



# **Health and Safety Inspectorate**

**ANNUAL REPORT  
2023**

Our mission is the prevention of death, injury and ill health to those at work and those directly affected by work activities.



## Our strategic objectives

- Secure compliance in a firm but fair and proportionate manner
- Reduce the incidence of work-related accidents and ill-health
- Lead and engage with others to improve workplace safety
- Ensure the legislation remains effective and right for Jersey
- Ensure efficient and effective service delivery, seeking opportunities for integration and collaboration with our JHA partners

# THE HEALTH & SAFETY INSPECTORATE

## WHO WE ARE

We are a small team consisting of the Director, 4 Inspectors, a Health and Safety Regulatory Officer and a part-time health and safety advisor.

## WHAT WE DO

We are the Island's sole independent regulator for workplace health and safety. Our primary function is to secure the health, safety and welfare of people at work and to protect others from risks arising from work activities by administering and enforcing the Health and Safety at Work (Jersey) Law 1989 (HSW Law).

## WHO WE REGULATE

The HSW Law applies to all workplaces and work activities in Jersey. In December 2023 there were:

<b>64,200</b> total jobs	<b>8320</b> active private sector undertakings:
<b>9,450</b> public sector	89% employ fewer than 10
<b>54,760</b> private sector	58% single person (incl. self-employed)

Source: Jersey's Labour Market Report [Labour Market December 2023.pdf \(gov.je\)](#)

## REGULATION PRINCIPLES

HSW Law is goal setting & risk based, with 2 enduring principles:

- Those that create the risks have the responsibility to manage them
- Action taken to control the risk should be proportionate to the risk that needs to be managed.

## GOVERNANCE

The Health and Safety Inspectorate (HSI) sits within Justice and Home Affairs (JHA) with the Director reporting directly to the Chief Officer of JHA. To ensure transparency and independence of the HSI as the regulator for both the public and private sectors, the Director also has a reporting line to the Attorney General.

Our mission and strategic objectives (see left) are aligned and support the wider JHA vision for **'Jersey to be a place to live, work and visit, where people are safe and feel safe, which is free from discrimination and where rights and differences are respected'**.

The Minister for Social Security holds political responsibility for occupational health and safety in the island, including the HSI.

## Secure compliance in a firm but fair and proportionate manner

**1** health & safety prosecutions in the Royal Court

[Hacquoil and Cook Ltd fined £32,500 plus costs for unsafe lifting operations \(gov.je\)](#)

We responded to **158** complaints about workplaces and working activities:

40 Category 1 (serious risk): 100% followed up within 1 working day (against a target of 100%)

80 Category 2 (significant risk): 100% followed up within 5 working days (against a target of 95%)

38 Category 3 (low risk): In accordance with our complaints policy none actively followed up

### 19 Enforcement notices served

#### 5 Prohibition notices

- 3 related to unsafe work at height
- 1 to provide adequate training
- 1 to manage the risk to pedestrians and vehicles on a construction site

#### 14 Improvement notices

- 4 due to a failure to undertake health surveillance
- 3 due to a failure to prepare adequate policy documentation and/or risk assessments
- 2 related to the control of exposure to respirable crystalline silica
- 1 due to a failure to have local exhaust ventilation thoroughly examined
- 1 due to inadequate welfare facilities
- 1 due to a failure to provide information, instruction, training and supervision
- 1 due to a failure to have a preventative maintenance system in place
- 1 due to a failure to appoint an HSPC

Carried out **48** investigations of serious workplace accidents and ill health conditions across a wide cross section of industry sectors

**62** plans of work relating to licensed asbestos removal work were processed

*An up-to-date list of licence holders is available at [www.gov.je/hsi](http://www.gov.je/hsi)*

**81** defect reports relating to a range of equipment (FLTs, passenger & goods lifts, pressure vessels, lifting gear) received and reviewed to ensure appropriate action taken

## Leading & engaging with others to improve workplace safety

We carried out **106** unannounced inspections of work activities; 65% of which were to the construction sector

HSI provides **advice & legal interpretation** to help dutyholders understand what they need to do to manage their risks in a sensible and proportionate manner.

We dealt with c. **1500** telephone enquiries, provided nearly **3000** written responses by email or letter and held over **630** face-to-face meetings to discuss health and safety at work matters

HSI undertakes specific, **targeted initiatives** of high-risk workplaces or working activities to effectively enable standards to be set and acknowledged, promote good behaviours and deliver improved health and safety outcomes. In 2023 HSI carried out:

A **warehouse initiative** focused on the management of well-known risks in the sector including risks of falls from height, unacceptable storage arrangements, risks of slips and trips, risks of moving or falling objects and the use of forklift trucks available for use by untrained/unauthorised persons etc. during the busy Christmas period.

An **apprenticeship initiative** following an injury to an apprentice in a workplace. The initiative commenced with presentations to apprentices at their college to raise their awareness of health and safety. It is being followed up by focussed inspections of a range of business who employ apprentices that will continue into 2024.

HSI publishes **tailored guidance** on our website to provide advice, clarification or feedback on areas of concern. This published advice is promulgated by stakeholders. Examples for 2023 include:

- *Guidance for employers on meeting their legal duties in respect of maintaining portable electrical equipment*
- *Advice on an update to the National Access and Scaffolding Confederation (NASC) revised core scaffolding safety guidance SG4:22: Preventing Falls in Scaffolding Operations.*
- *Advice on the safe storage and disposal of asbestos waste*
- *Guidance on the hierarchy of controls for work at height during Storm Ciaran recovery*
- *Advice on gas safety for consumers*
- *Guidance for gas engineers to report unsafe gas work*

HSI work in **partnership** with a range of stakeholders including:

**Jersey Safety Council**, which is funded by HSI to promote occupational health and safety and facilitate health and safety training which would otherwise not be readily available locally.

GB's **Health & Safety Executive** for access to specialist advice & technical & legal training.

**Guernsey HSE & Isle of Man HSE** on shared interests

**Bailiffs Entertainment Panel** The panel reviews and advises the Bailiff on arrangements for public safety at public entertainment events.

**Jersey Construction Council** a representative body of the construction industry with the HSI Director sitting on the H&S subcommittee.

**States of Jersey Police and government departments**, including JHA, Planning, Environmental Health, DVS etc.

## Ensuring the legislation remains effective & right for Jersey

Approved Codes of Practice (ACoP) provide practical guidance to help dutyholders understand what they need to do to comply with the law. They hold a special legal status in that, although following the guidance in the ACoP is not compulsory, by doing so a duty holder would be doing enough to comply with the law.

We issue and update ACoPs to reflect changes to relevant UK legislation and/ or relevant European Standards, thereby maintaining the high standards of health and safety in local workplaces our workforce deserves.

In 2023 the **Display Screen Equipment at Work ACoP** was updated ready for consultation in early 2024. The existing ACoP dates back to 1998 so an update to reflect our more modern ways of working is proposed.

## Ensure efficient & effective service delivery

£619,685 total budget	£357,045.93 staff costs £13,000 Grant to Jersey Safety Council £139,582.50 residual non-staff costs	£509,628.43 total expenditure
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We started 2023 with 3.4 Full Time Equivalents (FTE) and a 75% Inspector vacancy rate, dropping to 2.4FTE in the second quarter. Recruitment in the second half of the year brought the complement up to the full 6.4FTE by the end of the year.

With very limited resource, particularly in the first half of the year, the focus was primarily on reactive work (complaints and investigations) including the ongoing joint investigation with the States of Jersey Police into the tragic explosion at Pier Road in December 2022. We maintained our proactive work with site visits, telephone advice, reviewing asbestos plans of work, event safety with the Baillif's Panel etc. and then with increased resources in the second half of the year we were able to start to increase our unannounced proactive inspections as well as stakeholder engagement, lectures and presentations.

Find out more at:



## Reducing the incidence of work-related accidents & ill health

### Statistical data

**64,200** total jobs in December 2023. This was an annual increase of 1.1% since December 2022. The public sector grew by 4.2% and the private sector by 0.6%

Over the last 5 years (from December 2018 to December 2023)

- There was an increase of 3,350 all sector jobs (up 5.5%) from December 2018.
- The total number of private sector jobs increased over five years by 1,690 (up 3.2%).
- Public sector jobs increased by 1,670 from December 2018 to December 2023 (up 21.5%)

Source - [Labour Market December 2023.pdf \(gov.je\)](#)

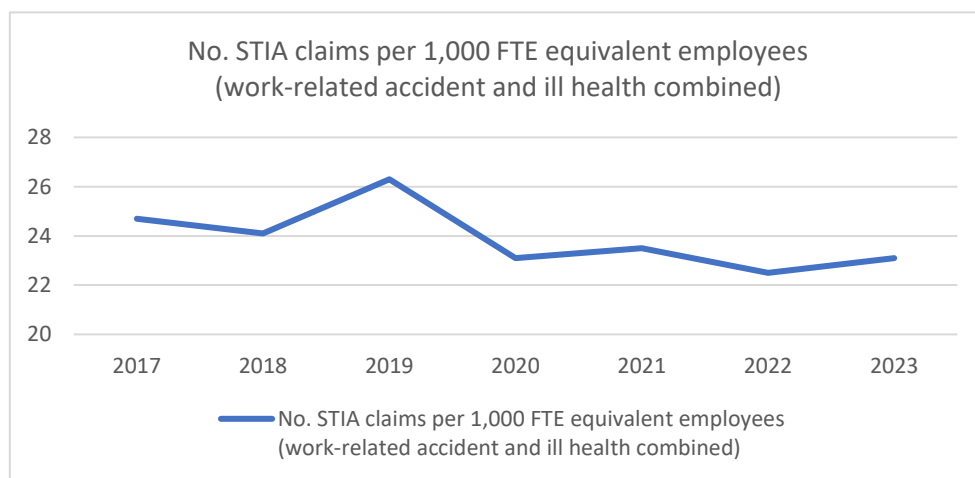
### **Collation of work-related accident and ill health data**

In Jersey, reported statistical data on work related accidents and ill health is collated through individual claims made for social security benefit (Short term incapacity allowance, STIA). Every claimant submitting a medical certificate for STIA which indicates that their absence is work related are automatically sent a questionnaire asking for further details to be provided. [Payments if you're off work sick \(Short Term Incapacity Allowance\) \(gov.je\)](#).

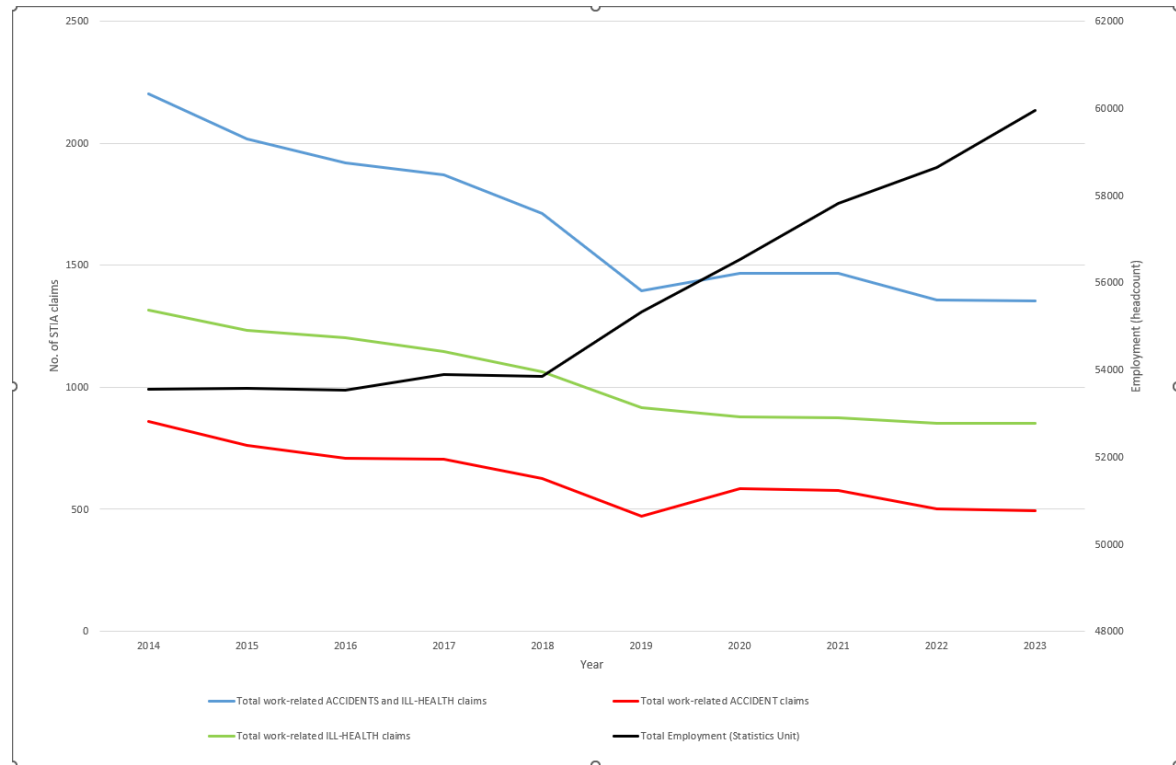
The data has its limitations, for example medical certificates are only issued for 2 or more days off work and injuries caused to members of the public are not captured. However, whilst this relies on a voluntary return it provides valuable information, and the data has been consistently collected to enable trend monitoring.

**1373** claims STIA claims submitted due to work related accident or ill health in 2023

**23.1** STIA claims per 1,000 FTE (accident & ill health combined)



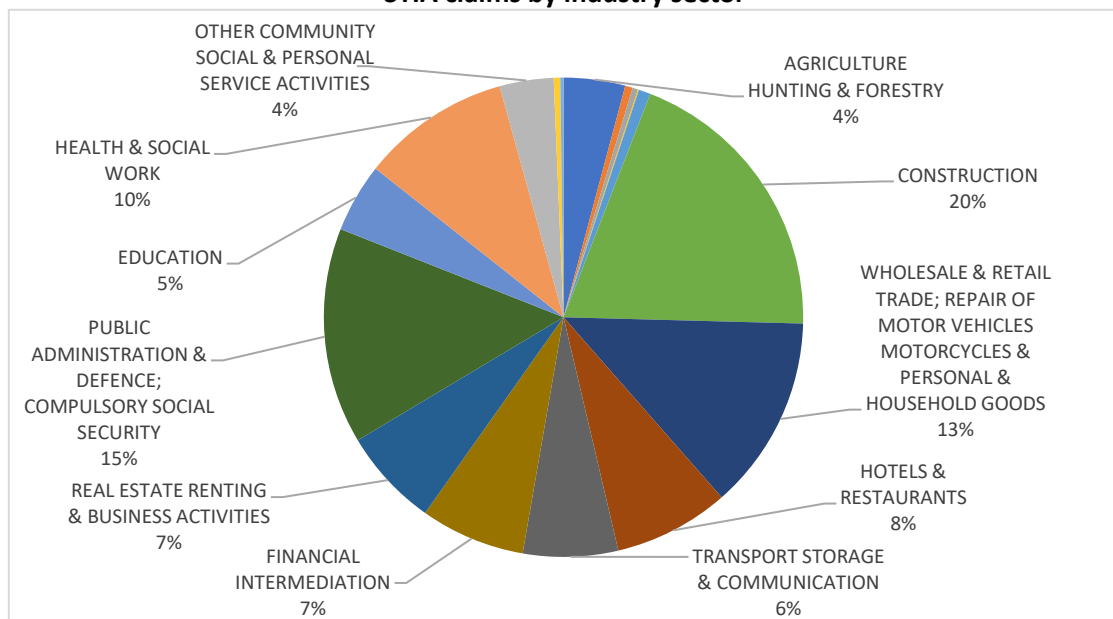
## Accident and ill-health claims trends against employment rates



## Sectoral statistics

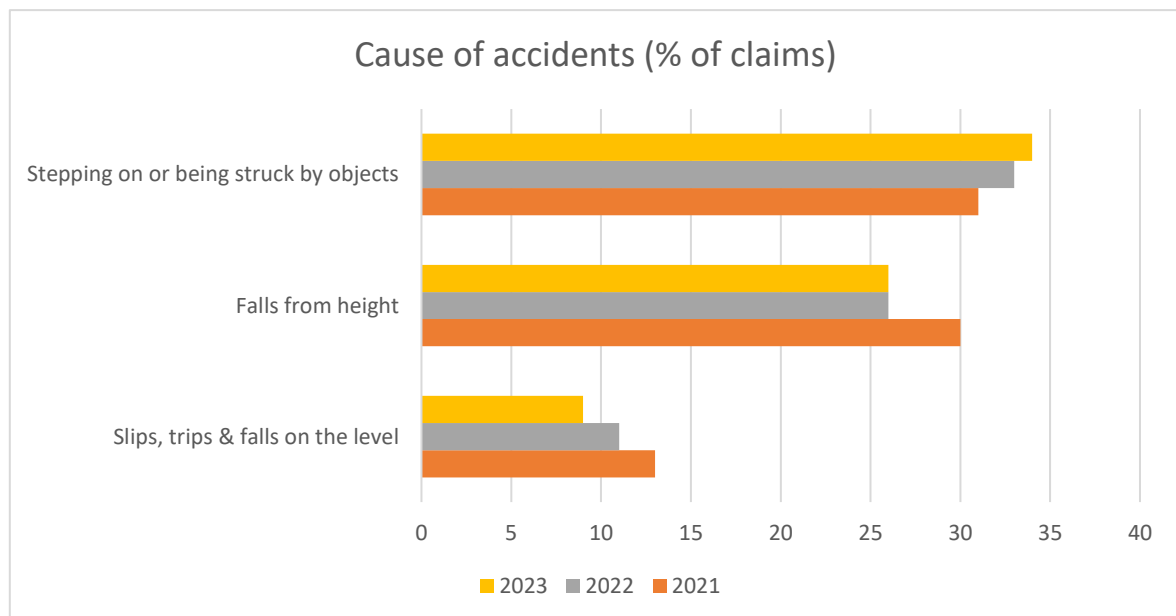
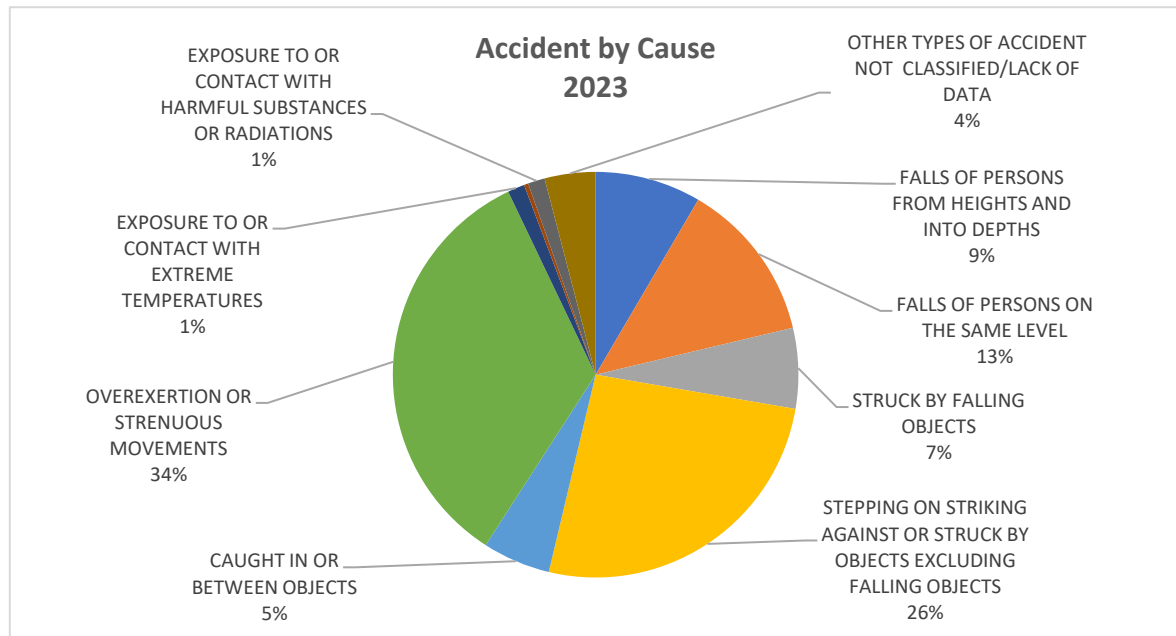
At a sectoral level the construction sector remains the industry where you are most likely to have an accident or suffer work related ill health in Jersey. It has 20% of all STIA claims despite only making up 10% of Jersey's workforce.

STIA claims by industry sector



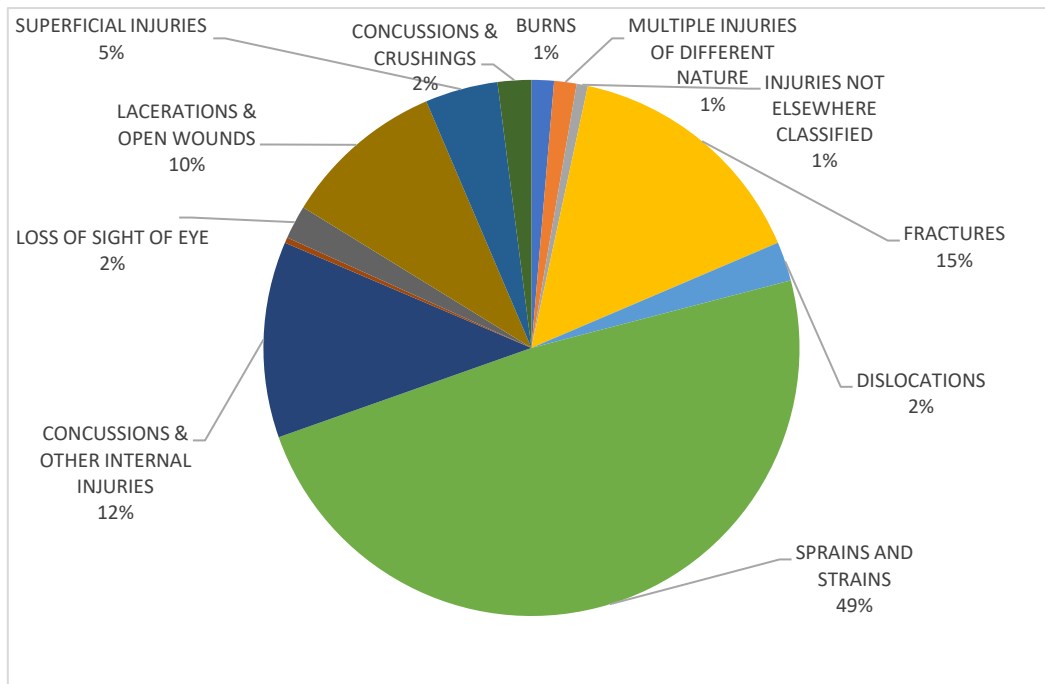
## Work related accident & injury statistics

61% of claimants returned their questionnaire following a work-related accident. The main causes of accidents and injuries in 2023 remain consistent with recent years.

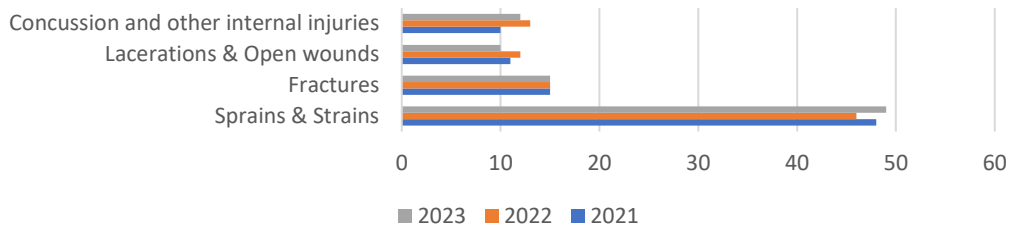




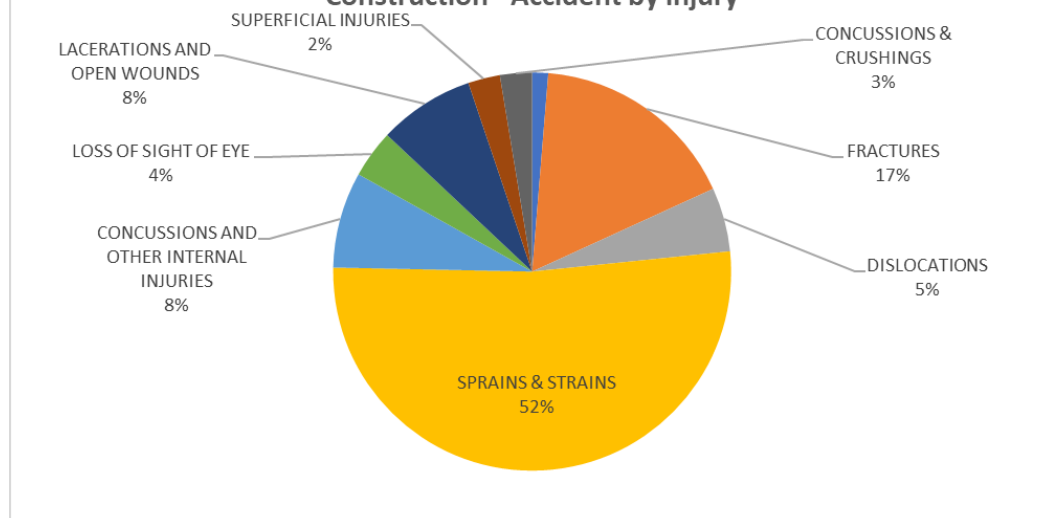
### Accident by injury in 2023 and over last 3 years



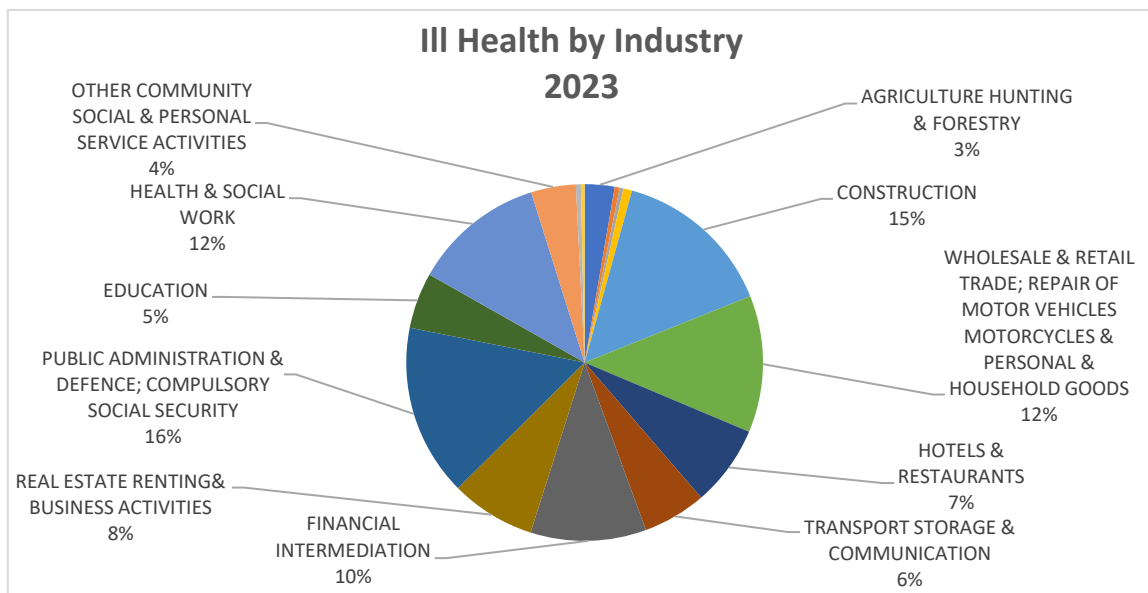
### Accident injuries (% of total claims)



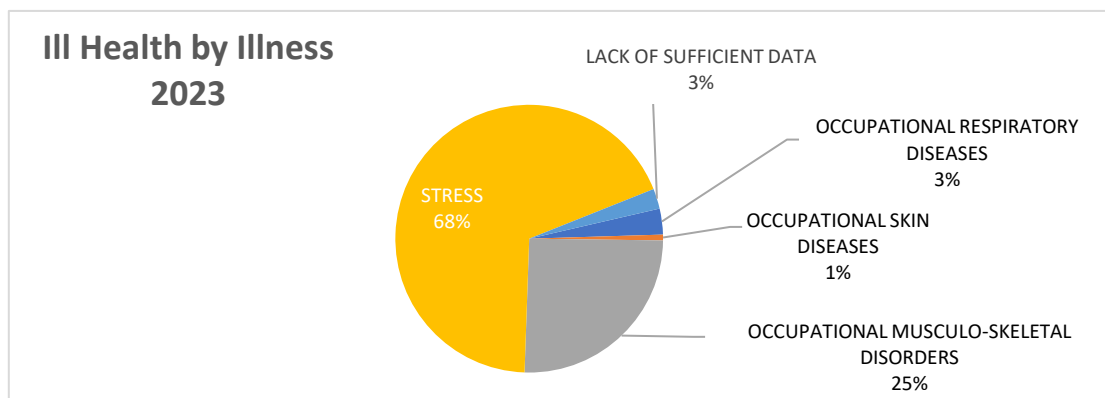
### Construction - Accident by injury



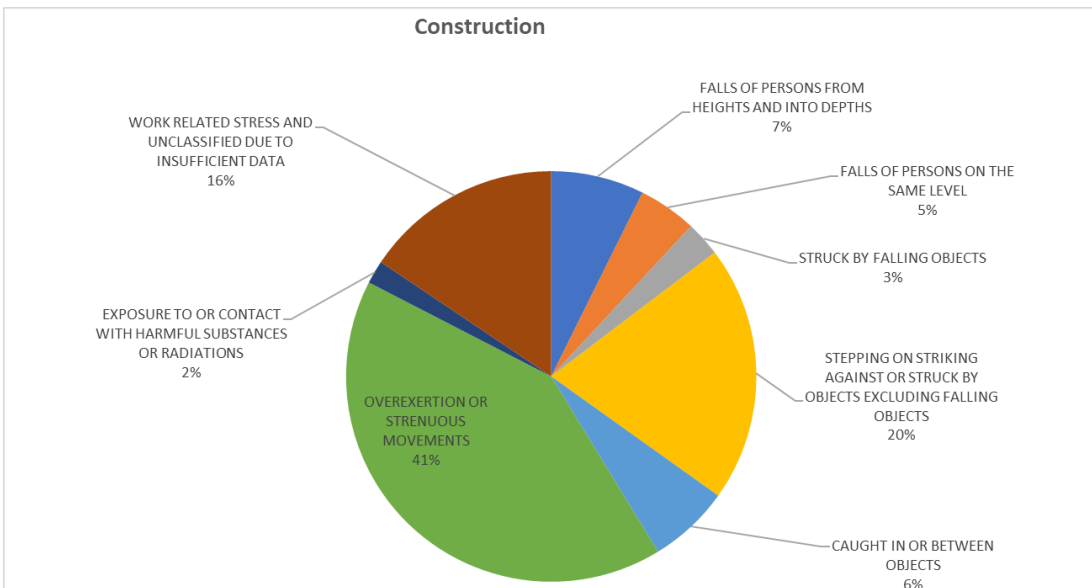
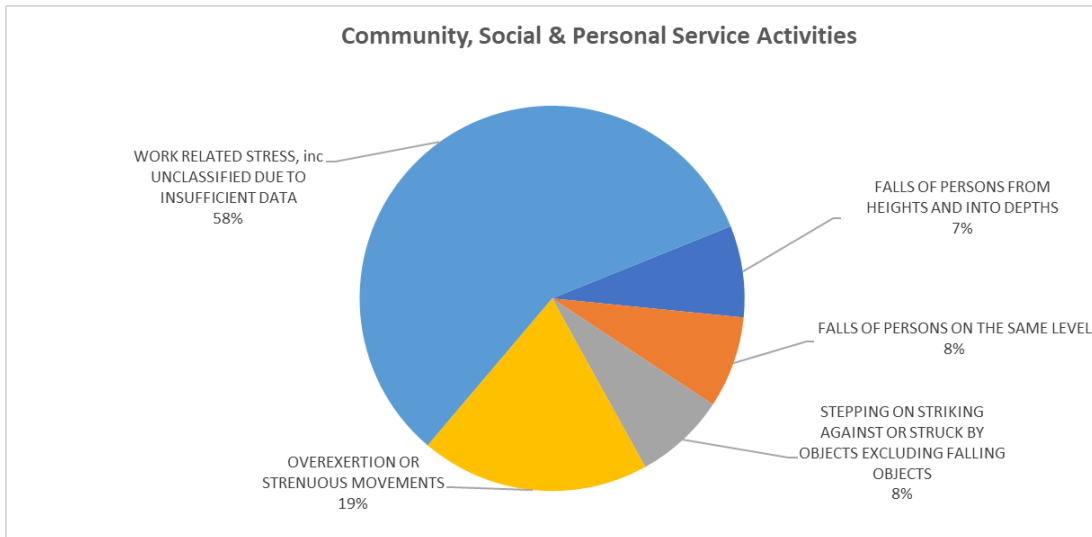
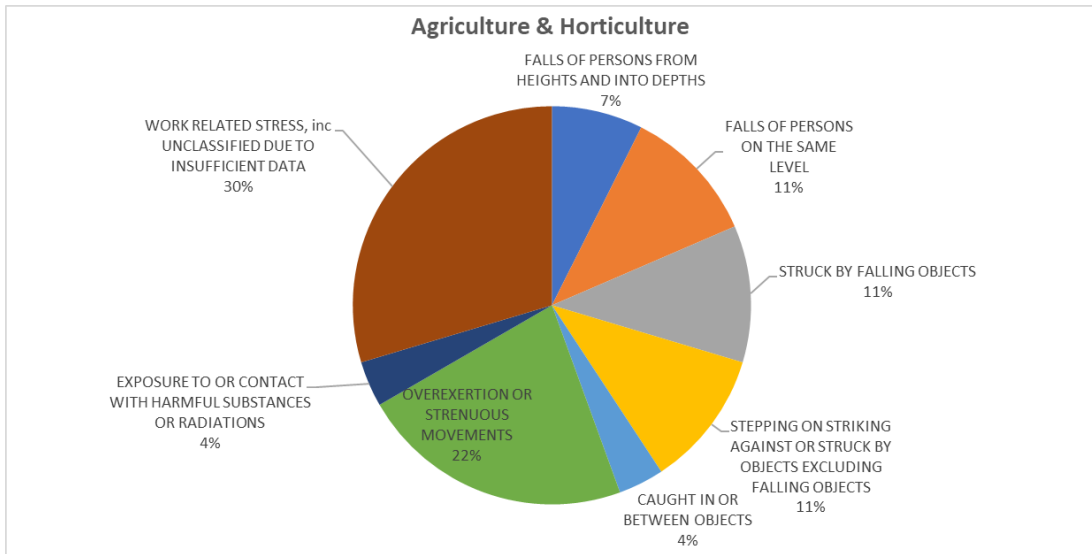
## Work-related ill health statistics



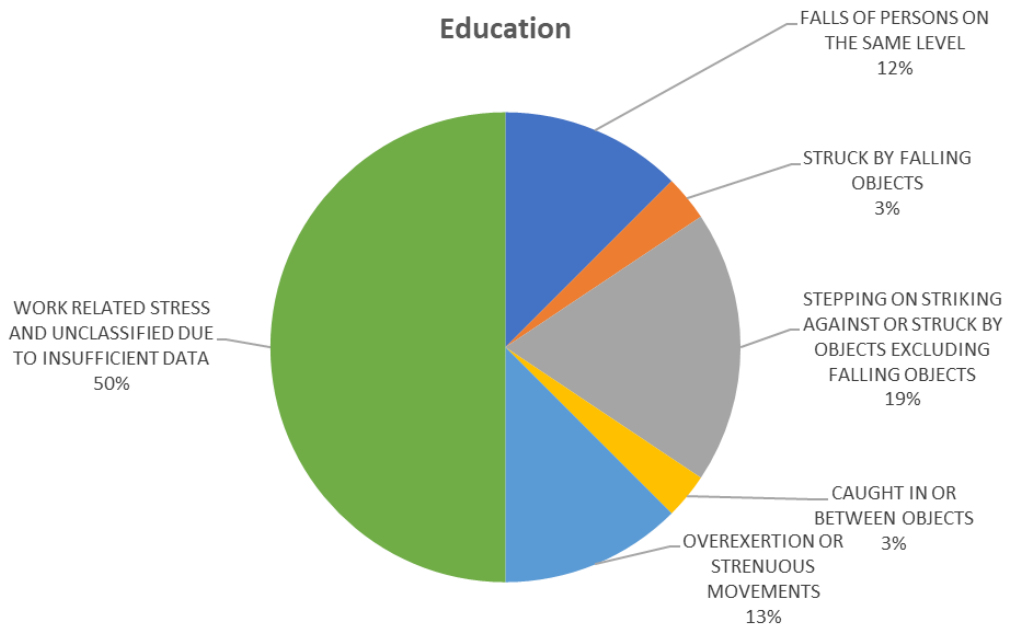
32% of claimants returned their questionnaire following a work-related ill health disorder. As in previous years, stress and musculoskeletal disorders continue to make up the vast majority of all work-related ill health claims.



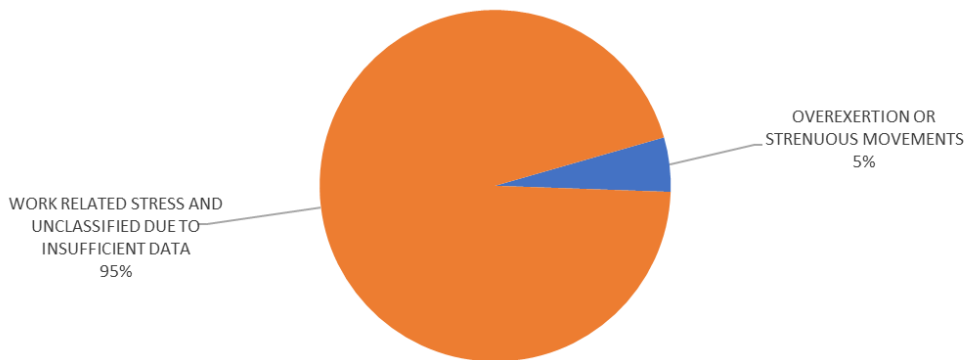
**Sectoral summary: causes of accident and ill health in 2023**



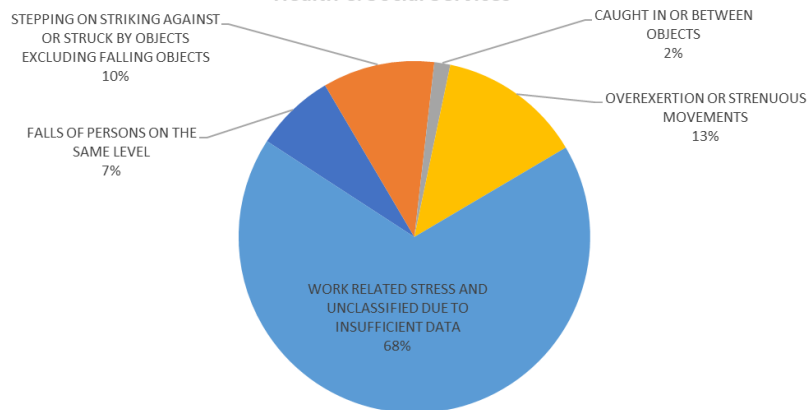
### Education

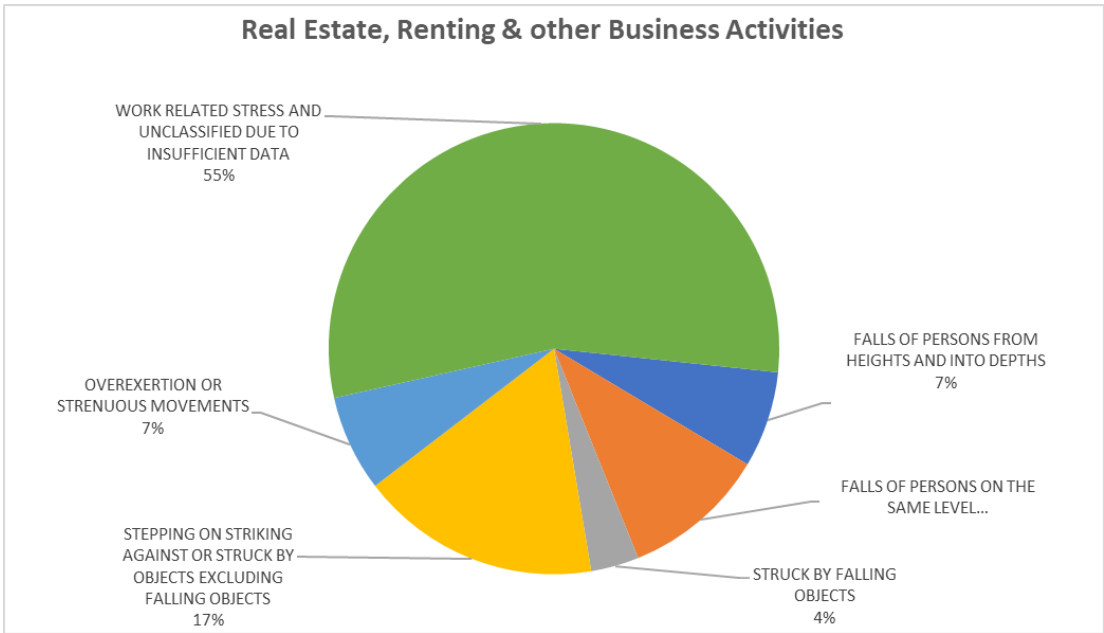
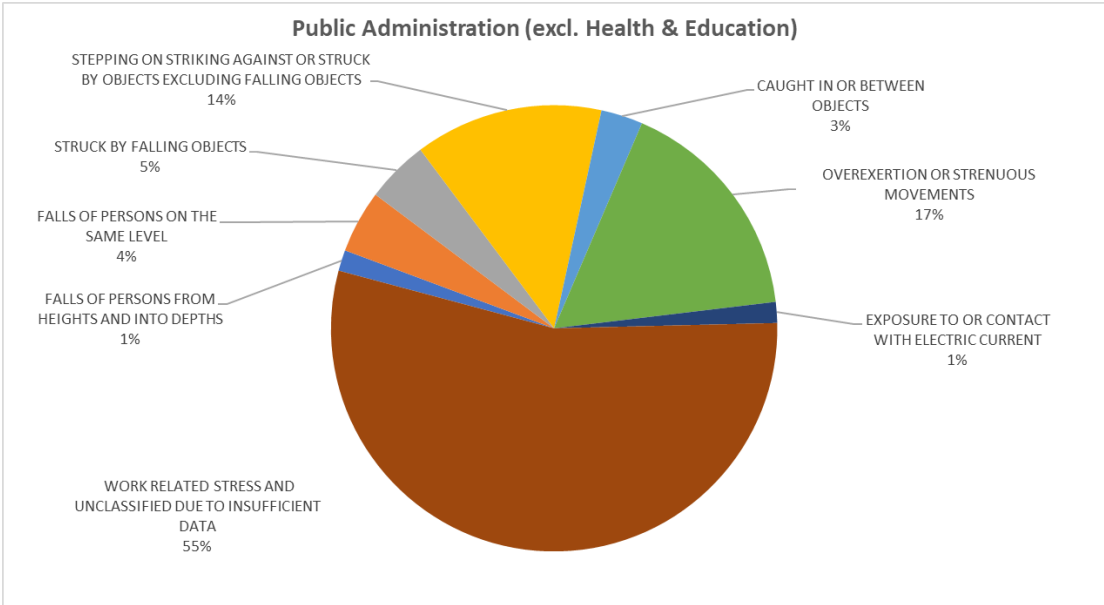
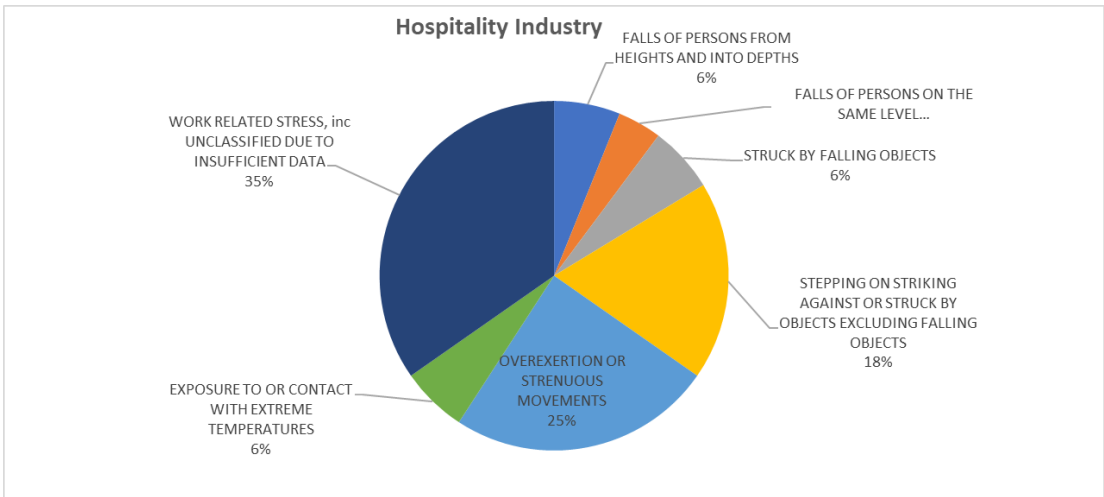


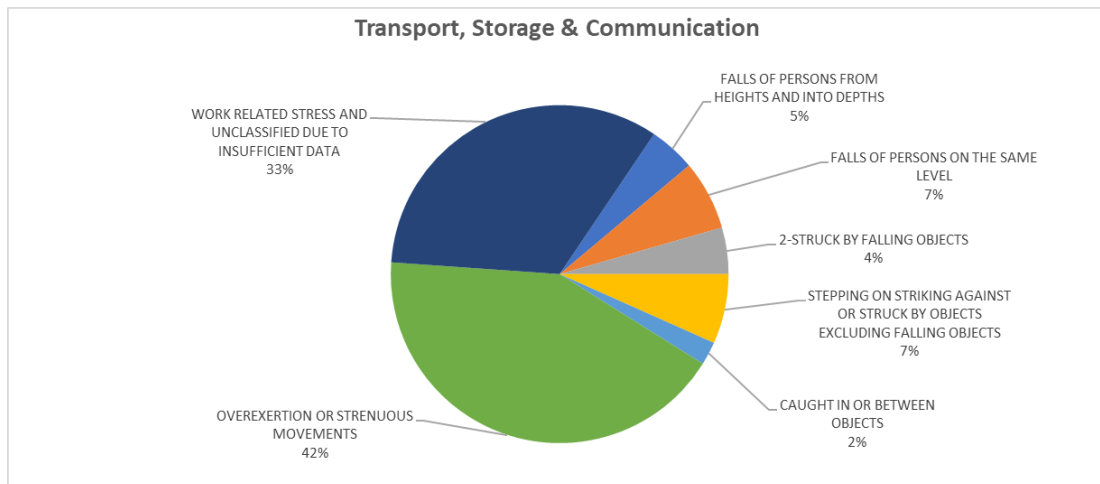
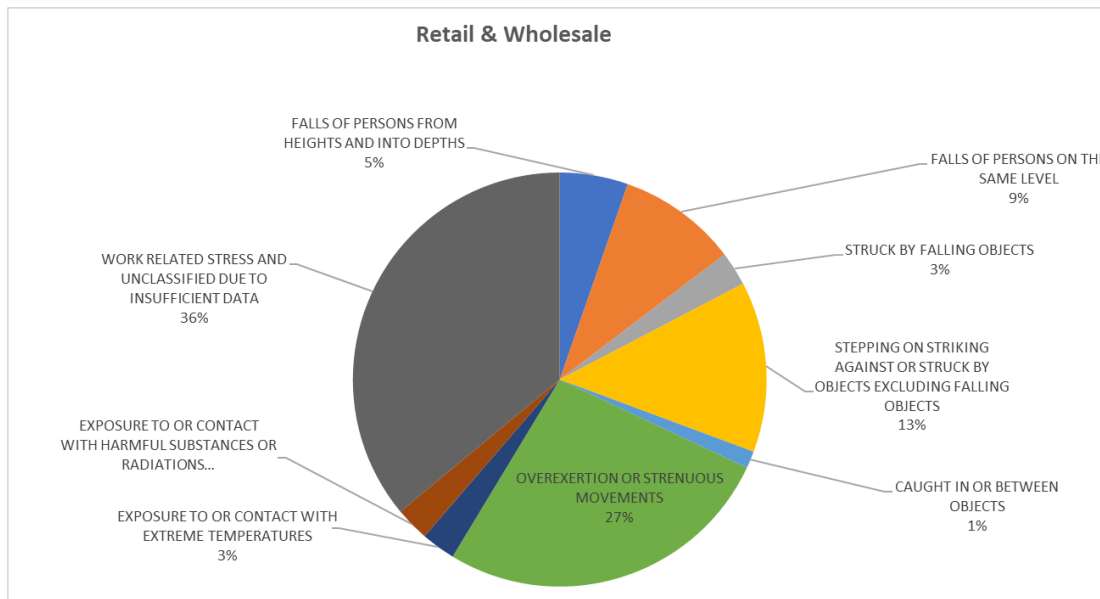
### Financial Services



### Health & Social Services







### Cost of Days lost due to Accident or Ill Health in 2023

(as at 31-03-2024 based on 1373 records of which 1330 received benefit)

Date Range	Days Lost	Cost per day	Totals
1 January – 30 September	32,557	£35.27	£1,148,285.39
1 October – 31 December	10,215	£37.99	£387,148.50
<b>TOTAL</b>	<b>42,772</b>		<b>£1,535,433.89</b>