
STATES OF JERSEY



JERSEY SAFETY COUNCIL ANNUAL REPORT 2022 AND ACCOUNTS

Presented to the States on 2nd May 2023
by the Minister for Social Security

STATES GREFFE

The Jersey Safety Council Annual Report 2022

Jersey Safety Council Committee

Dr Steve Taylor (Chairman)

Mr Adrian de Gruchy

Mrs Kirsten du Heaume

Mrs Tammy Fage (HSI)

Mrs Anne Matthews (Secretary)

Mr Bob Matthews (resigned 30/11/2022)

Mr Wayne Balcombe

Mr John Gavey (Honorary)

The Jersey Safety Council committee continues to have a diverse membership, with experience spanning the construction, quarrying, health, oilfield development and HSE training sectors. Mr Bob Matthews resigned after providing valuable service for several years. Adverts for that vacancy attracted applications from several high calibre individuals and Council was pleased to invite Mr Ross Muir to join Council.

Chairman's Report Summary

2022 saw Council focus on rebuilding delivery of key initiatives in the wake of COVID. These included driving the Behavioural Safety Leadership change programme within the construction sector. The programme is actively supported by 7 of the largest construction companies in Jersey, as well as the Jersey Construction Council, the Health and Safety Inspectorate and major States clients. Council ran multiple courses throughout during the year and successfully engaged a wide range of companies across the construction sector.

In addition, Council enhanced the practical Health and Safety Project Coordinator and Design Risk Management course and engaged a locally based trainer to deliver the course. Council continued to promote both JSAT in languages other than English and the JSAT Advanced course, and actively supported the Jersey Occupational Safety & Health Association. The Council continued to raise its visibility via social media channels on LinkedIn and Facebook.

The JSC has continued to work in partnership with the Health and Safety Inspectorate raising awareness and understanding to employees and employers.

The Council remains actively in contact with the working population throughout the year via email, it's new social media channels, website searches, awareness campaigns and delivery of training courses.

2022 Activity

Competence Development

Throughout 2022 the Council continued to provide opportunities for employees to develop their competencies in a cost-effective and timely manner. In accordance with its' references and objectives, the Council continues to focus on the provision of courses that would either be impractical or uneconomic for others to provide and to provide them at just above a 'break even' point.

Behavioural Safety Leadership in Construction

Throughout 2022, Council continued to actively drive a major change programme, called Behavioural Safety Leadership, within the construction sector. The programme is being actively promoted by the 7 largest construction companies in Jersey, who set a target for all their sub-contractors to engage in the programme by the end of 2022.

The programme aims to make everyone aware of their safety responsibilities and the consequences on the company, staff, and family when things go wrong. Training starts with higher management attending 3 modules looking at safety culture, their legal responsibilities and training in visible safety leadership. Training is then cascaded down to junior leaders, who attend a one-day course. In 2022 Council released a short 2-hour module developed for workers in both English and Portuguese, focussing on making safety personal and productive safety conversations.

During 2022, Council delivered 31 courses totalling 51 training days to 41 companies. By December 2022 1,217 individuals had been engaged from 76 companies at Senior Leader, Junior Leader and Worker levels. The 7 largest construction companies adopted a Safety Charter developed by Council and enables them to publicly state their beliefs and expectations about safety. Major States clients, namely Andium, Jersey Development Company and Jersey Ports, have all committed to, and attended, the programme. IHE are aware of the programme and will hopefully engage in 2023. The course is recognised by the Health and Safety at Work Inspectorate with the HSI Director acting as a powerful advocate for the programme.

To increase public awareness of the programme in 2022, Council organised 3 articles in the JEP and funded a Channel 103 advertising campaign.

Feedback has been very positive with real beneficial change already being seen in the workplace. The focus areas for 2023 are to a) deepen the training within companies already engaged; b) broaden the rollout to include Tier 2 construction companies and their supply chain; c) embed and monitor practical usage of the skills taught on the course. Regrettably, from December 2022 Ports were unable to continue with providing Council with free training facilities but Council is committed to continue delivering this step-change improvement programme at the lowest possible cost – currently £268 per person per training day.

Jersey Safety Awareness Test (JSAT)

The JSAT (Construction) is well established in Jersey as a key test that enables construction workers to demonstrate a solid understanding of basic safety requirements in the industry in Jersey. It is now widely supported with 1,010 individuals having successfully completed the test using 8 registered testing stations in 2022. The JSAT certificate is valid for 3 years and we are seeing workers re-sitting the test to remain compliant with principal contractor requirements.

Following the success of JSAT, Council launched a sister course in Q1 2021, JSAT Advanced (Construction), which is designed for those in supervisory or managerial roles who are responsible for the management of construction sites. The test has already been passed by 412 delegates.

Council recognised that the construction sectors employ a diverse workforce. To make the JSAT Basic more accessible to non-native English speakers, Council, with sponsorship from Andium Homes and Camerons, launched Portuguese, Polish and French versions in early 2021. To-date 487 individuals have passed the tests, 74% of whom were Portuguese speakers.

Council funded a Channel 103 advertising campaign to promote both JSAT and JSAT Advanced.

Practical Health & Safety Project Coordinator and Applied Design Risk Management Course

Following a review of the courses ran prior to COVID, the Council decided to further improve the training material and to replace the off-island trainers with a locally based trainer. Council ran the revised course in late 2022 and received very positive feedback from attendees. A further course is now planned for Q4 2023.

The course is recognised by the Health and Safety at Work Inspectorate and highlights the best practises developed through the practical application of the Health and Safety (Management in Construction) (Jersey) Regulations 2016 (MIC 2016) since 2016.

The course is of great benefit to Commercial Clients, Developers, Builders, Designers, Architects, Contractors, Principal Contractors and the Health and Safety Project Coordinator by explaining their respective duties as defined in the regulations, and how to discharge them appropriately.

Jersey Occupational Safety and Health Association

Council continued to support the Jersey Occupational Safety & Health Association (JOSHA) to create a sustainable future. During 2022 JOSHA delivered four events in the year covering positive behaviour support, menopause in the workplace, health and safety through an advocate's lens and coaching in a health and safety context. These events were attended by 136 individuals and were a mixture of in person and virtual. To support the discussions two pulse surveys were also conducted covering COVID workplace actions and menopause in the workplace.

The JOSHA Management Committee comprises representatives from health, utilities, facilities management, consultancy and the public sector.

Membership grew through 2022 to 108 individuals covering 59 organisations with engagement through email and social media sites (LinkedIn, Facebook and Twitter) reaching 335 followers by the end of 2022.

Plans for 2023 include at least four events, the continued release of pulse surveys and to collaborate further where possible with the Guernsey Occupational Safety & Health Association to co-access events when possible.

Website and Publicity

Council has continued to use their website as a vehicle to support the work of HSI and promote training courses and services of health and safety professionals across various sectors.

The Council launched Facebook and LinkedIn pages in 2021 with the objective of sharing health and safety articles and information that is pertinent to Jersey. Both sites regularly posted items of interest and by the end of 2022 had over 300 followers and made 264 posts.

Publications

Accident Book

Following re-printing, this critical Health and Safety tool is now available from the Health and Safety Inspectorate at Maritime House.

Essential Health & Safety Toolkit

The Council continues to hold a stock of these free handouts which comply with Construction (Jersey) Regulations 2016. These useful toolkits are displayed at the HSI and at JSAT Testing Stations and are distributed at training courses.

Scaffold Inspection Book

This book, developed by the Council, enables scaffold inspections to be recorded in accordance with the legal requirements. This tool is promoted on the HSI website and is available at Maritime House.

Financials

The 2022 audited accounts are attached in appendix A.

Key points to note are that:

- The grant was reduced from £16,000 in 2021 to £14,000 in 2022. This grant covers the basic operating costs of Council. Development of new initiatives are covered from Councils' reserve funds.
- After investing £18,186 to develop the Behavioural Safety Leadership programme in 2021 plus incurring losses of £12,200 in rolling out the programme in Q4 2021, Council recouped these losses in 2022 through careful management of the training schedule.
- JSAT income dropped to the historical norm.

- Council have submitted a claim to the administrators for £4,925 owed by Cameron's for training provided in 2022. This debt is included in the £9,050 debt on the balance sheet.
- In Q4 2022, Council commenced using the Xero accounting package to facilitate cost control and invoicing.

2023 and Beyond

A key focus area for 2023 is to continue to drive forward Behavioural Safety Leadership in the construction sector. A year-long training schedule has been developed to train Senior and Junior leaders in supply chain companies working either for the 6 major construction companies or for the States clients (Andium, JDC, Ports). A series of targets have been developed in conjunction with the 6 companies to encourage uptake.

Embedment of the behavioural safety leadership skills taught is critical in 2023. Council will publish regular uptakes on which companies have engaged in the programme and adherence to commitments made by the 6 major companies. In addition, Council aims to have a common, shared scorecard of leading and lagging safety performance metrics designed to help drive improvement in safety performance. Sustaining the change will be supported with a toolkit of simple ideas and activities for both senior and junior leaders to use in the workplace.

In 2023, Council plans to build and expand on the existing platforms by:

- Continuing to promote JSAT Basic and JSAT Advanced (Construction).
- Continuing to promote that JSAT Basic is available in Portuguese, Polish and French.
- To continue to promote and deliver the HSPC and Applied Design Risk Management Course
- To investigate how to raise knowledge about the Jersey Construction regulations amongst clients, architects and small to mid-sized construction contractors.
- To maintain and use the website and social media channels to deliver timely information to interested safety professionals and businesses.
- Continue to actively support the Jersey Occupational Safety & Health Association (JOSHA).

Thanks

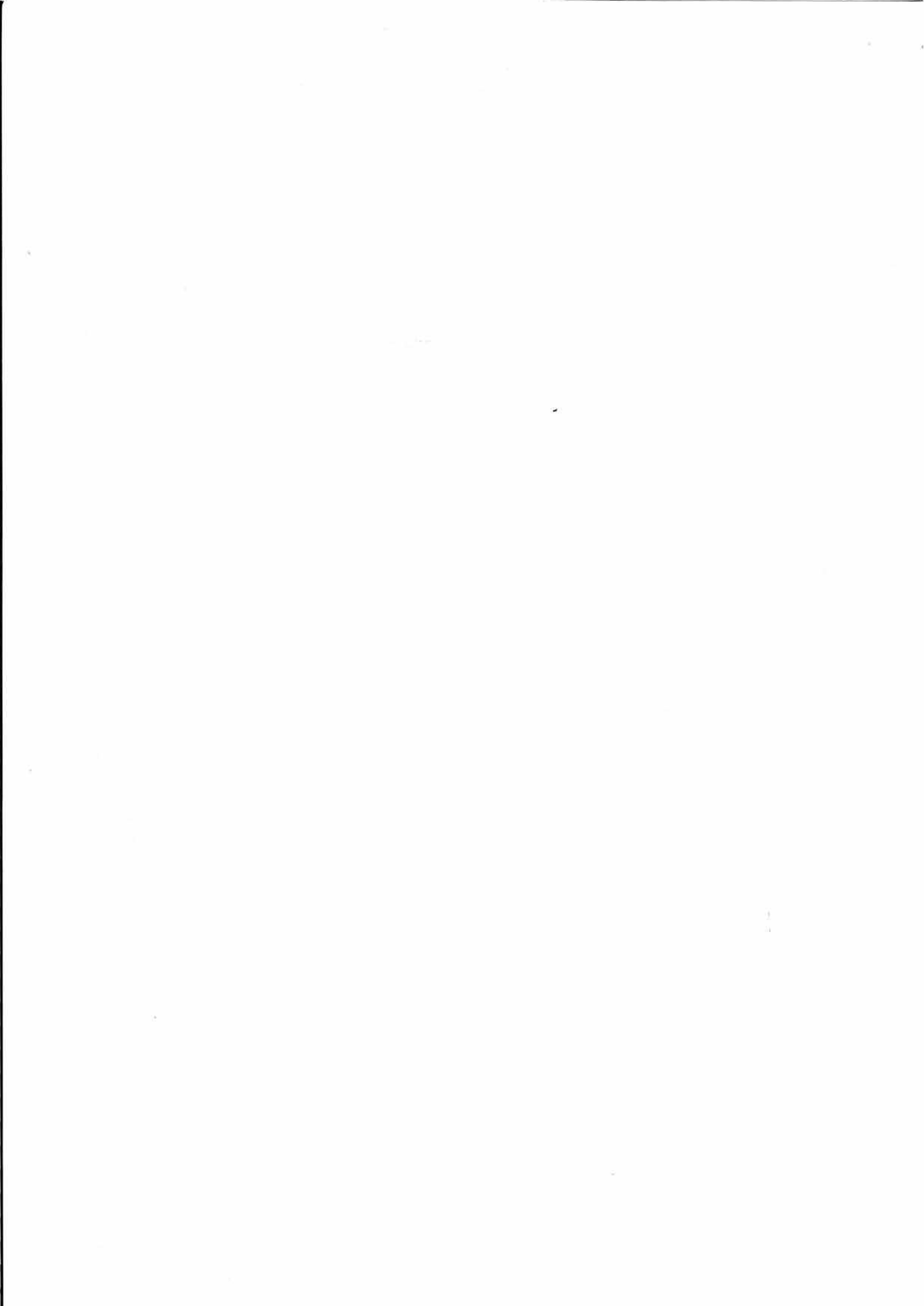
We would like to express our thanks to the Minister for Social Security for her decision to continue to support the work undertaken by Council.

Thanks also go to the Director of the Health and Safety Inspectorate for the advice and support from the Director and her team throughout the year.

The Jersey Safety Council
The Pines,
Rue de la Garenne,
Trinity,
JERSEY JE3 5FE

Accounts Independent Examiner
Mrs Catherine Swemmer FCCA,
Tequila, Rue de Jambert,
St Clement

**The Jersey Safety Council
Financial Statements
For the Year Ended 31 December 2022**



**The Jersey Safety Council
Council Members and Professional Advisors**

Council Members	Dr Steve Taylor (Chairman) Adrian De Gruchy Kirsten du Heaume Wayne Balcombe Tammy Fage (Director of Health and Safety) <i>Bob Matthews (Retired November 2022)</i>
Honorary Council Member	John Gavey
Secretary	Anne Matthews (Secretary)
Address	The Pines Rue De La Garenne Trinity JE3 5FE
Bankers	Lloyds Bank Broad Street St Helier JE4 8RG
Accountant	Catherine Swemmer FCCA Tequila, Rue de Jambart St Clement

**The Jersey Safety Council
Accountant's Report
For the year ended 31st December 2022**

To the Council Members

Jersey Safety Council
The Pines
Rue De La Garenne
Trinity
JE3 5FE

Dear Sirs,

Jersey Safety Council – Financial Statements for the Year Ended 31 December 2022

I have examined the books and records supplied to me. I am pleased to report that I found the books and records to be in good order and they are summarised in the enclosed financial statements covering the year ended 31 December 2022.

The accounts show that for the year ended 31 December 2022 the net surplus was £32,055 and the accumulated fund at 31 December 2022 was £67,811. Appropriate vouchers covering all material items of expenditure were available.

Yours faithfully

Mrs Catherine Swemmer FCCA

Tequila
Rue de Jambart
St Clement
JE2 6LA

Date : 16/3/23

The Jersey Safety Council
Income Statement
For the year ended 31st December 2022

	2022		2021	
	£	£	£	£
Income				
Grant		14,000		16,000
Training, Courses & Conference Fees		144,320		65,400
JSAT Income		5,925		9,010
Bank interest		4		7
		164,249		90,417
 Administration Expenses				
Training, Courses & Conference Fees	115,947		97,372	
JSAT expenses	-		485	
Administration Fees	6,731		6,450	
Advertising & Promotion	4,137		3,925	
IT & Computer expenses	127		245	
Website Hosting	2,348		2,803	
Stationery, Telephone & Postage	133		440	
Insurance	1,319		1,289	
Audit & accountancy fees	500		500	
Professional fees	300		-	
Entertainment	652		-	
		(132,194)		(113,509)
 Operating income/(expense)		32,055		(23,092)
 Net (Expense)/Income for the year transferred (from)/to accumulated funds	5	£ 32,055		£ (23,092)

All amounts included within the profit for the year and the income of the preceding year arose from continuing operation.

The Council has no other recognised gains or losses other than the profit for the year.

	Notes	2022		2021	
		£	£	£	£
Current Assets					
Other debtors	2	9,050		2,790	
Cash at bank and in hand		<u>61,167</u>		<u>35,393</u>	
			70,217		38,183
Creditors: amounts due within one year					
Other creditors	3	<u>2,406</u>		<u>2,427</u>	
			<u>2,406</u>		<u>2,427</u>
Net Assets			<u>£ 67,811</u>		<u>£ 35,756</u>
Funds Employed					
Accumulated Funds	5		<u>£ 67,811</u>		<u>£ 35,756</u>

These Financial Statements were approved by the Council on 20/3/2023
and signed on its behalf by Dr Steve Taylor

Chairman

The Jersey Safety Council
Notes to the Financial Statements
For the year ended 31st December 2022

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the accounting principles set out below.

Income

The grant is receivable from the States of Jersey Social Security department

Training, courses and conference fee income is recognised to the extent that the council obtains rights to consideration in exchange for its performance. It is measured at the fair value of the consideration received and is based on the services supplied during the year.

Bank interest and other income is recognised on accruals basis

Expenditure

All expenditure is recognised on a accruals basis

Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable with penalty on notice of no more that 24 hours.

2 OTHER DEBTORS	2022	2021
	£	£
Course Fee income	9,050	2,790
	<u>£ 9,050</u>	<u>£ 2,790</u>

3 OTHER CREDITORS	2022	2021
	£	£
Administration fees	120	1,020
Accountancy fees	500	500
Xero set up fee	300	-
Other accruals	1,486	907
	<u>£ 2,406</u>	<u>£ 2,427</u>

4 RELATED PARTY TRANSACTIONS

During the year Dr Steve Taylor, Chairman and Council Member, was paid £6,360 (2021 : £7,000) for training and administration services on the Behavioural Safety Programme.

The Jersey Safety Council
Notes to the Financial Statements
For the year ended 31st December 2022

5 ACCUMULATED FUNDS	2022	2021
	£	£
Brought forward	35,756	58,848
Transferred (to)/from income and expenditure account	32,055	(23,092)
Carried forward	<u>£ 67,811</u>	<u>£ 35,756</u>