

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.R. SCOTT OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 15TH JANUARY 2024
ANSWER TO BE TABLED ON MONDAY 22ND JANUARY 2024**

Question

“Will the Chair provide details of any training material on bullying provided to Government employees; and further provide details of the frequency of delivery and the attendance requirements regarding such training?”

Answer

Dignity and Respect training is provided as part of corporate statutory and mandatory training for all employees; and is included in the corporate induction ‘My Welcome’ training that is provided for all new hired employees. The learning module covers the following:

- Benefits that come with a culture of respect at work and the behaviours that make this happen, as well as those that stop it happening.
- The dignity and respect at work policy and what an employee’s responsibilities are in relation to it
- What an employee needs to do if they have any concerns about their own or another person's treatment.
- Putting this understanding into practice with learning challenges based on realistic situations.

The above also includes case studies and is available to all employees in Connect People: Connected Learning. Contingent workers can access this learning using the Virtual College while we finalise the process for contingent workers to be able to access all learning tools on Connect People.

A review of the frequency with which employees should complete this, and all statutory and mandatory training requirements, is being undertaken during Q1 2024. The current guidance is that all employees need to complete this training during 2024.

The States of Jersey Code of Practice on performance and accountability also confirms that public servants must complete all statutory and mandatory training.