

**REPLY BY THE MINISTER OF
THE HEALTH AND SOCIAL SERVICES DEPARTMENT
TO A QUESTION ASKED PURSUANT TO RULE 6 OF THE
RULES OF PROCEDURE BY DEPUTY M. P. J. HADLEY**

Question 1

Can you please tell me what resources have been allocated to the recruitment of staff in each of the last two quarters of 2012?

Answer

The recruitment of staff is a task allocated as part of the job description of the Human Resources staff at all levels both at HSSD and at the Hub. The HR team at HSSD consisted of 13 permanent members of staff in Quarter 3 and Quarter 4 until the 3rd December 2012. Changes in the organisational structure throughout the States of Guernsey HR function were made on the 3rd December 2012 when a number of the HR staff moved from HSSD to the Hub. The Hub has a dedicated E-Recruitment team of seven people for the States of Guernsey which includes HSSD. HSSD HR has a team of five people to support the HR function in the Department.

Question 2

How much has been spent on advertising in each of these quarters?

Answer

The advertising spend for 2012 recruitment is as follows:

Q1	Q2	Q3	Q4
£39,763.41	£31,675.02	£43,063.71	£30,116.67*

**NB. Includes 'invoiced' December spend to date.*

Question 3

How many nursing staff have been engaged in each of these quarters?

Answer

The number of nursing staff starting employment in 2012 is as follows:

Q1	Q2	Q3	Q4
57	20	22	49

Question 4

How many nursing staff have left in each of these quarters?

Answer

The number of nursing staff leaving employment in 2012 is as follows:

Q1	Q2	Q3	Q4
26	29	33	25

Question 5

How many staff have left in each of these quarters as the result of the expiration housing licenses?

Answer

The number of staff leaving employment who were at the end of their Housing Licence in 2012 is as follows

Q1	Q2	Q3	Q4
1	0	0	0

Question 6

How many nursing staff due to leave have you approached to see if they would like to extend their contracts?

Answer

The one member of the nursing staff who left because of the expiration of the Housing Licence had secured alternative employment in the UK and was not approached to stay in employment with HSSD.

Question 7

Why are you only advertising two posts on healthjobsuk.com when you have other vacancies?

Answer

The two posts advertised on the healthjobsuk.com website relate to multiple vacancies in both Surgical and Medical. Candidates who apply for these roles would be considered for any vacancies for which they were suitably qualified.

Question 8

Have you sought permission to have the pay of nurses increased to compete with London?

Answer

The pay review date for nursing will be the 1st April 2013 but it should be noted that the pay in Guernsey for nurses is just over 10% on base salary over national rates in the UK. Any changes in pay structures are the remit of the Policy Council.

Question 9

Have you considered other changes to the incentives offered to attract and retain nurses?

Answer

The Department has various incentives to attract and retain qualified nurses including retention payments after the second year of service in hard to recruit to areas which include Theatres, Medical and Surgical. Any changes to this policy would need to be discussed with Policy Council during the 2013 pay negotiations.

Date of Receipt of the Question: 4th January 2013

Date of Reply: 15th January 2013