

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.B. ANDREWS OF ST HELIER NORTH
QUESTION SUBMITTED ON MONDAY 24th MARCH 2025
ANSWER TO BE TABLED ON MONDAY 31st MARCH 2025**

Question

“Will the Chair advise –

- (a) what actions have been undertaken in Health and Care Jersey (HCJ) to address any issues of bullying;
- (b) the number of managers in HCJ investigated for bullying over the last five years, and how many have been consequently dismissed; and
- (c) how many HCJ employees were signed off for each of the last five years due to stress caused by bullying?”

Answer

a. What actions have been undertaken in Health and Care Jersey (HCJ) to address any issues of bullying;

- Introduction of Freedom to Speak up Guardian.
- Employees have access to a confidential *Speak up* line.
- Mandatory Diversity, Equity and Inclusion training – including discrimination.
- Access to Dignity and Respect training.
- Undertaking fact finding and investigations to address complaints.
- Instigation of disciplinary actions at appropriate level in cases where allegations were substantiated.
- Restorative practice, including facilitated meetings and mediation.
- Offering affected employees access to support, including the *BeSupported* helpline and counselling.
- Introduction of a Health and Care Jersey dedicated wellbeing team.
- Introducing the *People Committee*, as part of the Health and Care Jersey Workforce Board to discuss any emerging patterns and concerns and steps undertaken to address bullying.
- Gathering feedback from employees, managers and Union representatives as part of the HR Lounge review.

b. The number of managers in HCJ investigated for bullying over the last five years, and how many have been consequently dismissed

2020	6
2021	5
2022	<5
2023	<5
2024	<5

c. How many HCJ employees were signed off for each of the last five years due to stress caused by bullying?

Medical certificates for stress-related absences do not include a specific category that records bullying so the information is not available.

