

# Health and Safety at Work Inspectorate

## ANNUAL REPORT 2015

This report sets out the Inspectorate's performance and achievements during 2015, and provides statistical information on work-related accidents and ill health

## Foreword



I am pleased to present the Annual Report for 2015, which provides an opportunity to report on the Inspectorate's performance and achievements during another challenging year, and reflect on how our core purpose of *'preventing death, injury and ill health to those at work and those directly affected by work activities'* is intrinsically linked to sensible and proportionate risk-management, not an attempt to stifle or stop work.

Statistical data obtained from the Social Security benefit system, presented in the report, unfortunately shows that there is still a lot of work to be done to achieve some real and positive outcomes in terms of tackling the number of people injured, or made ill, as a result of their work in Jersey.

During 2015 we continued to build our relationship with key partnerships, including the Jersey Construction Council (JeCC) and the Jersey Safety Council, to help ensure the most effective use of respective strengths in promoting and encouraging the benefits of managing health and safety.

I am particularly pleased to note that 2015 saw significant progress with the proposed improvements to the regulation of the construction industry. Initiated following calls from the industry itself many years ago, and with considerable support from the JeCC, an interim Approved Code of Practice on managing health and safety in construction came into force on 1 January 2015. Most importantly a draft set of new Regulations, intended to replace the existing outdated 1970 Regulations, was lodged with the States Greffe in December for debate by the States Assembly in early 2016. This represented the culmination of many years work.

The Inspectorate remains committed to making sure that its limited resource is directed to those areas where the risks are highest and where we can have the most impact. We will continue to take enforcement action where this is appropriate – both in respect of situations where things have already gone wrong and, perhaps even more importantly, to prevent people being injured or made ill in the first place where breaches of the legislation are found.

Looking to the future, the challenge is to ensure that the legislative framework and approach to the regulation of health and safety in the workplace remains effective and proportionate, taking into account changing employment patterns and the evolving economic landscape, within the limited financial and human resources available to the Inspectorate. I would like to pay tribute to the Inspectorate team for their shared commitment and enthusiasm to meeting these challenges.

Tammy Fage, Director of Health and Safety

## Who we are

The Health and Safety at Work Inspectorate is a small team which sits within the Social Security Department. Susie Pinel, Minister for Social Security, together with Graham Truscott, her Assistant Minister, hold political responsibility for all health and safety at work matters.



The Inspectorate consists of the Director of Health and Safety, 3 Inspectors, a Technical and Administrative Officer and a part time administrator.

## What we do

The vision of the Inspectorate is *'the prevention of death, injury and ill health to those at work and those directly affected by work activities'*

This is achieved by adopting a multi-faceted approach to regulation, which is illustrated by the range of activities and interventions covered in this report.

Whilst proportionate and targeted inspections, investigation and enforcement are key levers for improving health and safety standards in the workplace, the Inspectorate is committed to supporting duty holders to achieve improvements in sensible risk management through, for example, provision of practical advice and guidance on the legal requirements, targeted initiatives and raising awareness on particular issues.

# Our performance

The Inspectorate's work is principally divided into two categories:-

**Pro-active activities** – primarily focused at encouraging and supporting duty holders to achieve improvements in health and safety risk management in order to help prevent accidents and ill health occurring in the first place

**Reactive activities** - interventions taken in response to accidents or incidents of ill health, which includes investigation and enforcement action

Whilst it is always the aim of the Inspectorate to balance its limited resource equally between the two categories, once again 2015 proved to be a year where the high level of serious accidents resulted in time spent on reactive work taking precedence.

## Pro-active activities

### Inspections

**241** proactive inspections of workplaces were carried out during 2015.

Proactive visits are designed to review whether duty holders are meeting their legal requirements in respect of the risks created by their working activities and encourage improvements in health and safety performance. Any action taken by an Inspector will be proportionate to the findings of the visit and may range from general advice and guidance, through to formal enforcement action if action needs to be taken immediately to deal with serious risk, or to achieve sustained compliance with the Law.



In line with the objective to concentrate the limited resource of the Inspectorate to those workplaces where the risks are highest and where we can have the most impact, 70% of these visits were made to construction-related activities or licensed asbestos removal work.

Examples of other industries and workplaces visited on a proactive basis included visits to building merchants to specifically look at how manual handling risks were being managed, motor vehicle repair workshops, woodworking and joinery workshops, quarries and agriculture.

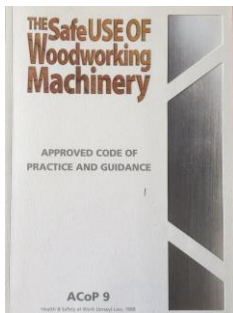
## Targeted initiatives

As part of its planned programme of work for the year the Inspectorate undertook targeted initiatives within 2 high risk sectors – construction and woodworking.

Such initiatives are designed to review and assess performance against specific targeting criteria and may be primarily focused on awareness raising of legal requirements, or be enforcement driven where risks to people are high and it is anticipated that the control measures should be well known and in place.

### *The Woodworking industry*

During the early part of 2015 a targeted initiative was carried out of joinery workshops. This was designed to follow up on a similar initiative carried out some years previously, and review compliance with the 'Safe Use of Woodworking Machinery: Approved Code of Practice' (Woodworking ACoP).



The initiative specifically addressed the following areas:-

- Training and supervision of machinery operators
- Health surveillance
- Machinery safety
- Control of wood dust and noise production
- Record keeping

The initiative identified 3 common areas where duty holders were typically required to take action to ensure compliance with the Law:-

- The provision of training by competent trainers
- Improved measures to control exposure of workers to wood dust
- The provision of suitable health surveillance for workers

Further visits to check compliance are planned for 2016.

### *Designers and architects*

During the second half of 2015 Inspectors visited 17 architectural practices to review compliance with the requirements placed on designers under the Approved Code of Practice 'Managing Health and Safety in Construction' (ACoP11), which came into force on 1 January 2015.



The initiative was also designed to provide the designers with an opportunity to ask questions and highlight any issues they had with applying the requirements of the new ACoP11. This was an important opportunity for the Inspectorate to gain feedback from the profession in view of the intention of incorporating similar requirements within the proposed new Construction Regulations.

The initiative proved very successful and identified a high level of awareness of the legal duties amongst the profession. Feedback identified that the designers welcomed the opportunity to discuss their experiences in applying the principles of the ACoP with Inspectors.

## Extending our hours

Whilst the core part of our business is carried out during a standard working week, with the Inspectorate usually staffed between 8am – 6pm Monday to Friday, it was recognised that a significant amount of working activity takes place outside these hours.

In September 2015, occasional pro-active weekend inspections of high risk activities were introduced. Predominantly focused on the construction industry, it quickly became apparent that standards, even on traditionally well managed sites, slipped at the weekend. Clearly this is unacceptable and it is hoped that further ‘out of hours’ visits will continue in 2016 to encourage effective health and safety management at all times, not just when it is believed an inspector ‘may’ visit.

## Provision of advice and guidance

Anybody seeking advice or guidance, or interpretation of the legal requirements relating to occupational health and safety, are able to contact the Inspectorate. Whilst it is not the Inspectorate’s role to act as a health and safety consultant, of whom there are a number offering their services in Jersey, we are always willing to explain the legal requirements, and where possible, identify the steps which can be taken to ensure compliance.

In 2015, the Inspectorate dealt with over **2000** telephone requests for advice and provided over **1300** email and written responses to queries.

*The Inspectorate website*      [www.gov.je/hsi](http://www.gov.je/hsi)

Managed and administered in-house, the website is being seen as an increasingly important forum for providing timely information and guidance about the Inspectorate’s work and the legal requirements. Feedback from stakeholders has



identified a desire for this forum to become a key means of seeking information, which allows the user the flexibility of when and how they will access information.

To help support and develop this means of communication, the design of the website was reviewed with the aim of improving the functionality and usability within the constraints imposed by the corporate framework. A key improvement was the introduction of an 'updates feed' which enables customers to easily identify any new guidance or news items which have been added to the website. It is envisaged that this area will continue to be developed and utilized during 2016.

During 2015 articles on a wide range of issues were published including:-

Information relating to changes to health and safety legislation, eg

- the proposed changes to the Construction Regulations
- introduction of the 'Managing Health and Safety in Construction: Approved Code of Practice'
- introduction of a revised 'Recreational Diving Projects: Approved Code of Practice'
- introduction of a revised 'Management of Exposure to Asbestos: Approved Code of Practice'

Practical guidance on

- managing the risks associated with manual handling
- competence of construction plant operators
- highly flammable liquids in motor vehicle repair
- controlling legionella bacteria in water systems

General reports including

- a report on a health and safety prosecution sentenced in the Royal Court
- a review of the targeted initiative of woodworking and joinery workshops
- a summary of Enforcement Notices served
- results from the public consultation on the proposed new Construction Regulations
- the Inspectorate's 2014 Annual report
- advice on the provision of training for the construction industry provided by the Jersey Safety Council

## *Publications and authoritative guidance*

To help ensure duty holders understand what they need to do to comply with their legal obligations under the Law, the Inspectorate writes, designs and publishes a wide range of guidance. This is intended to provide straightforward and practical advice on the minimum standards which need to be achieved to ensure compliance with the Law. This includes Approved Codes of Practice and general guidance on the Law and Regulations.

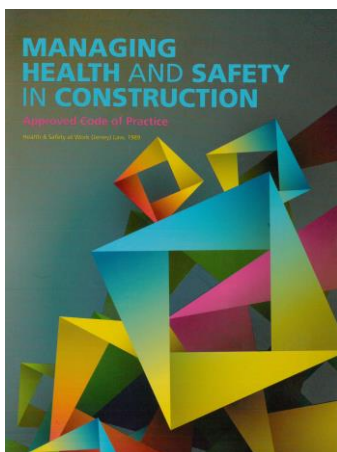
Whilst all publications are made available to download through the Inspectorate website, it is clear from customer feedback that hard copies of the key publications are still very much desired. Currently provided free of charge, with the ever increasing pressures on the Inspectorate's limited budget, this approach may need to be reviewed in the future. The current aim, however, is to maintain the provision of both freely available hard copy and electronic versions for the foreseeable future to ensure guidance remains accessible in a format which suits the varying needs of duty holders.

### *Approved Codes of Practice*

Approved Codes of Practice (ACoPs) are a key means of providing clear, practical guidance on how to comply with the Law. They hold a special legal status in that following the guidance in the ACoP is not compulsory, but if you do, you will be doing enough to comply with the Law in respect of those specific matters on which the ACoP gives advice.

If you are prosecuted for a breach of the Law, and it is proved that you did not follow the advice provided in the ACoP, you will need to show that you have complied with the relevant provision in some other way or the Court will find you at fault.

During 2015, a new ACoP '*Managing Health and Safety in Construction*' came into force on 1 January 2015.

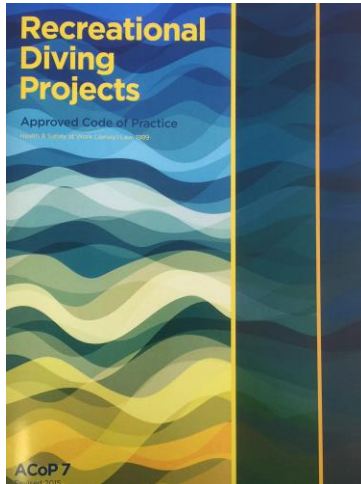


This ACoP was introduced following extensive consultation with the industry and is intended to act as an interim measure whilst the new Construction Regulations were developed.

It introduces requirements which ensure health and safety is planned for, and managed, throughout the life of a construction project.



During the year, two ACoPs were also reviewed and updated to reflect current standards of best practice:-



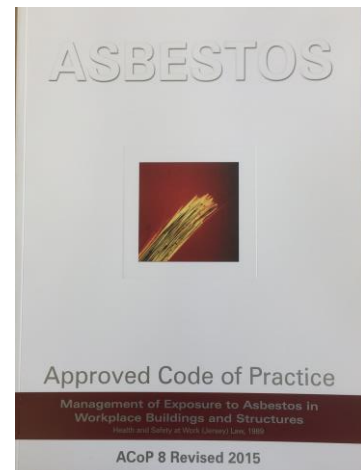
The revised '*Recreational Diving Projects*' ACoP came into force on 1 July 2015.

This replaced the previous version which had been introduced in 2004. Whilst not introducing significant changes in the approach to managing health and safety in a potentially high risk activity, the ACoP was updated to reflect recent changes in UK legislation and current industry good practice.

The opportunity was also taken to update references and remove outdated guidance.

The latest revision of the '*Management of Exposure to Asbestos in Workplace Buildings and Structures*' ACoP came into force on 1 October 2015.

With a simpler format to make the guidance clearer and easier to understand, revised guidance on the competence of asbestos surveyors and packaging of asbestos waste was introduced; the import, use, reuse, sale and export of any asbestos or asbestos-containing materials was explicitly prohibited and key references were updated. Outdated guidance was also removed.



## Working in partnership

With approximately 6,000 private sector firms trading in Jersey and over 57,000 people in employment across both the public and private sectors, it is evident that the small Inspectorate team is never going to be able to have direct contact with anything other than a tiny percentage of the workforce.

It is therefore vital that everyone plays their part in striving to improve health and safety in the workplace to keep workers both safe and well.

In order to maximise the engagement with those best placed to influence and encourage commitment to managing risk sensibly, ie the duty holders who create those risks, the Inspectorate works closely with a number of partners to help promote the importance and benefits of managing health and safety effectively.

The **Jersey Safety Council** is a body set up by the States to promote occupational health and safety, and to provide work-related health and safety training and support which would not otherwise be readily accessible in the Island.

Whilst the achievements and work of the Council are set out in the Chairman's Annual Report, the Inspectorate continued to have a close working relationship with the Council in 2015, which undoubtedly helped raise awareness and understanding across industry on a wide range of matters in a manner which the Inspectorate could not have achieved alone.

Of particular note was the support the Council provided to the construction industry following the introduction of the 'Managing Health and Safety in Construction: Approved Code of Practice'. The council facilitated accredited, bespoke training on various aspects of the ACoP throughout the year, tailored to different sectors of the industry.

The Council also engaged with the scaffolding industry to help support the development of a Scaffolders Association. As one of the last sectors within the construction industry without a common voice, this is seen as an excellent example of where collaboration between the Inspectorate, Council and industry has influenced and achieved changes in awareness and leadership. It is hoped that the Scaffolders Association will be formally launched in early 2016 and help improve and maintain standards within this high risk industry.

The **Jersey Construction Council** is a representative body of the construction industry, with a wide breadth and depth of membership across the different sectors of the industry, including contractors, suppliers, consultants, service providers and clients.

The Construction Council set up a working party to assist with the continued development of the new Construction Regulations, and has been instrumental in proactively engaging and raising awareness of the proposals across all sectors of the industry. Without their positive commitment and support to the process it is considered unlikely that the draft Regulations, lodged with the States Greffe in December 2015 for debate by the States Assembly in early 2016, could have been achieved.

The Inspectorate is represented on the [Bailiff's Entertainment Panel](#) which reviews and considers proposals for major public events which require a Bailiff's permit. The purpose of the panel is to provide advice and guidance to the Bailiff on public safety matters that he may wish to take into account when considering an application for a permit. During 2015, the Inspectorate was involved in advising on public safety for over 60 events, including the Battle of Flowers, Jersey Live, Dance events, public bonfires etc.

The Director of Health and Safety sits on a number of multi-agency Groups including:-

the [Emergency Planning Board](#), which ensures the Island properly plans for, and is in a position to respond to, any major emergency or disaster in, or affecting, Jersey, and

the [Hazardous Review Group](#), which includes representatives of a number of Regulators, States Departments and duty holders, and meets regularly to monitor and review the safety of the major hazard installations and off-site arrangements at La Collette.

La Collette is a unique environment in Jersey, containing the majority of the major hazard installations in the Island which provide essential products and services and are strategically important to the Island's economy and social infrastructure. A single incident at one of the major hazard installations could have catastrophic consequences and potentially cause great harm to workers, the environment and the public. It is therefore critical that the potential for harm is minimised via proactive engagement and liaison between the various duty holders operating at La Collette, the Regulators and all others having an interest in La Collette to ensure there is an ongoing and coordinated focus on effective major-hazard management – both by the operators of the major hazard installations and all other activities taking place outside their sites which may impact on their operation.

## Reactive work

**Investigations** into workplace accidents and ill health form a significant part of our work, but it is neither possible nor necessary for the purposes of the Law for all reported events to be investigated.



The Inspectorate's **enforcement policy**, available through the website [www.gov.je/hsi](http://www.gov.je/hsi) sets out the general principles and approach to determining when an investigation will be carried out. This is designed to ensure there is a proportionate balance of our limited resource between reactive enforcement action and carrying out preventative activities such as pro-active inspections.

The over-riding purpose of carrying out an investigation is to determine:-



- + the cause of the accident or ill health
- + whether action has been taken, or needs to be taken, to prevent a reoccurrence and to ensure compliance with the Law
- + whether there are lessons to be learnt, and to influence the development of future legislation and guidance
- + what, if any, enforcement action is appropriate

During 2015, the Inspectorate carried out **70** investigations into serious accidents and incidents. Of these, **23** resulted from notification from the Police Control Room, **5** prompted by claims for Social Security benefit and **42** from other sources, including notification by employers and injured parties themselves.

In addition, the Inspectors followed up on **119** reports relating to defective work equipment which presented danger to people. When such defects are identified during a statutory thorough examination, the examiner is legally required to notify the Inspectorate.

Equipment required to be thoroughly examined includes fork lift trucks, hoists, lifting gear, vehicle lifts, cranes, pressure vessels, MEWPs, drilling rigs etc



## Asbestos Licensing



Asbestos is classified as a category 1 carcinogen (ie causes cancer) and currently kills around 5000 workers every year in the UK – approximately 3 times the number of people killed in road accidents.

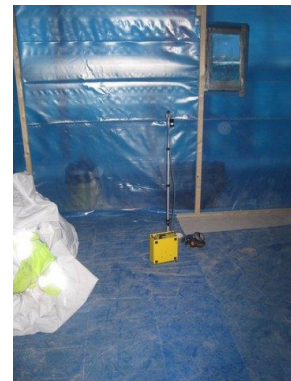
Work with asbestos therefore requires a very high level of control which is achieved through licensing.

Asbestos licensing is the only ‘permissioning’ regime in health and safety legislation in Jersey, and is enacted by the [Asbestos \(Licensing\)\(Jersey\) Regulations 2008](#).

Anybody wishing to work with certain asbestos-containing materials, including asbestos insulation, asbestos insulation board and asbestos coatings, must obtain a licence from the Minister for Social Security, or receive approval from an Inspector to work in Jersey on a licence issued under an equivalent licensing regime in the UK or Northern Ireland.

In order to be granted a licence, the applicant must be able to demonstrate they have the necessary skills, competency, expertise, knowledge and experience of working with asbestos, together with exemplary health and safety management systems.

There are currently 2 local licensed contractors in Jersey. 3 UK based contractors also carried out licensable work in the Island during the year.



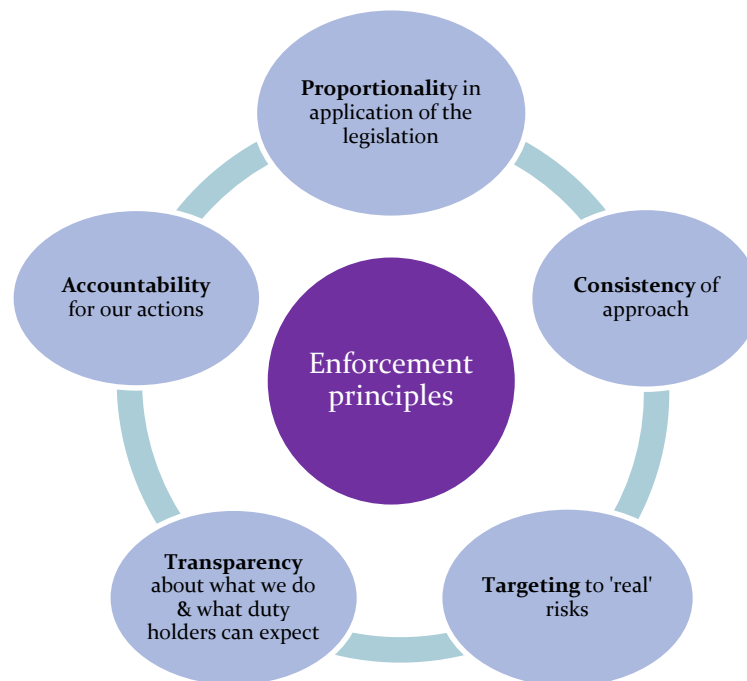
All licensed contractors are required to submit notification of any licensable work to the Inspectorate at least 14 days before work starts, together with a detailed Plan of Work which sets out how the work is going to be carried out safely, and without risk to the workers or others, including members of the public. Every Plan of Work is reviewed by an Inspector to ensure sufficient information is provided before work can commence.

In 2015, **144 notifications** of licensed asbestos removal work were received by the Inspectorate. This is a 26% increase in notifications over 2014. Predominantly associated with the removal of licensed materials prior to refurbishment or demolition work, this hopefully indicates an increasing awareness of the need to properly manage asbestos materials during the planning of such work.

## Enforcement action

The Inspectorate is committed to delivering firm but fair enforcement of health and safety legislation. Whilst we will always endeavor to improve standards through a mix of intervention techniques including inspection, advice and support and awareness raising activities, it is clear that enforcement, or the fear of it, is a powerful motivator for improving risk control, and is sometimes necessary.

All enforcement is taken in accordance with the 5 principles:-



Enforcement action can include the serving of legal Notices and/or a report being submitted to the Attorney General for consideration of whether a prosecution should be pursued.

Whilst there were no prosecutions under health and safety at work legislation heard in Court during 2015, a number of serious accidents occurred which were still under investigation at the end of the year, and may result in formal enforcement action being taken in 2016. The investigation into the fatal accident which occurred on a construction site in 2014 was also still being considered by the Attorney General.



## Enforcement Notices

During 2015 a total of **28** legal enforcement Notices were served; **17** immediate Prohibition Notices and **11** Improvement Notices.

## Prohibition Notices

Prohibition Notices are served when, in the opinion of an Inspector, there is a risk of serious personal injury and work must be stopped until the appropriate steps have been taken to ensure work can continue safely.

It is disappointing to note that over half of all Prohibition Notices (9 in total) were served for work on flat roofs, where no, or inadequate, precautions had been taken to prevent a fall from an unprotected roof edge. A further 4 Prohibition Notices were served for other unsafe work at height.

Controlling the risks of falls from height is one of the simplest, and most well documented, risks to control against. There is no excuse for not properly planning for such high risk work.



Other Prohibition Notices were served in respect of unsafe machinery, failure to support the sides of an excavation, poor maintenance of play equipment and unsafe system for work with asbestos cement.

## Improvement Notices

Improvement Notices are served when, in the opinion of an Inspector, an offence under health and safety legislation has been committed and measures need to be taken to secure compliance with the Law.

During 2015 the failure to provide suitable and sufficient training to employees was the predominant factor which resulted in an Improvement Notice being served, with 6 Notices being served for failing to provide appropriate training in areas such as:-

- asbestos awareness
- erection and dismantling of scaffolding
- use of a chainsaw
- operation of construction plant (eg excavators, dumpers etc.)

Improvement Notices were also served for the failure to:

- have adequate arrangements in place to work safely in the vicinity of electrical equipment
- prepare a suitable health and safety policy
- ensure dust extraction and collection systems were thoroughly examined at least once a year and
- have effective arrangements for managing the maintenance of a vehicle fleet

## Right of appeal

Failure to comply with a Prohibition or Improvement Notice is an automatic offence under the Law.

There is a right of independent appeal against a Notice through the Health and Safety Appeal Tribunal. There were no appeals submitted during 2015, and all Notices were complied with.

## Complaints

The Inspectorate received 149 formal complaints about working activities in 2015. These involved many different industries and the level of risk causing concern varied significantly.

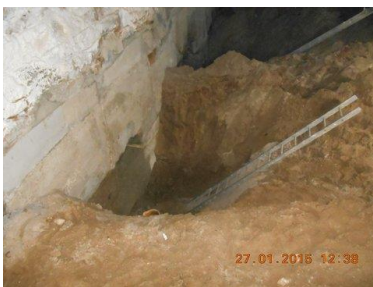
To ensure the best use of the limited Inspectorate resource, when a complaint is received, a risk based approach is taken to determine what action will be taken by an Inspector.

This will depend on the following factors:-

- the seriousness of the injury caused, or which may be caused
- the number of persons injured, or may be injured
- the likelihood of the incident occurring or reoccurring



Using a decision matrix, which is publically available on the Inspectorate website, all complaints are categorised into one of three categories which will determine the response taken by an Inspector.



Category 1: **Serious risk** - an Inspector will respond within **1** working day

Category 2: **Significant risk** - an Inspector will respond within **5** working days

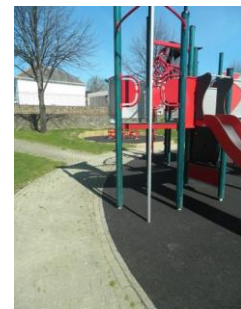
Category 3: **Low risk** - the complaint will not be followed up

Of the 149 complaints received in 2015,

**23%** of all complaints were **Category 1**, 73% of which were related to unsafe work at height

**67%** of all complaints were **Category 2**, and covered a wide range of activities, including concerns related to construction activities, children's play equipment, tree work, laundries, unsafe machinery, cafes and other retail premises, use of chemicals, slips, trips and falls etc

**10%** of all complaints were **Category 3**. When a complaint is categorised as 'low risk' and therefore not followed up, the Inspectorate will always be happy to explain why this is the case. This may be based on the risk profiling, or because the matter falls outside the scope of the health and safety at work legislation



## Investing in the future

### *Value for money*

The Inspectorate, like all States departments, is facing significant budgetary pressure to support the broader States of Jersey's requirement to reduce Public Sector expenditure. The challenge is to ensure that we continue to scrutinise and assess the ways in which we work to optimise our efficiency and effectiveness.

During 2015 we introduced a new member to the team 'Jack' the bicycle

As well as being eco-friendly and cheap to run, Jack has proved popular with the Inspectors to get around St Helier, particularly to sites and venues where it may be difficult to park, or where an Inspector would previously have walked, thereby enabling a quicker response to some category 1 complaints and incidents.



We have reviewed and improved the way we collect and record information to ensure we minimise duplication or unnecessary time spent on paperwork. The adoption of better use of technology to record and produce witness statements electronically – both in the office and remotely – has resulted in significant time savings, and provides a more efficient and straightforward process for both Inspectors and those providing the statement.

We will continue to focus on value for money by reviewing our practices and procedures throughout 2016, utilising the 'Lean process', to drive operational efficiency improvements whilst continuing to maintain the high standard of delivery of our core regulatory activities including asbestos permissioning, inspection, investigation and enforcement.

### *Investing in the team*

The Inspectorate team is a highly skilled group of people, who all have an important part to play in achieving the high quality of standards and service we provide. Due to the wide variety of workplaces and working activities in Jersey, there is a requirement for all members to have and maintain an extensive, and up to date, knowledge of health and safety at work legislation and its application.

2015 saw two Inspectors recruited in early 2014 continue to work towards the bespoke, specialist Post Graduate Diploma in 'Regulatory Occupational Health and Safety' administered by the UK Health and Safety Executive. A very demanding and exacting qualification, this involved both Inspectors spending a total of over 6 weeks in the UK during the year undergoing legal and technical training and formal assessment, as well as a number of joint visits and external, independent assessments and verification in Jersey.

Other training and updates provided to the team during 2015 covered a diverse range of subjects including legal updates, both in respect of investigatory and enforcement processes as well as developments in relevant health and safety case law; specialist refresher training, including asbestos-related activities; IT and web-based training; Safeguarding and data protection.

The close working relationship with the UK Health and Safety Executive was maintained and developed, which provides access to specialist advice and support when required. A relationship was also built up with the UK Local Authorities to provide access to support relating to non-HSE regulated workplaces in the UK, which are regulated by the Inspectorate in Jersey .

## Statistical data on occupational accidents and ill health

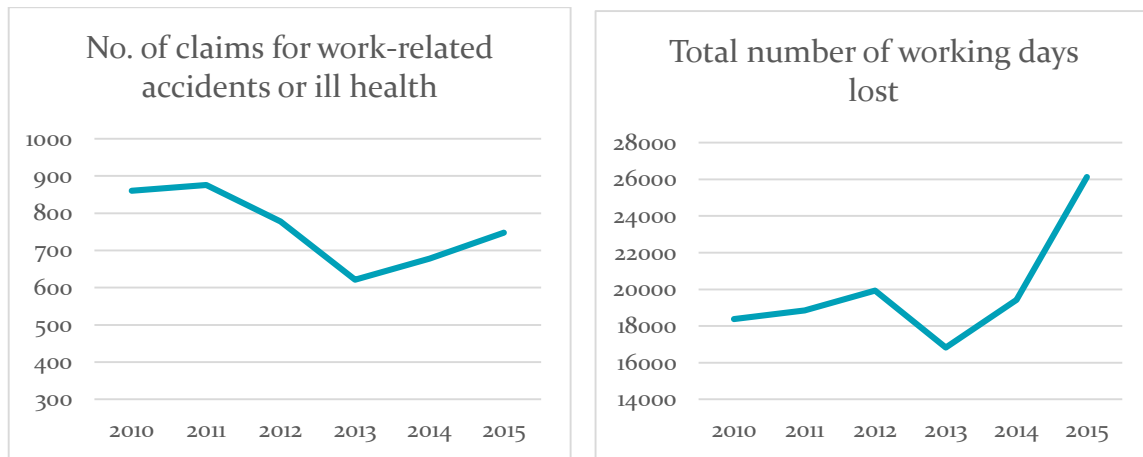
Unlike the UK, where employers, the self-employed and people in control of work premises have a legal duty to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences (near-misses) to the UK Health and Safety Executive, there is no legal duty to report accidents or ill health to the Health and Safety Inspectorate.

Instead, in Jersey, statistical data on work related accidents and ill health is collated through individual claims made for Social Security benefit (short term incapacity allowance). Whilst this has some limitations, for example claims will only be paid on receipt of a medical certificate for 2 days or more off work and the system does not capture injuries to members of the public resulting from working activities or near-misses, it is believed that the system provides a more accurate picture of true absence as it does not rely on self-reporting by employers and others in control of working activities. The manner in which the data has been collated has also remained consistent for many years enabling trends to be evaluated.

It is disappointing to note that in 2015 **748** work related accidents and ill health were reported through claims for Social Security benefit, which represents a 10% increase over 2014.

Whilst the numbers of work-related accidents remained relatively stable (457 versus 438 in 2014), the number of reported cases of work-related illness increased by just over 21% from 240 in 2014 to 291 in 2015.

The number of working days lost increased significantly to **26,128**, an increase of 35% over 2014.



It is believed that the significant increase in working days lost in 2015 is likely to be due to the increased numbers of reported work related ill health, and stress-related illnesses in particular, which typically result in longer absences than work related accidents.

Unsurprisingly, the amount paid out in short term incapacity allowance also increased significantly compared to 2014, by 38%, to **£736,257**

As well as the human costs to those suffering from work related injuries and illnesses, and the financial costs to the States of Jersey, assumed by the benefit system, there are significant costs in broader terms, through the costs of sick pay, increased employer liability insurance premiums, overtime payments etc. It is therefore in everybody's best interests to strive for improved health and safety performance and a reduction in work related injuries.

## Collation of accident and ill health data

To collect more detailed information on workplace accidents and ill health, every claimant submitting a medical certificate for benefit which indicates that the injury or ill health is work related is automatically sent a questionnaire asking for further details to be provided.

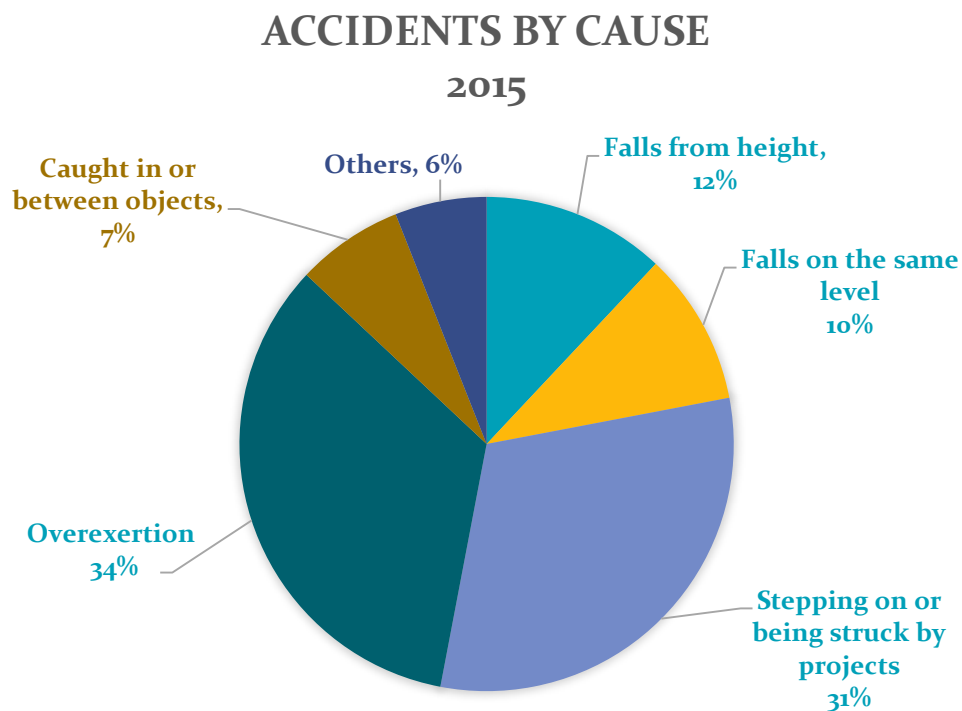


Whilst this relies on the individual concerned to return the questionnaire, those that are returned provide useful information which is used to inform and influence the planning of the Inspectorate's proactive work programme.

In 2015, of the 748 work related claims for benefit, 61% related to accidents and 39% to ill health. This compares to a 65% / 35% ratio in 2014.

## Accident data

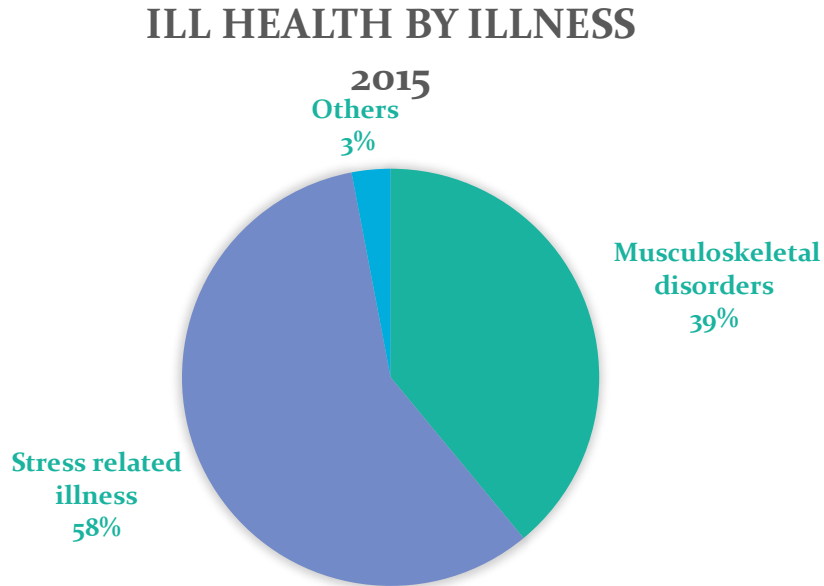
Of the 457 claimants sent a questionnaire requesting further details about their accident 58% returned a completed form. Analysis of this data showed that, as has been the case for several years, the top 3 causes of accidents were overexertion, stepping on or being struck by objects and falls.



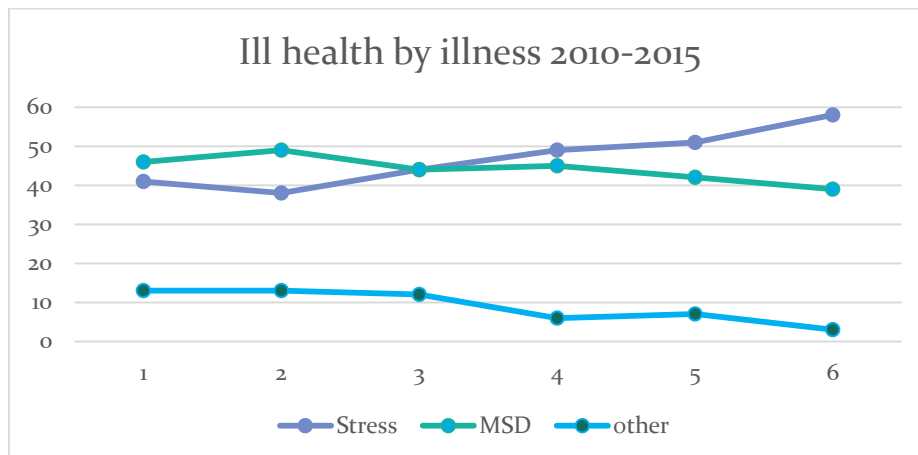
It is therefore perhaps not surprising that the most common injuries sustained as a result of an accident were sprains and strains (45%), fractures and dislocations (22%) and lacerations (13%).

## Ill health data

Of the 291 claimants sent a questionnaire requesting further details about their ill health 96% returned a completed form. Analysis of this data showed that, once again, stress and musculoskeletal disorders formed the very significant proportion (97%) of all work-related ill health.



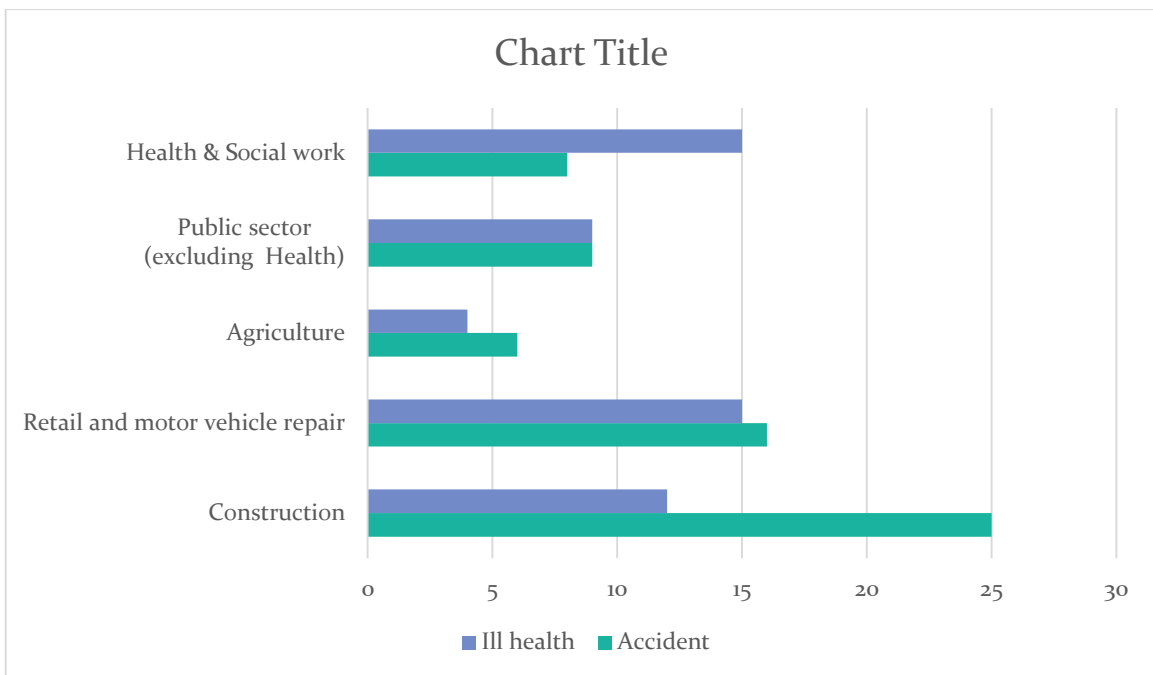
The proportion of stress related illness compared to musculoskeletal disorders continues to increase, which has been the trend since 2011.



## Accidents and ill health by industry

The construction industry continues to top the table of workplaces where employees are most likely to suffer an accident at work, with 25% of all claims for benefit coming from this industry sector. The sector has, however, seen a 29% decrease in the number of claims for work related illness (predominantly musculoskeletal disorders) compared to 2014, which is an encouraging sign.

'Health and Social care' and the 'retail and motor vehicle repair' sectors have both seen proportionately increased numbers of claims for work related ill health since 2014. Within the health care setting the data suggests these are predominantly stress-related claims (70% of total), whilst in the retail and motor vehicle repair sector the cause is approximately evenly split between stress and musculoskeletal disorders.



Whilst it is acknowledged that the statistics gained from claims for benefit do not reflect a full picture of work related accidents and ill health in the Island, the consistent means of collecting and evaluating the data over the past 6 years does allow some meaningful conclusions to be drawn, particularly in respect of identifying those persons most at risk.

## Key points from 2015

- The Inspectorate carried out 70 investigations into serious workplace accidents and incidents
- 28 Legal enforcement notices were served; 17 immediate Prohibition Notices and 11 Improvements Notices
- 144 Plans of Work relating to licensed asbestos removal work were reviewed by an Inspector
- Inspectors followed up on 149 complaints about working activities
- 241 Pro-active inspections of high risk workplaces were carried out
- The Inspectorate responded to more than 2000 telephone calls and provided more than 1300 written responses
- 748 claims for Social Security short term incapacity allowance were made as a result of a work related accident or ill health
- Work related accidents and ill health resulted in a total of £736,257 being paid out in benefit and 26,128 working days lost