

# Amendments to the Management of Health and Safety at Work Regulations 2003

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## Overview

The Isle of Man Government is seeking feedback on the proposed amendments to the Management of Health and Safety at Work Regulations 2003. These amendments are designed to address evolving workforce trends and enhance protections for all workers, including those provided through employment agencies.

## Why your views matter

The Management of Health and Safety at Work Regulations require employers to assess and manage risks to their employees', and where appropriate, other persons' health and safety. These regulations mandate that employers implement appropriate measures to control risks, provide necessary health and safety information and training, and ensure effective communication and cooperation.

It is important therefore to review and amend our legislation to ensure that it remains relevant and up to date.

It is crucial to seek the views of those affected by any changes to health and safety legislation, the Isle of Man Health and Safety at Work etc. Act requires the Department to consult with organisations who are affected by changes to legislation.

## Reasonable adjustments and alternative formats

The Department is committed to equal opportunities and our aim is to make our documents easy to use and accessible to all.

We will take steps to accommodate any reasonable adjustments and provide such assistance as you may reasonably require to enable you to access or reply to this consultation.

If you would like to receive this document as a paper copy, in another format or need assistance with accessing or replying to this consultation, please email [Worksafe@gov.im](mailto:Worksafe@gov.im) or telephone +44 1624 685881.

## Responding to this consultation and questions

You can respond to this consultation online by clicking on the 'Online Survey' link below. Alternatively you can download a paper version of this consultation in the 'Related' section below and email it to [Worksafe@gov.im](mailto:Worksafe@gov.im) or post it to:

Robert Greaves,  
Health and Safety at Work Inspectorate,  
Department of Environment Food and Agriculture,  
Regulation Directorate,  
Thie Slieau Whallian,  
Foxdale Road,  
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## Background

### Why are we amending the legislation now

The amended Management of Health and Safety at Work Regulations will afford greater protection to employees on the Isle of Man, across a wide range of sectors. A comprehensive review of this legislation has identified that a number of changes are necessary, these are outlined below. These regulations have not been reviewed or amended in over 20 years, as a responsible regulator and as part of a wider legislative review, we have reviewed these regulations and identified a need to modernise and update these to incorporate the latest standards of safety.

### Protection for agency workers

An ever increasing number workers are provided through employment agencies. The proposed amendments to the Management of Health and Safety at Work Regulations 2003 will extend requirements to the health and safety of new and expectant mothers and other workers. The current regulations do not extend to these persons, although the UK version has included these agency workers for many years. Employers are required to conduct specific risk assessments for pregnant workers and new mothers, and take necessary actions to mitigate any identified risks. We feel that it is fair and just to extend these regulations to provide equal levels of protection for all workers.

### General Principles of Prevention

The new regulations will introduce the 'General Principles of Prevention'. These principles are fundamental guidelines designed to minimise workplace risks and ensure the health and safety of employees. These principles include:

**Avoiding risks:** Eliminate hazards wherever possible

**Evaluating unavoidable risks:** Assess and prioritize risks that cannot be eliminated

**Combating risks at their source:** Implement control measures directly at the point of risk

**Adapting work to the individual:** Consider ergonomic and psychological factors to tailor tasks to workers

**Adapting to technical progress:** Update safety measures in line with technological advancements

**Replacing dangerous with non-dangerous or less dangerous:** Substitute hazardous materials or processes with safer alternatives

**Developing a coherent prevention policy:** Integrate safety measures into all aspects of work

**Giving collective protective measures priority over individual protective measures:** Focus on group safety measures before individual ones

**Providing appropriate training and instruction:** Ensure workers are well-informed and trained on safety practices

### Fire Safety

The current Management Regulations exempt construction site operators from conducting fire safety risk assessments on their sites. The newly applied regulations will remove this exemption; the exemption was in place originally because fire safety was catered for in the Construction (Health and Safety) Regulations 1985. These outdated regulations were revoked in 2012 without amending the 2003 Management Regulations.

### What will the amended legislation mean for you

The vast majority of employers will not need to change their working practices, however where new or expectant mothers are employed through an employment agency, the hirer will be required to conduct a risk assessment for these workers, just as though they were direct employees, the same protection will be afforded to these workers as if they were directly employed.

Operators of construction sites will be required by law to undertake a fire safety risk assessment on sites under their control.

### Benefits

The amendments to the Management of Health and Safety at Work Regulations provide enhanced protection for agency workers, including expectant mothers, ensuring they receive the same safeguards as directly employed staff. By introducing the 'General Principles of Prevention', the amendments promote proactive risk management, helping to reduce workplace accidents and health issues. These updates ensure legal compliance, align with best practices and adapt to modern workforce trends, particularly the rise in agency employment. Introducing the requirement for fire safety risk assessments on construction sites will reduce the likelihood of the break out of fire on these sites, enhancing worker safety. Overall, the amendments contribute to a safer, fairer, and more compliant workplace, enhancing employee health, safety and well-being.

### Conclusion

We encourage all stakeholders to participate in this consultation process. Your feedback will play a crucial role in shaping the future of workplace health and safety.

### About you

### 1 What is your name?

Name

### 2 What is your email address?

Email

### 3 Are you responding on behalf of an organisation?

*Please select only one item*

- Yes  
 No

Organisation

### 4 What kind of organisation are you responding on behalf of?

Select the type of organisation

*Please select only one item*

- Professional body  
 Charity  
 Local authority  
 Trade union  
 Trade body  
 Private sector employer  
 Public sector employer (e.g. a school or hospital)  
 Central government (e.g. a Government Department)  
 Political group  
 Other

If other, please state type:

### 5 May we publish your response?

Please read our [Privacy Policy](#) </privacy\_policy/> for more details and your rights.

#### More information

- Publish in full – your first name and surname, organisation name, along with full answers **will** be published on the hub (your email will **not** be published)
- Publish anonymously – only your responses **will** be published on the hub (your name, organisation and email will **not** be published)
- Do not publish – **nothing will** be published publically on the hub (your response will only be part of a larger summary response document)

*(Required)*

*Please select only one item*

- Yes, you can publish my response in full  
 Yes, you may publish my response anonymously  
 No, please do not publish my response

**6** Are you happy for us to contact you regarding your response if we need to?

*Please select only one item*

- Yes  
 No

### About the changes

**7** Are you content with the proposal that the amended regulations are extended to agency workers, particularly to new and expectant mothers?

*Please select only one item*

- Yes  
 No

If no, please explain your answer:

**8** Are you content that the General Principles of Prevention are given consideration by employers when deciding on arrangements following an assessment of risks?

*Please select only one item*

- Yes  
 No

If no, please explain your answer:

**9** Are you content that amended regulations will remove an exemption on the requirement for construction sites to undertake a fire safety risk assessment?

*Please select only one item*

- Yes  
 No

If no, please explain your answer:

## About the Regulations

**10** Are you content for the Management of Health and Safety at Work (Amendment) Regulations 2025 to be enacted?

*Please select only one item*

Yes

No

If no, please explain your answer:

**11** Do you have any other comments or concerns regarding the introduction of this legislation?

Further comments or concerns: