
STATES OF JERSEY



JERSEY SAFETY COUNCIL ANNUAL REPORT AND ACCOUNTS 2024

Presented to the States on 23rd June 2025
by the Minister for Social Security

STATES GREFFE

The Jersey Safety Council

Annual Report 2024

Jersey Safety Council Committee

Dr Steve Taylor (Chairman)
Mr Adrian de Gruchy
Mr Ross Muir
Mr Edward Palmer (Honorary)

Mr John Gavey
Mr Tom Stead

Ex Officio HSI representative: Mrs Elaine Harbour

Mrs Anne Matthews (Secretary)

The Jersey Safety Council committee continues to have a diverse membership, with experience spanning the construction, utility, quarrying, health, oilfield development and HSE training sectors.

Chairman's Report Summary

In 2024, the Council continued its commitment to improving health and safety standards across Jersey through a range of targeted initiatives. Key efforts focused on competence development and the ongoing promotion of Behavioural Safety Leadership (BSL), particularly within the construction sector. The BSL programme engaged over 2,600 individuals and has now reached nearly half of Jersey's construction companies with more than six employees. Major States clients have embedded BSL requirements into their contracting processes, signalling a positive cultural shift.

The Council also launched a new bursary scheme to support aspiring health and safety professionals and expanded access to the Jersey Safety Awareness Test (JSAT), including its multilingual versions. Practical training remained a priority, with continued delivery of the HSPC and Applied Design Risk Management courses, alongside a newly introduced refresher programme.

Support for the Jersey Occupational Safety and Health Association (JOSHA) continued, including sponsorship of the island's first Health and Safety Conference. Outreach through digital platforms and essential safety publications further extended the Council's impact. Financially, the Council maintained stability despite reduced training income, supported by prudent management and use of reserves.

Looking ahead, 2025 will see a continued focus on embedding BSL within public projects, launching the bursary scheme, and helping commercial clients strengthen contractor safety management. The Council remains dedicated to supporting Jersey's evolving safety culture.

2024 Activity

Competence Development

Throughout 2024 the Council continued to provide opportunities for leaders and employees to develop their health and safety 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

Throughout 2024, Council continued to promote Behavioural Safety Leadership, focusing primarily within the construction sector. 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. A short 2-hour module developed for workers in both English and Portuguese, focuses on making safety personal and productive safety conversations.

Council ran fewer courses in 2024 due to decreased demand, with engagement numbers rising slightly to a total of 2,641 individuals from 122 companies at Senior Leader, Junior Leader and Worker levels. Nearly half of Jersey's construction and quarrying companies employing more than 6 people, have now engaged in the programme since its launch in September 2021. In total, 40% of that population have been trained.

Four major States clients, namely Andium, Jersey Ports, Jersey Property Holdings and Jersey Development Company have participated in the programme and subsequently embedded attendance as a mandatory requirement for all companies wishing to tender for contracts. These four States clients also adopted a Client Safety Charter, based on the principal contractor safety charter, that enables them to publicly state their beliefs and expectations about safety.

Discussions with the New Healthcare Facilities Programme team, facilitated by the Health Minister, resulted in the team signing up for training in May 2025. Their plan is that Behavioural Safety Leadership will be rolled out on the New Hospital project sites.

Whilst some companies are utilising the Behavioural Safety toolkit because they recognise it's good for business, it is apparent that much remains to be done to change the safety culture in Jersey construction. Embedding the change in safety behaviour will require the clients to set clear expectations for their delivery partners and subsequently ensure that these expectations are being met. Council is committed to continue supporting this step-change improvement programme at the lowest possible cost.

Bursary

Council has developed a scheme to assist Jersey develop its Future Health and Safety Leaders. The scheme is open to individuals with less than 5 years' experience who are either working in, or planning to work in, a health and safety role and require professional health and safety training. Council will award a successful applicant a grant of upto £2,000 to assist with tuition fees. The bursary has been launched in January 2025.

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

Council noted a steady demand for HSPC training and therefore ran two courses in 2024. In addition, Council recognised that HSPC practioners would benefit from refresher training to ensure that they are fully cognisant of the latest standards, issues and mitigations. Council therefore developed a two-day refresher course which was delivered in October. The feedback from attendees was very positive.

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 855 individuals having successfully completed the test in 2024. The JSAT certificate is valid for 3 years and, over the last 3 years, 1,938 workers have passed the test. We are seeing workers re-sitting the test to remain compliant with principal contractor requirements.

In order to ensure that JSAT cards were only given to those who had actually sat and passed the test, Council decided that JSAT can only be taken at a Registered Testing Station. A special dispensation was given to Dandara to enable them to continue in-house testing.

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 698 delegates. In addition, Council has agreed that Highlands College can conduct Advanced Tests for their students.

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, 767 individuals have passed the tests, 74% of whom were Portuguese speakers.

Jersey Occupational Safety and Health Association

Council continued to support the Jersey Occupational Safety & Health Association (JOSHA) to create a sustainable future. During 2024, JOSHA delivered three events covering health and safety for a mortuary technician, key skills for demanding days of trauma and hosting the first Jersey Health and Safety Conference. Council was the headline sponsor for the Health and Safety Conference, which enabled JOSHA to proceed with developing the conference programme and confirming the venue, bringing

together over sixty attendees. The full day in-person conference hosted six keynote speakers covering hand hygiene, transforming workplace health through nutrition, workplace wellbeing through ergonomics, Hidden Disability Sunflower, safety culture: what is it, can we measure it and can we improve it, wrapped up with leadership essentials, an exhibition hall and networking opportunities, with a mixture of Jersey and Guernsey attendees, some of whom are members of GOSHA.

These events were attended by 137 individuals and were a mixture of in-person and virtual.

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

Membership grew through 2024 to 153 individuals covering 71 organisations (noting the same as 2023, these figures include new registrations following a number of business ceasing to trade during 2024) with engagement through email and social media sites (LinkedIn, Facebook and X) reaching 511 followers by the end of 2024.

Plans for 2025 include at least four events and to commence planning for the 2026 Jersey Health and Safety Conference. Council has sponsored the rooms for these events through 2025, providing an opportunity to promote Councils work at each.

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's Facebook and LinkedIn pages regularly posted items of interest throughout 2024 with over 100 followers.

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 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 2024 audited accounts are attached in appendix A.

Key points to note are that:

- The grant was reduced to £11,000 in 2024, down from £16,000 in 2021. This grant covers the basic operating costs of Council. Development of new initiatives are covered from Councils' reserve funds.
- After investing significantly in 2021 to develop the Behavioural Safety Leadership programme, Council has continued rolling out the programme. Council has recouped this investment in 2022 and now is making surplus through careful management of the training schedule.
- JSAT income was stable but training income reduced by 60%, primarily due to decrease in Behavioural Safety Leadership training.
- Sponsorship of £2,000 was provided to JOSH A to cover the costs of running four events in 2025
- The use of an online accounting package, Xero, continues to facilitate increased cost control and invoicing as it is multi-user and allows real-time visibility of the financials.

2025 and Beyond

The first theme is to continue to promote Behavioural Safety Leadership in construction. The next step is dependent on the major States clients embedding Behavioural Safety Leadership in their projects; the New Hospital Project is a prime example. Council will assist major clients in embedding Behavioural Safety Leadership within their projects and provide a framework to monitor compliance and performance of their supply chain.

The second theme for 2025 is to launch Jersey's Future Health and Safety Leaders Bursary scheme. The initial objective is to attract one or two high quality candidates who will be eligible for funding assistance and mentoring from a Council member.

Our new theme for 2025 is to assist Commercial Clients understand their responsibilities in respect of managing contractors in regard to health & safety. A short course, provisionally entitled "Contractor Management Health and Safety" will be developed that will show attendees that the steps they take can have a much bigger influence on contractor performance & safety levels than any legislation will.

In other activities in 2025, Council will:

- Continue to support JOSH A.
- Continue to promote JSAT Basic and JSAT Advanced (Construction).
- Continue to promote that JSAT Basic is available in Portuguese, Polish and French.
- Continue to promote and deliver the HSPC and Applied Design Risk Management Course in addition to promoting the Refresher course.
- Continue to maintain and use the website and social media channels to deliver timely information to interested safety professionals and businesses.

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 Council received 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 2024

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

Council Members	Dr Steve Taylor (Chairman) Adrian De Gruchy (Treasurer) Elaine Harbour - Director of Health and Safety John Gavey Tom Stead Ross Muir
Honorary Council Member	Edward Palmer
Secretary	Anne Matthews
Address	The Pines Rue De La Garenne Trinity JB 5FE
Bankers	Lloyds Bank Broad Street St Helier JE48RG
Accountant	Catherine Swemmer FCCA Tequila, RuedeJambart St Clement

**The Jersey Safety Council
Accountant's Report
For the year ended 31st December 2024**

To the Council Members

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

Dear Sirs,

Jersey Safety Council -Financial Statements for the Year Ended 31 December 2024

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 2024.

The accounts show that for the year ended 31 December 2024 the net profit was £2,964 and the accumulated fund at 31 December 2024 was £70,568. Appropriate vouchers covering all material items of expenditure were available.

Yours faithfully

Tequila
Rue de Jambart
St Clement
JE2 6LA

Date:

The Jersey Safety Council
Income Statement
For the year ended 31st December 2023

	2024		2023	
	£	£	£	£
Income				
Grant		11,000		13,000
Training, Courses & Conference Fees		37,245		93,728
JSATIncome		7,680		5,715
Bank interest		-		-
		<u>55,925</u>		<u>112,443</u>
 Administration Expenses				
Training, Courses & Conference Fees	36,721		81,755	
Development of new courses/materials	600		4,000	
Educational materials and posters	259		417	
JSAT expenses	473		500	
Administration Fees	5,559		8,173	
Advertising & Promotion	1,502		2,272	
IT & Computer expenses	1,250		1,055	
Website Hosting	2,334		2,464	
Stationery & Postage	-		1,709	
Sponsorship	2,000		3,000	
Insurance	1,363		1,363	
Audit & accountancy fees	500		500	
Entertainment	400		518	
Bad debts written off			4,925	
		<u>(52,961)</u>		<u>(112,650)</u>
 Operating (expense)/ income		<u>2,964</u>		<u>(207)</u>
 Net (Expense)/Income for the year	5	<u>£ 2,964</u>		<u>£ (207)</u>
transferred (from)/to accumulated funds				

All amounts included within the (loss)/profit for the year and the (expenses)/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.

**The Jersey Safety Council
Balance Sheet
As at 31st December 2024**

	Notes	2024		2023	
		£	£	£	£
Current Assets					
Other debtors	2	680		170	
Cash at bank and in hand		<u>72,838</u>		<u>68,134</u>	
			73,518		68,304
Creditors: amounts due within one year					
Other creditors	3	<u>2,950</u>		<u>700</u>	
			<u>2,950</u>		<u>700</u>
Net Assets			<u>£ 70,568</u>		<u>£ 67,604</u>
Funds Employed					
Accumulated Funds	5		<u>£ 70,568</u>		<u>£ 67,604</u>

These Financial Statements were approved by the Council on 25th March 2025 signed
on its behalf by Dr Steve Taylor

Chairman / _____

The Jersey Safety Council
Notes to the Financial Statements
For the year ended 31st December 2024

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 Health and Safety Inspectorate

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 an 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 than 24 hours.

2 OTHER DEBTORS

	2024	2023
	£	£
Course Fee income	680	170
	<u>£ 680</u>	<u>£ 170</u>

3 OTHER CREDITORS

	2024	2023
	£	£
Accountancy fees	500	500
Other accruals	1,600	200
Course fees paid in advance	850	-
	<u>£ 2,950</u>	<u>£ 700</u>

4 RELATED PARTY TRANSACTIONS

During the year Dr Steve Taylor, Chairman and Council Member, was paid £1,764 (2023 : £6,123) 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 2024

5 ACCUMULATED FUNDS	2024	2023
	£	£
Brought forward	67,604	67,811
Transferred from income and expenditure account	2,964	(207)
Carried forward	<u>£ 70,568</u>	<u>£ 67,604</u>