HCS is working with recruitment agencies who source candidates from Asia (India) and Africa (Nigeria). HCS is also in discussions with Kenya about a Memorandum of Understanding for healthcare workers.

**4. If specific countries are being targeted for staffing purposes, please could you indicate the reasons for that (for instance, whether the qualifications gained in a specific country are ready transferable to the Jersey context)?**

The level of qualification and training of nurses in the countries that HCS recruits from (such as India, Nigeria, Portugal, and Eastern Europe) are recognised by the Nursing and Midwifery Council (NMC). Following a period of training, colleagues are allowed to register with the NMC making them able to transfer to the Jersey Island's healthcare system. The following roles require registration with UK bodies (such as the Nursing and Midwifery Council (NMC), Health Care Professions Council (HCPC), or General Medical Council (GMC) and the Jersey Care Commission:

- Nurses
- Doctors
- Physiotherapists
- Occupational Therapists
- Pharmacists
- Dentists
- Social Workers

I trust the above will be of use to the Panel as part of its review.

Yours sincerely,

**Deputy Karen Wilson**  
**Minister for Health and Social Services**

D +44 (0)1534 440540

E [k.wilson2@gov.je](mailto:k.wilson2@gov.je)