

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY M. TADIER OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 14th JULY 2015**

Question

Further to a response given to a question I asked of his predecessor on 23rd February 2010, and his own response to a question asked by the then Deputy T.A. Vallois of St. Saviour on 19th November 2013, will the Chief Minister advise Members which of the 6 recommendations in the Chapman report were actually implemented, which are still outstanding; and if any are still outstanding, explain why they were not implemented and which of these are likely to be implemented shortly?

Answer

The Chapman report was produced in September 2009 in response to allegations of bullying of States Employees by a “States Senator”. It is available online –

<http://www.gov.je/ImportedNewsObject/ChapmanReportNovember2009.pdf>

The report concluded with six recommendations which have been the subject of two separate States questions to the Chief Minister.

Recommendation 1 – Monitoring of the blogs takes place from time to time if it is judged there is a need.

Recommendation 2 – If employees are subject to allegations or harassment via social media then contact will be made with them and support in terms of advice and/or counselling will be offered.

Recommendation 3 - The States Bullying and Harassment guidelines were revised again in 2014 as part of the Workforce Modernisation programme.

Recommendation 4 – The Health and Safety Policy was revised and reissued in January this year. Again, after earlier revisions.

Recommendation 5 – An all employee bulletin to highlight the Crime (Disorderly Conduct and Harassment) (Jersey) Law 2008 was not issued as it was considered disproportionate. The matters were dealt with under a revised Bullying and Harassment policy at the time.

Recommendation 6 – The States Employment Board has considered that matters of harassment and bullying highlighted by the H&S inspectorate are adequately provided for through regular reviews of the policy framework.

The States Employment Board considers there are appropriate safeguards and support frameworks in place to assist employees in difficult circumstances.