



# **Health and Safety Inspectorate**

**ANNUAL REPORT  
2024**



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** are to:

Secure compliance in a firm but fair and proportionate manner

Ensure the regulatory framework remains effective and appropriate for Jersey

Reduce the incidence and/or severity of work-related accidents and ill-health which give rise to the most serious risks

Lead and engage with others to improve workplace health and safety

Enable improvement through 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 who at full complement comprise a Director, 4 Inspectors, a Health and Safety Regulatory Officer and a part-time health and safety advisor.

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 2024 there were:

<b>64,790</b> total jobs	<b>8,440</b> active private sector undertakings:
<b>9,880</b> public sector	89% employ fewer than 10
<b>54,910</b> private sector	59% single person (incl. self-employed)

Source: Jersey's Labour Market Report [Labour Market December 2024 pdf \(gov.je\)](#)

### 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 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.

## PRINCIPLES OF REGULATION

HSW Law places broad duties on everyone at work, for example employers, workers, the self-employed etc. Those with duties are known as 'dutyholders' and they have the legal responsibility to ensure the health and safety of employees and others who may be affected.

HSW Law establishes 2 enduring principles:

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

Some duties are absolute whilst others are subject to the qualification of '*so far as is reasonably practicable*' which means balancing the level of risk against the measures needed to control it in terms of money, time or trouble. The Law is underpinned by more prescriptive regulations, Approved Codes of Practice (ACoPs), guidance as well as industry standards which inform what is considered to be '*reasonably practicable*' for dutyholders to achieve to manage their risks and ensure compliance with the Law.

In placing duties on all parties at work HSW Law provides for a system of **self-regulation** with a framework for active risk management and mitigation that is proportionate to the risk. It encourages continuous review, improvement and innovation.

## WHAT WE DO: the role of HSI

HSI's role is to regulate dutyholders to ensure they understand and effectively manage their health and safety risks to workers and others.

We are a small team, and it is impossible for us to inspect every one of the businesses in Jersey. We target our activities on those sectors and activities with the most serious risks or where the risks are least well-controlled.

We use a variety of methods to influence behavioural change and help people manage their risks at work. These include:

- providing advice, information and guidance
- raising awareness in workplaces by influencing and engaging
- operating licensing activities for higher-risk work
- carrying out targeted inspections and investigations
- taking enforcement action to prevent harm and hold those who break the law to account

All our interventions are made in accordance with the principles of good regulation as outlined in our [Enforcement policy statement: health and safety at work](#)

Further information is available at:

[Health and Safety Inspectorate: who we are and what we do](#)

[Understanding responsibilities under Health and Safety at Work \(Jersey\) Law, 1989](#)

[Health and Safety Inspectorate \(HSI\) proactive inspection and investigations](#)

2024: Ensuring efficient & effective service delivery		
£671,808 total budget	£605,808 staff costs £11,000 Grant to Jersey Safety Council £55,000 residual non-staff costs	£717,234 total expenditure (including additional major incident investigation funding)
<b>Staffing</b>  In 2024 HSI started the year fully staffed with 6.4 Full Time Equivalents (FTE) comprising a Director, 4 Inspectors, a Regulatory Officer and a part-time administrator. Due to the resignation of one of the Inspectors in November we will start 2025 with a 25% Inspector vacancy rate.		
<b>Major incident investigations</b>  HSI has continued to take a major role in investigating recent major incidents. <ul style="list-style-type: none"> <li>• We took primacy for the investigation into the explosion at Mont Pinel in June 2024; and</li> <li>• we continued with our investigations into the circumstances surrounding the tragic explosion at Pier Road in December 2022 (which is running in parallel to the States of Jersey Police’s investigation)</li> </ul>		
<b>Responding to health &amp; safety concerns and complaints</b>  Alongside our high volume of reactive investigation work in 2024 we responded to all complaints from employees and the public about work activities in accordance with policy.		
<b>Proactive inspections and stakeholder engagement</b>  With greater resources we increased our proactive work in 2024 with inspections of a variety of higher risk work activities, telephone advice, reviewing asbestos plans of work and providing advice on event safety with the Bailiff’s Panel. We presented at conferences run by the <b>Energy Network Association Health, Safety &amp; Environment</b> and the <b>Jersey Construction Council</b> . We also held a range of stakeholder engagement workshops where our engagement builds shared objectives and extends our reach to ensure better risk management across a range of business sectors.		
<b>Clarifying roles &amp; responsibilities under HSW Law</b>  Building on our primacy of recent major incident investigations we used stakeholder meetings, presentations and web articles to explain the criminal offences under HSW Law and our role as a regulator. The aim is to assist all those we interact with to better understand our role and that it is dutyholders in law that are responsible – at all times - for managing the risks their work activities present to both employees and the public. <p>We also continue to highlight the importance of incorporating established industry standards as well as HSI and HSE ACoPs in systems of risk management as they all provide comprehensive guidance on what is ‘<i>reasonably practicable</i>’ for dutyholders to do to manage both safety and health risks.</p>		

Regulating and enforcing HSW Law			
<p>In 2024 we carried out</p> <p><b>3 major incident investigations</b></p> <p><b>51 investigations</b> into serious workplace accidents and ill health conditions across a wide cross section of industry sectors</p>	<p>We responded to <b>140</b> complaints about workplaces and working activities:</p> <p><b>43</b> Category 1 (serious risk)  <b>72</b> Category 2 (significant risk)  <b>25</b> Category 3 (low risk)</p>		
<p>HSW Law puts duties on employers, employees, the self employed and others to manage the risks to health &amp; safety of workers and the public.</p> <p>HSW Law is criminal law and a failure to discharge the duties under the Law is a criminal offence.</p> <p>The Law provides Inspectors with significant powers including the ability to serve legal enforcement notices to either require improvements in risk management or to prohibit work activities that give rise to a risk of serious injury.</p>			
<p>In 2024 we served <b>36 Enforcement notices</b></p> <p><b>12 Prohibition notices</b></p> <ul style="list-style-type: none"> <li>• 11 related to unsafe work at height</li> <li>• 1 for a failure to provide a safe system of work for lifting during tree work</li> </ul> <p><b>24 Improvement Notices</b></p> <table border="0"> <tr> <td> <ul style="list-style-type: none"> <li>• 7 to provide health surveillance to employees</li> <li>• 2 to control exposure to flour and bread improver dust</li> <li>• 2 to control exposure to stone and brick dust</li> <li>• 2 to control exposure to wood dust</li> <li>• 2 to control risk to prevent persons and objects falling a distance liable to cause injury</li> <li>• 2 to prepare a safe work method statement for work at height</li> </ul> </td><td> <ul style="list-style-type: none"> <li>• 1 to face fit respiratory protective equipment</li> <li>• 1 to carry out thorough examination test on Local Exhaust Ventilation (LEV)</li> <li>• 1 to control exposure to asbestos fibre and wood dust</li> <li>• 1 to have a safe work method statement for tree work</li> <li>• 1 to conduct a vibration risk assessment</li> <li>• 1 to store highly flammable liquids safely</li> <li>• 1 to provide information, instruction &amp; training</li> </ul> </td></tr> </table>		<ul style="list-style-type: none"> <li>• 7 to provide health surveillance to employees</li> <li>• 2 to control exposure to flour and bread improver dust</li> <li>• 2 to control exposure to stone and brick dust</li> <li>• 2 to control exposure to wood dust</li> <li>• 2 to control risk to prevent persons and objects falling a distance liable to cause injury</li> <li>• 2 to prepare a safe work method statement for work at height</li> </ul>	<ul style="list-style-type: none"> <li>• 1 to face fit respiratory protective equipment</li> <li>• 1 to carry out thorough examination test on Local Exhaust Ventilation (LEV)</li> <li>• 1 to control exposure to asbestos fibre and wood dust</li> <li>• 1 to have a safe work method statement for tree work</li> <li>• 1 to conduct a vibration risk assessment</li> <li>• 1 to store highly flammable liquids safely</li> <li>• 1 to provide information, instruction &amp; training</li> </ul>
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<p><b>Health &amp; Safety Law prosecutions</b></p> <p>The decision to prosecute the most serious of breaches of HSW Law rests with the Attorney General, not HSI. The Attorney General must be satisfied that there is sufficient evidence, and that prosecution is in the public interest. There are published guidelines setting out the circumstances of when a breach should be referred to the Attorney General for his consideration, the principles of which are set out in our <a href="#">Enforcement policy statement: health and safety at work</a></p>			

There were **3 Health & Safety Law prosecutions** in the Royal Court in 2024.

Skinner Skips Ltd as an employer was found guilty of a breach of Article 3(1) HSW Law for the failure to ensure, so far as is reasonably practicable, the health & safety of its employees. They were fined £55,000 with £5000 costs. For more information see the judgment at [AG v Skinner Skips Limited 22-Mar-2024](#)

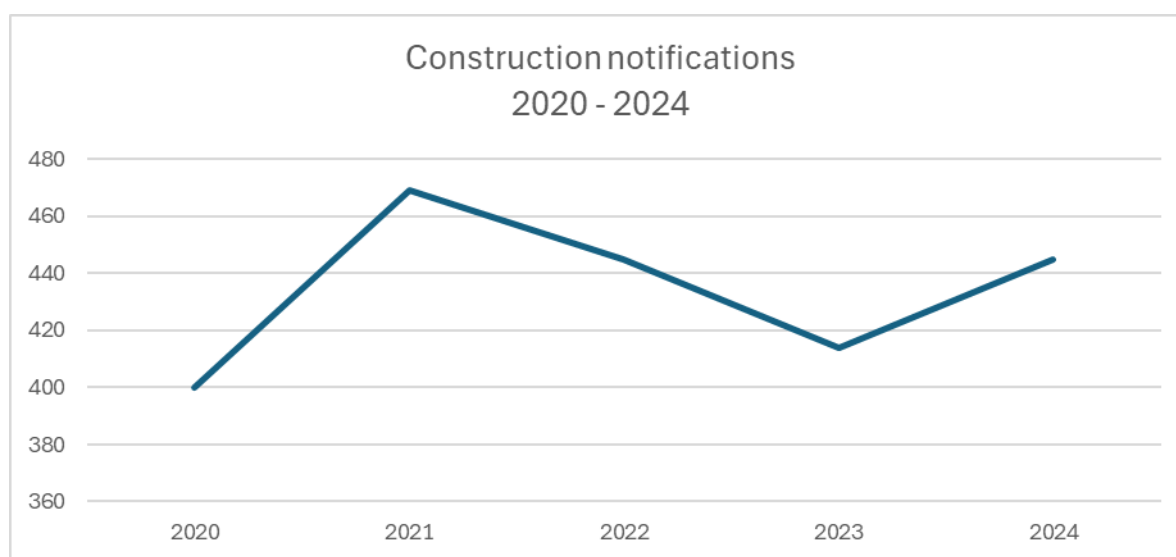
John Sutherland and Thomas Le Sauteur were both charged as employees and were both found guilty of a breach of Article 4(a) HSW Law. They were each given a two-year conditional discharge with costs awarded of £500. For more information see the judgement at [AG v Sutherland and Le Sauteur 16-Jul-2024](#). The defendants sought leave to appeal which was dismissed - see [Le Sauteur and Sutherland v HM Attorney General 23-Oct-2024](#)

We processed **82 plans of work** relating to licensed asbestos removal work. See [Licensed asbestos removal contractors](#) for an up to date list of authorised contractors

We reviewed **66 defect reports** which were received relating to a range of equipment (FLT's, passenger & goods lifts, pressure vessels, lifting gear) to ensure appropriate action taken.

We received **445 construction notifications** under the Construction (Jersey) Regulations 2016.

All major construction projects which last more than 30 days or involve more than 500 person days must be notified to HSI by the Health & Safety Project Coordinator (HSPC).



## Ensuring the legislation remains effective & appropriate for Jersey

Approved Codes of Practice (ACoPs) 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.



In addition to HSE's ACoPs HSI also issue/update Jersey specific 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 2024 the Display Screen Equipment at Work ACoP was updated from the 1998 version to better reflect current technology and our more modern ways of working. It will come into force in early 2025.

In 2024 we introduced a means of voluntarily reporting workplace incidents, injuries and dangerous occurrences online. Many responsible dutyholders already report incidents to HSI. The online form will standardise reporting, allowing us to better analyse the data from work-related incidents.

[Reporting workplace incidents and accidents \(RIDDOR\)](#)

The data will provide an additional information source that we can use in due course alongside the statistical data on work-related accidents and ill-health collated through Social Security Short-Term Incapacity Allowance (STIA) presented in this report. This will assist us in monitoring trends, identifying where it might be helpful for the regulator to provide new guidance or ACoPs or propose changes to legislation in our aim to reduce the incidence of work-related accidents and ill-health.

Find out more about HSI at:



## Leading & engaging with others to improve workplace safety

We carried out **155** unannounced inspections of work activities across a range of industry sectors

We provide **advice, guidance & 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. **1,350** telephone enquiries, provided over **3,200** written responses by email or letter and held over **830** face-to-face meetings to discuss health and safety at work matters

HSI undertakes specific, **targeted initiatives** of workplaces or working activities to effectively enable standards to be set and acknowledged, promote good behaviours and deliver improved health and safety outcomes.

### Two **scaffolding initiatives**

1. to ensure that scaffolding is being appropriately inspected
  - following installation/before first use
  - at an interval of no more than every 7 days thereafter
  - following any circumstances liable to jeopardise the safety of the installation e.g. high winds.
2. to ensure scaffolding operatives are trained and competent to erect, alter and dismantle scaffolding in association with the **Jersey Association of Scaffolding Contractors (JASC)**.

A **warehouse initiative** continued from 2023 focussing 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.

A **hospitality initiative** providing advice to the sector on maintenance of electrical and gas appliances to ensure gas appliances, electrical installations and equipment used in outdoor spaces is safe. The initiative followed the gas supply outage and the electrocution of a child in a UK pub garden.

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 training which would otherwise not be readily available locally.

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

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

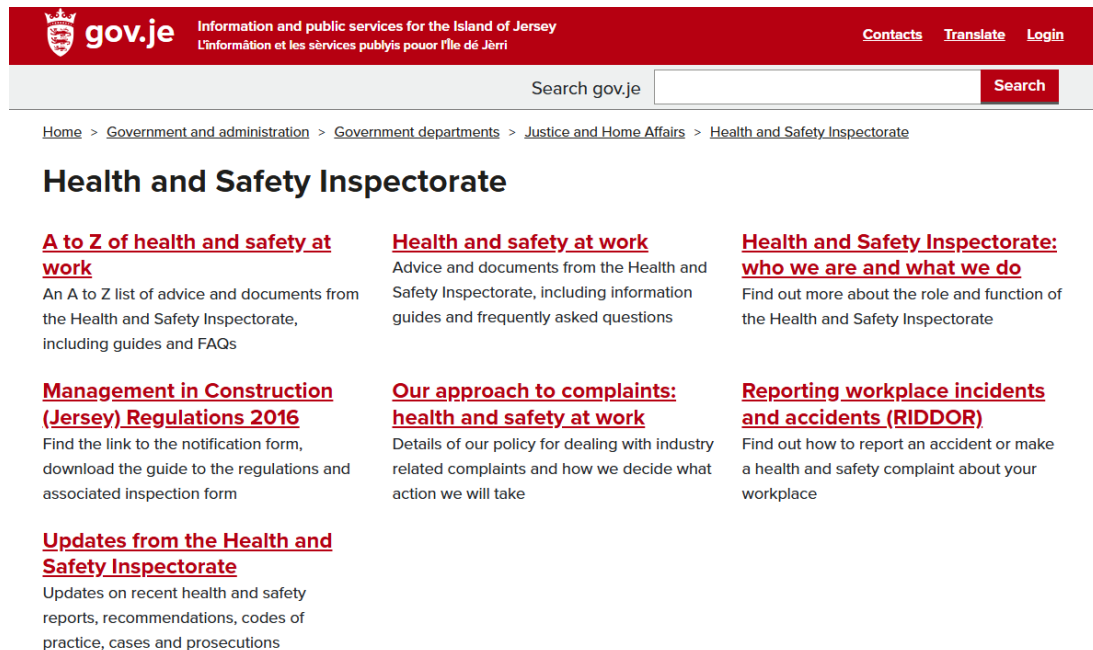
**Bailiffs Entertainment Panel** which reviews and advises the Bailiff on arrangements for public safety at public entertainment events.

**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 States of Jersey Fire & Rescue Service, Environmental Health, Building Control, Planning, and Operations & Transport



The HSI website [www.gov.je/hsi](http://www.gov.je/hsi) is a well-established focal point for those seeking advice and guidance on health and safety matters, including the work of the Inspectorate.



The screenshot shows the gov.je website header with the logo and navigation links. Below the header is a search bar. The main content area displays the 'Health and Safety Inspectorate' section with several links and descriptions:

- [A to Z of health and safety at work](#)**  
An A to Z list of advice and documents from the Health and Safety Inspectorate, including guides and FAQs
- [Health and safety at work](#)**  
Advice and documents from the Health and Safety Inspectorate, including information guides and frequently asked questions
- [Health and Safety Inspectorate: who we are and what we do](#)**  
Find out more about the role and function of the Health and Safety Inspectorate
- [Management in Construction \(Jersey\) Regulations 2016](#)**  
Find the link to the notification form, download the guide to the regulations and associated inspection form
- [Our approach to complaints: health and safety at work](#)**  
Details of our policy for dealing with industry related complaints and how we decide what action we will take
- [Reporting workplace incidents and accidents \(RIDDOR\)](#)**  
Find out how to report an accident or make a health and safety complaint about your workplace
- [Updates from the Health and Safety Inspectorate](#)**  
Updates on recent health and safety reports, recommendations, codes of practice, cases and prosecutions

HSI publishes **tailored guidance** on the update pages of our website to provide advice, clarification or feedback on areas of identified concern. This published advice is promulgated by a range of stakeholders.

Examples for 2024 include:

- The role of HSI, and our proactive inspection and investigations
- Work at height advice on scaffold inspections & training/competence
- The requirements for effective risk assessment
- Unsafe roof cleaning activities
- Stress in the workplace
- Asbestos awareness
- Electrical equipment and gas appliances in hospitality
- Health surveillance: what you need to know
- Working with ionising radiation
- Reporting of incidents, diseases and dangerous occurrences
- The importance of locating underground services during construction work
- Protecting lone workers
- Summaries of enforcement notices issued

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

### Statistical data

There were **64,790** total jobs in December 2024. This was an annual increase of **0.8%** since December 2023. The public sector grew by **4.6%** and the private sector by **0.2%**

Over the last 5 years (from December 2019 to December 2024)

- There was an increase of **3,410** all sector jobs (up 5.6%) from December 2019.
  - The total number of private sector jobs increased over five years by **1,650** (up 3.1%).
  - Public sector jobs increased by **1,750** over five years (up 21.5%)

Source – [Labour Market December 2024 pdf \(gov.je\)](#)

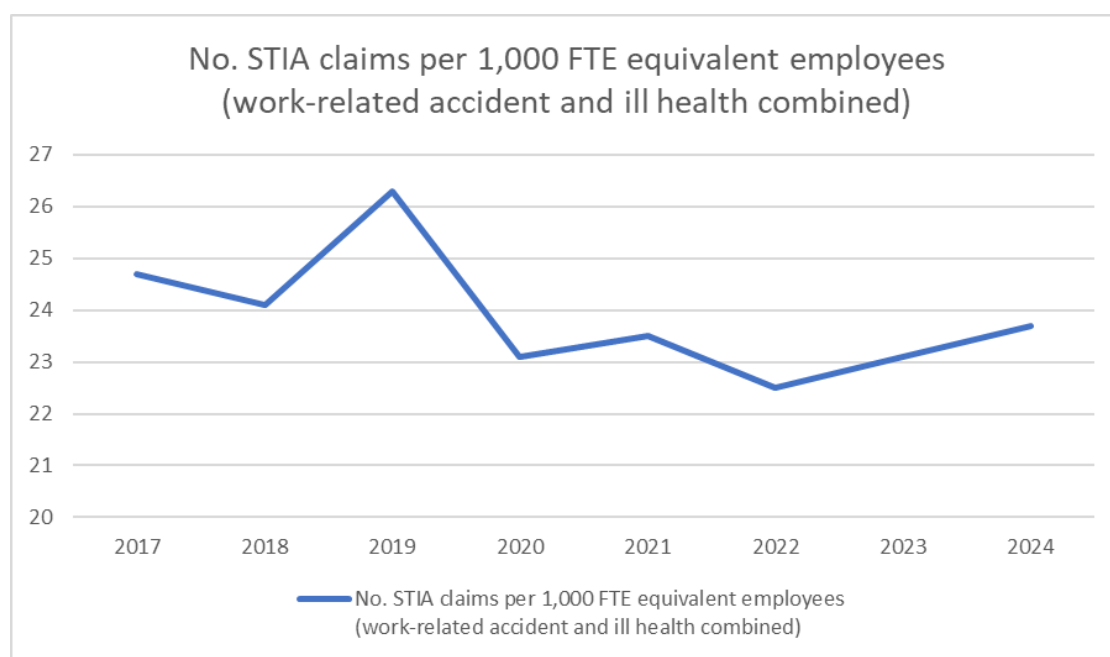
### Collation of work-related accident and ill health data

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 is automatically sent a questionnaire asking for further details to be provided. [Payments if you're off work sick \(Short Term Incapacity Allowance\)](#) (gov.je).

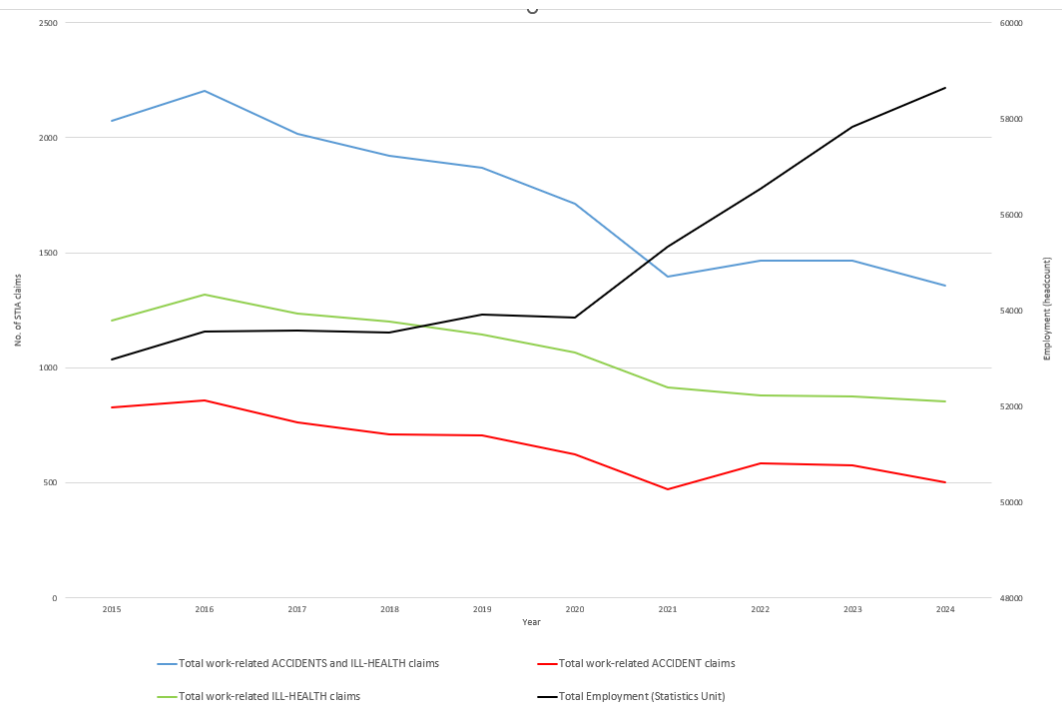
The data has its limitations, for example, medical certificates are only issued for 2 or more days off work; not all claimants return their form (only 42% did in 2024); and injuries caused to members of the public are not captured. However, as the data has been consistently collected it provides valuable information that enables trend monitoring.

**1379** claims STIA claims  
submitted due to work related  
accident or ill health in 2024

**23.7 STIAs per 1,000 FTE**  
(accident & ill health combined)

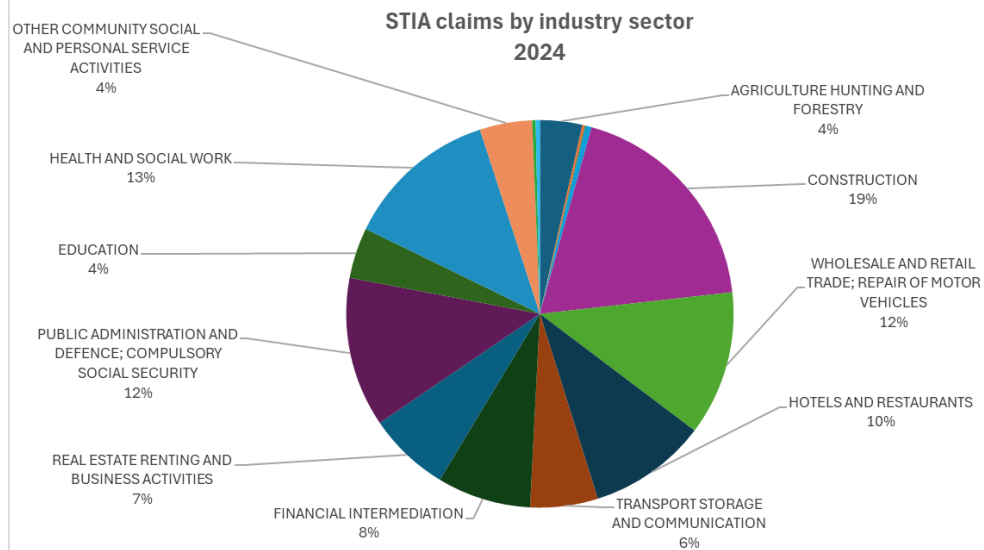


## Accident & ill-health claims trends against employment rates



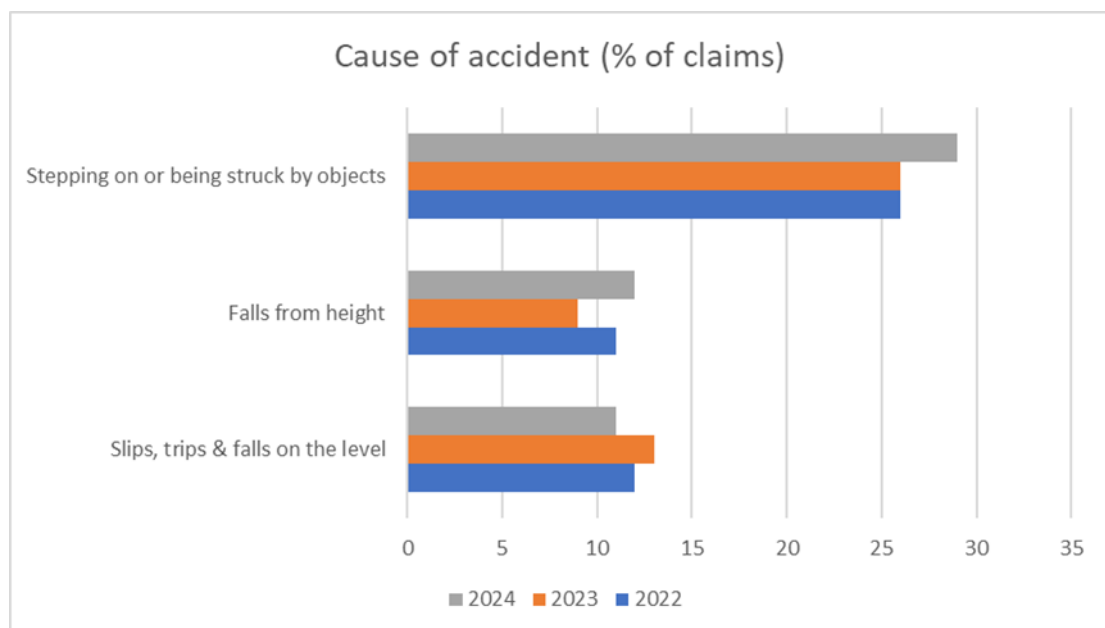
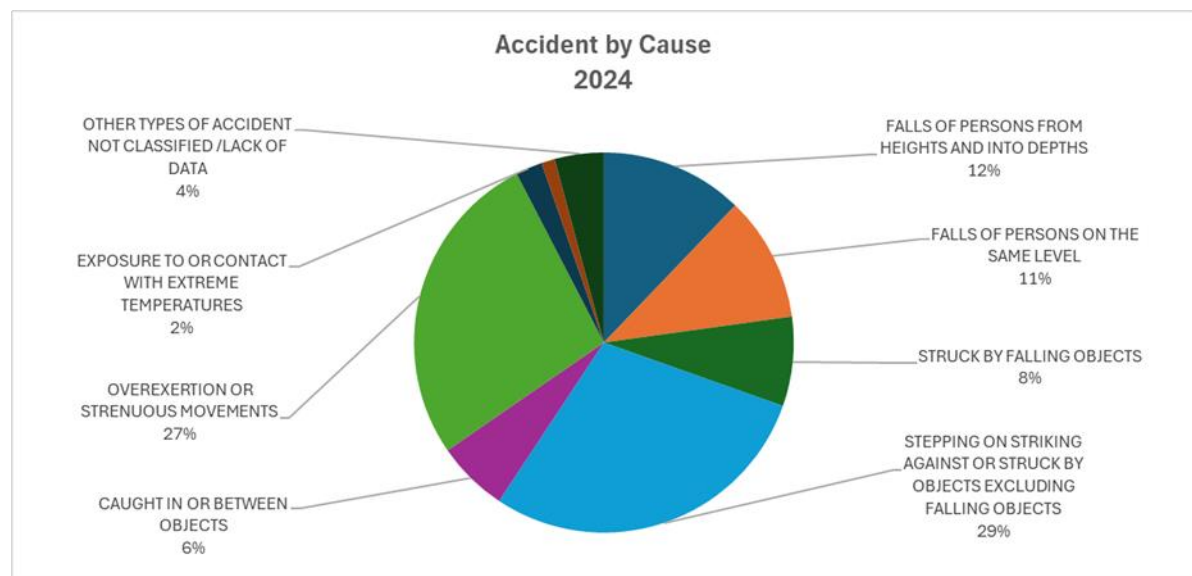
## Sectoral statistics

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 19% of all STIA claims despite only making up 10% of Jersey's workforce in 2024.

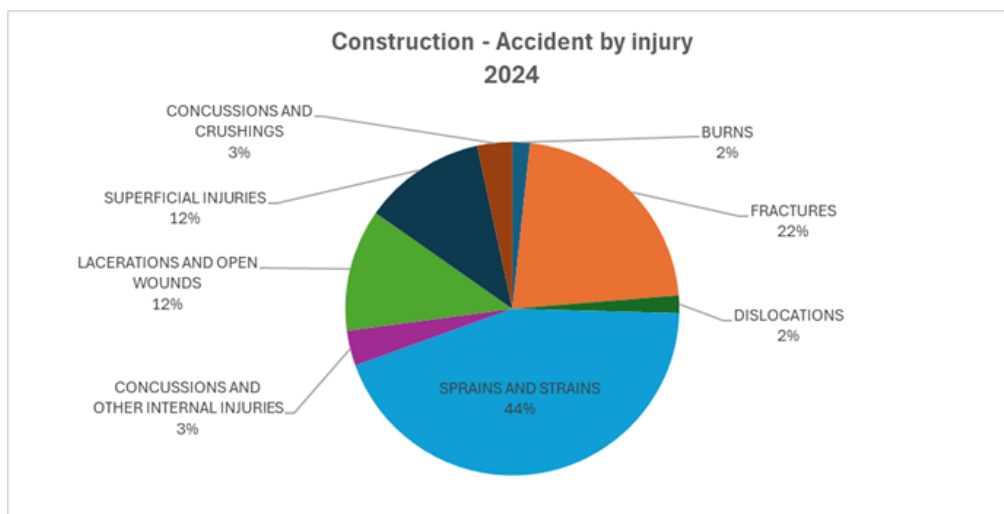
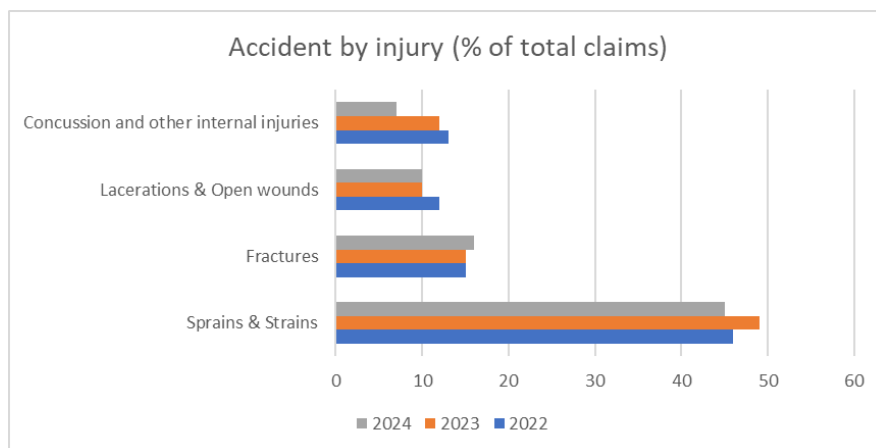
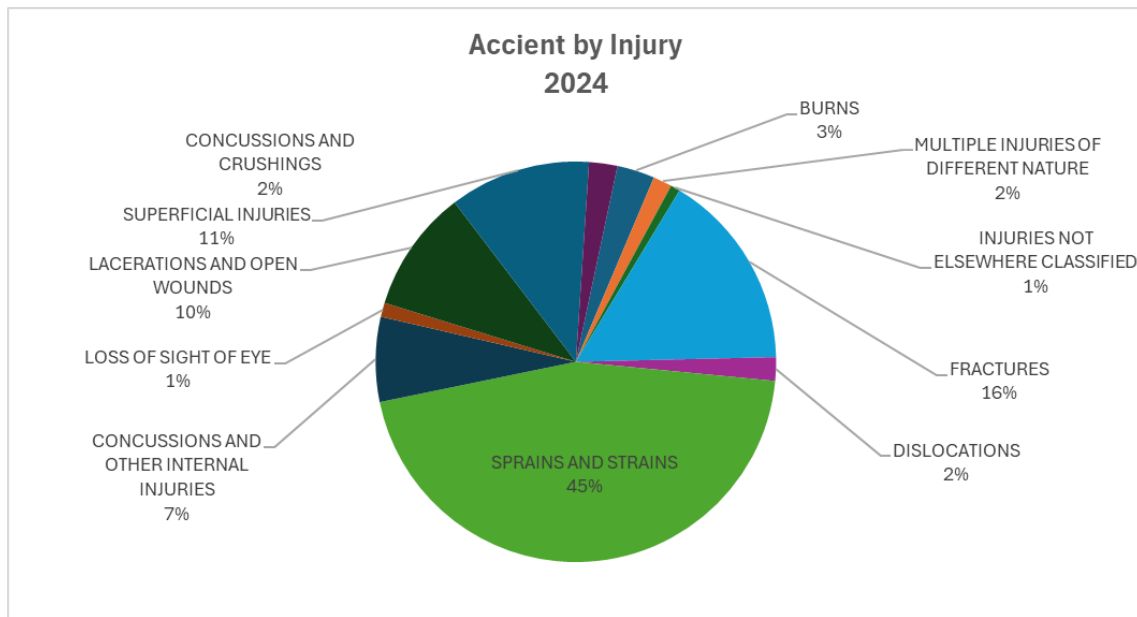


## Work-related accident & injury statistics

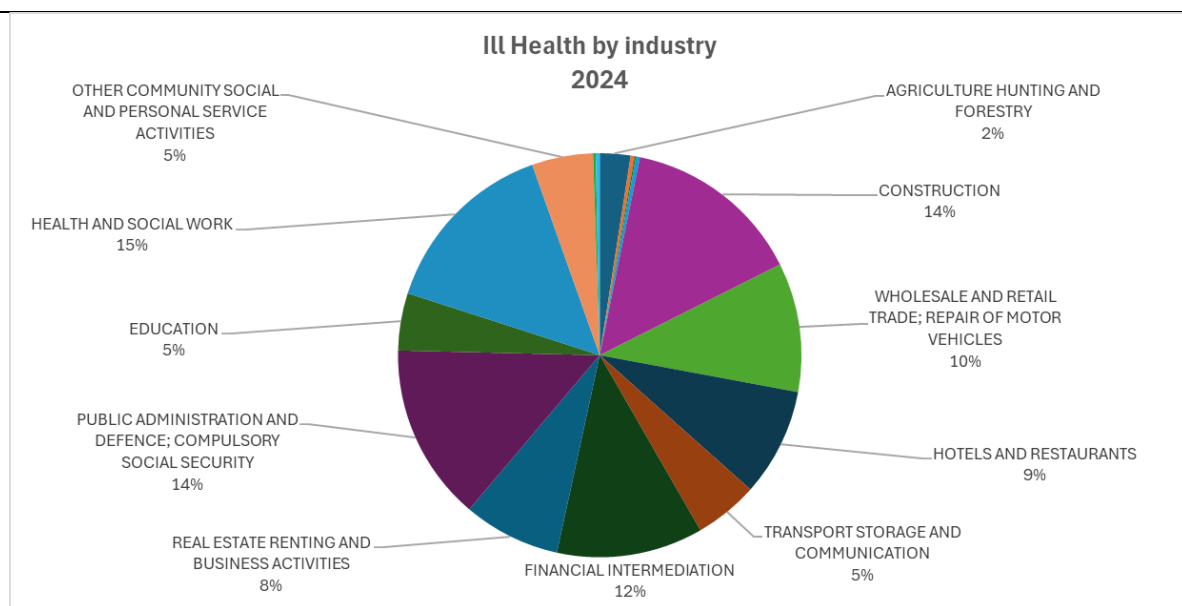
55% of claimants returned their questionnaire following a work-related accident. The main causes of accidents and injuries in 2024 remain consistent with recent years.



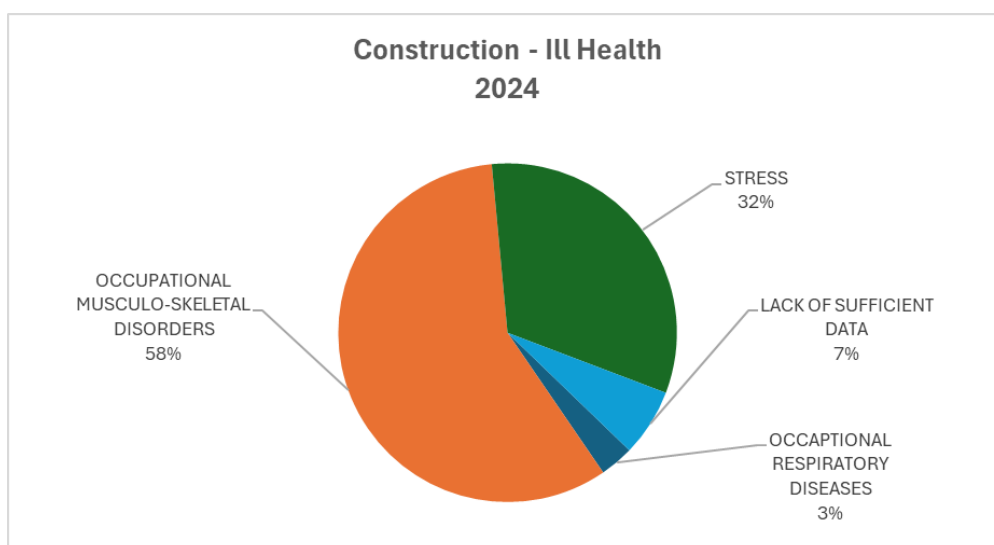
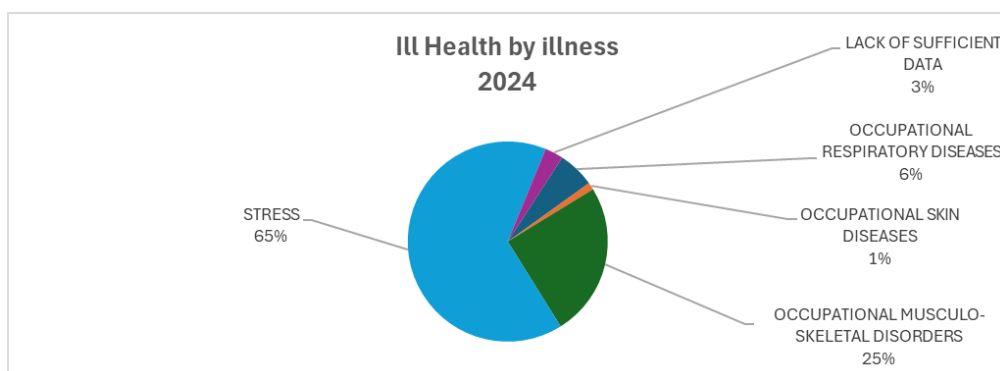
## Accident by injury in 2024 and over the last 3 years



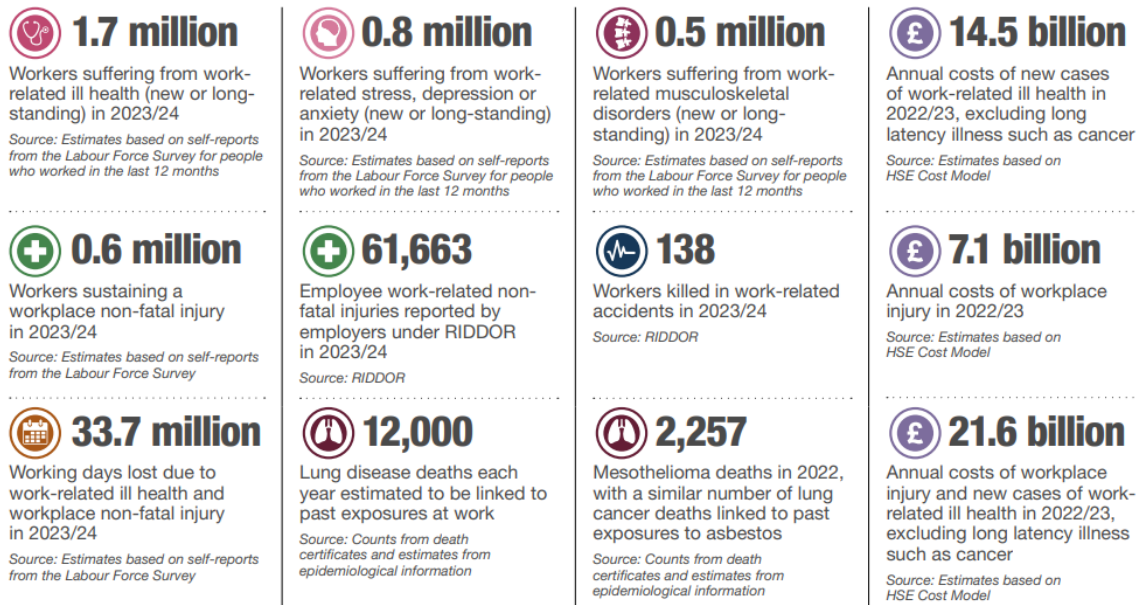
## Work-related ill health statistics



36% of claimants returned their questionnaire following a work-related ill health disorder. The trends remain consistent with previous years.



HSE produces detailed statistics on the cost to the economy of work-related ill-health & injury every year. The report for 2024 is available at: [Health and safety statistics 2024](#)



We can follow the cost of STIA claims to give an indication of the state costs for work-related ill-health and injury in Jersey each year. However, this ignores the 'human costs' (the impact on the individual's quality of life and, for fatal injuries, loss of life) and the serious effects on these individuals and their families, as well as employers, government and wider society; and the associated 'financial' costs, such as loss of production and healthcare costs etc. As HSE's cost estimations include both the human and wider financial costs they are used across the world as an indicator of the true costs of workplace fatalities, injuries and ill-health.

#### Cost to State of days lost due to accident or ill health in 2024

(as of 07/04/2025 based on 1417 STIA records of which 1379 received benefits)

Date Range	Days Lost	Cost per day	Totals
1 January – 30th September	36,212	£37.99	£1,375,693.88
1 October – 31 December	9,645	£40.43	£389,947.35
<b>TOTAL</b>	<b>45,857</b>		<b>£1,765,641.23</b>

See - [Payments if you're off work sick \(Short Term Incapacity Allowance\) \(gov.ie\)](#)