
STATES OF JERSEY



JERSEY SAFETY COUNCIL ANNUAL REPORT AND ACCOUNTS 2025

**Presented to the States on 5th March 2026
by the Minister for Social Security**

STATES GREFFE

The Jersey Safety Council

Annual Report 2025

Jersey Safety Council Committee

Chair	John Gavey (from July 2025)
Treasurer	Adrian de Gruchy
Honorary Members	Jean Rhodes (from October 2025) Ross Muir Tom Stead
Ex Officio Member HSI representative:	Elaine Harbour
Ex Officio Member:	Dr Chris Edmond (from October 2025)
Administration Support:	Anne Matthews
Concluded Terms:	Steve Taylor (Chair) – term concluded June 2025 Edward Palmer – term concluded June 2025

The Jersey Safety Council committee continues to have a diverse membership, with experience spanning the construction, utility, health, government, pharmaceutical, occupational health and training sectors.

Chairman's Report Summary

In 2025, 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 to support those who had committed to conclude their training.

The Council new bursary scheme to support aspiring health and safety professionals and access to the Jersey Safety Awareness Test (JSAT), including its multilingual versions, was available throughout. Practical training remained a priority, with continued delivery of the HSPC and Applied Design Risk Management courses.

Support for the Jersey Occupational Safety and Health Association (JOSHA) continued, including sponsorship of the events for 2025. Financially, the Council maintained stability despite reduced training income, supported by prudent management and use of reserves.

Looking ahead, 2026 will see a review of the BSL programme, supporting the work of the Health and Safety Inspectorate through the launch of the latest Approved Code of Practice throughout the year and beyond. The Council remains dedicated to supporting Jersey's evolving safety culture.

The committee saw several changes throughout 2025 with the terms concluding for two sitting members, the Committee thanks them for all their support during their terms. This led to two appointments being made in October 2025 of Jean Rhodes and Dr Chris Edmond.

2025 Activity

Competence Development

Throughout 2025 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 2025, 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 2025 due to decreased demand, with engagement numbers rising slightly to a total of 2,660 individuals from 125 companies at Senior Leader, Junior Leader and Worker levels.

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.

The New Healthcare Facilities Programme team attended during 2025 with their plan that Behavioural Safety Leadership will be rolled out on the New Hospital project sites.

Council is currently considering what options best meet the asks of the business community to build on the current content to include diversification for other sectors.

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 and promoted monthly via Social Media accounts.

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 2025. These were well attended by new and previous delegates. The venue and delivery partner has been well received since the changes made in 2024 and continues to be favourable for those attending and the Council.

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 859 individuals having successfully completed the basic level test in 2025. The JSAT certificate is valid for 3 years and, over the last 3 years, 1,938 workers have passed the test.

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.

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 821 delegates, of which 124 individuals passed during 2025. 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, 839 individuals have passed the tests, 76% of whom were Portuguese speakers, 20% are Polish speakers and 4% are French speakers.

Jersey Occupational Safety and Health Association

Council continued to support the Jersey Occupational Safety & Health Association (JOSHA) to create a sustainable future. During 2025, JOSHA delivered four 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.

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

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

Membership remained strong through 2025 with 153 individuals covering 73 organisations (noting an increase in organisations, these figures include new registrations following a number of business ceasing to trade during 2025 who were registered members) with engagement through email and social media sites (LinkedIn, Facebook and X) reaching 561 followers by the end of 2025.

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

Guernsey Occupational Safety and Health Association

Council had the opportunity to send a representative to the Guernsey Occupational Safety and Health Association (GOSHA) Health and Safety Conference. The conference was well attended and enabled further pan-island discussions concerning the work of Council, including the support for JOSH and how the initiatives can benefit all involved.

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 2025 with over 300 followers.

Publications

Accident Book

Stock has been maintained throughout 2025, with hard copies available from 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 2025 prepared accounts are attached in appendix A.

Key points to note are that:

- The grant was held at the reduced rate of £11,000 in 2025, down from £16,000 in 2021. This grant has covered the basic operating costs of Council in the past with the intention to directly invest the equivalent level of funding to support the Inspectorates work from 2026. Development of new initiatives are covered from Councils' reserve funds
- After investing significantly in 2021 to develop the Behavioural Safety Leadership program Council has recouped this investment in 2022 and now is making surplus through careful management of the training schedule to match demand
- 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 JOSHA to cover the costs of running four events in 2026
- Sponsorship of £4,000 was provided to JOSHA for Council to be the headline sponsor of the second Jersey Health and Safety Conference planning in September 2026
- 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

2026 and Beyond

The first theme is to review the Behavioural Safety Leadership programme. Council will consider options to develop the existing material to fit the current asks of the business community, in particular supporting the smaller organisations to attend without significant financial burden such as loss of revenue to do so.

The second theme for 2026 is to support the second Jersey Health and Safety Conference with the potential to reach the largest group at a single event of those with an interest in health and safety. This principally will be through the headline sponsorship and visible presence at the exhibition.

Our new theme for 2026 is to support the launch of the latest Approved Code of Practice through its printing and organising events for organisations to attend. The intention is to host events throughout the year, recognising that there is no new duties for individuals or organisations contained within the Approved Code of Practice but to be used as a tool to help with understanding.

In other activities in 2026, Council will:

- Continue to support JOSHA
- 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
- 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

Donmarder,
Le Clos du Roncherez,
St Brelade,
Jersey
JE3 8FG

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 2025**

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

Council Members

Chair John Gavey (from July 2025)

Treasurer Adrian de Gruchy

Honorary Members Jean Rhodes (from October 2025)

Ross Muir

Tom Stead

Ex-officio Members Elaine Harbour - HSI representative
Dr Chris Edmond (from October 2025)

Administration Support Anne Matthews

Concluded Terms: Dr Steve Taylor (Chair) term concluded June 2025
Edward Palmer term concluded June 2025

Address Donmarder,
Le Clos du Roncherez,
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JE3 8FG

Bankers Lloyds Bank
Broad Street
St Helier
JE4 8RG

Accountant Catherine Swemmer FCCA
Tequila, Rue de Jambart
St Clement

**The Jersey Safety Council
Accountant's Report
For the year ended 31st December 2025**

To the Council Members

Jersey Safety Council
Donmarder,
Le Clos du Roncherez,
St Brelade,
Jersey
JE3 8FG

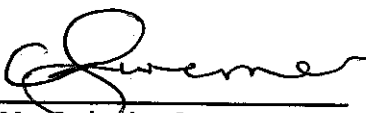
Dear Sirs,

Jersey Safety Council – Financial Statements for the Year Ended 31 December 2025

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 2025.

The accounts show that for the year ended 31 December 2025 the net profit was £2,302 and the accumulated fund at 31 December 2025 was £72,870. Appropriate vouchers covering all material items of expenditure were available.

Yours faithfully



Mrs Catherine Swemmer FCCA
Tequila
Rue de Jambart
St Clement
JE2 6LA

Date: 24th February 2026

The Jersey Safety Council
Income Statement
For the year ended 31st December 2025

	2025		2024	
	£	£	£	£
Income				
Grant		11,000		11,000
Training, Courses & Conference Fees		26,145		37,245
JSAT Income		8,730		7,680
		<u>45,875</u>		<u>55,925</u>
 Administration Expenses				
Training, Courses & Conference Fees	19,068		36,721	
Development of new courses / materials	-		600	
Educational materials and posters	284		259	
JSAT expenses	-		473	
Administration Fees	3,156		5,559	
Advertising & Promotion	3,316		1,502	
IT & Computer expenses	1,478		1,250	
Website Hosting	2,763		2,334	
Printing	5,375		-	
Sponsorship	6,000		2,000	
Insurance	1,417		1,363	
Audit & accountancy fees	400		500	
Entertainment	316		400	
		<u>(43,573)</u>		<u>(52,961)</u>
 Operating surplus		<u>2,302</u>		<u>2,964</u>
 Net surplus for the year transferred to accumulated funds	5	<u><u>£ 2,302</u></u>		<u><u>£ 2,964</u></u>

All amounts included within the income statement for the year and for the preceding year arose from continuing operations.

The Council has no other recognised gains or losses other than the surplus for the year.

**The Jersey Safety Council
Balance Sheet
As at 31st December 2025**

	Notes	2025		2024	
		£	£	£	£
Current Assets					
Other debtors	2.	950		680	
Cash at bank and in hand		<u>72,320</u>		<u>72,838</u>	
			73,270		73,518
Creditors: amounts due within one year					
Other creditors	3	<u>400</u>		<u>2,950</u>	
			400		2,950
Net Assets			<u>£ 72,870</u>		<u>£ 70,568</u>
Funds Employed					
Accumulated Funds	5		<u>£ 72,870</u>		<u>£ 70,568</u>

These Financial Statements were approved by the Council on 25th FEBRUARY 2026 and signed on its behalf by John Gavey


Chairman

The Jersey Safety Council
Notes to the Financial Statements
For the year ended 31st December 2025

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 a 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 that 24 hours.

2 OTHER DEBTORS	2025	2024
	£	£
Course Fee income	950	680
	<u>£ 950</u>	<u>£ 680</u>
3 OTHER CREDITORS	2025	2024
	£	£
Accountancy fees	400	500
Other accruals	-	1,600
Course fees paid in advance	-	850
	<u>£ 400</u>	<u>£ 2,950</u>

4 RELATED PARTY TRANSACTIONS

During the year Dr Steve Taylor, was paid £1,788 (2024 : £1,764) for training and administration services on the Behavioural Safety Programme. Steve Taylor's term concluded as Chair and Council member in June 2025.

The Jersey Safety Council
Notes to the Financial Statements
For the year ended 31st December 2025

5 ACCUMULATED FUNDS	2025	2024
	£	£
Brought forward	70,568	67,604
Transferred from income and expenditure account	2,302	2,964
Carried forward	<u>£ 72,870</u>	<u>£ 70,568</u>