

2026

Control of Electromagnetic Fields at Work Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	26/05/2026	Initial
2	HSWI	01/06/2026	Review

Control of Electromagnetic Fields at Work Regulations 2025 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/control-of-electromagnetic-fields-at-work-regs>

This report was created on Tuesday 26 May 2026 at 09:52

The activity ran from 08/12/2025 to 31/03/2026

Responses to this survey: 3

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Three responses were received to the consultation, with Construction Isle of Man, Douglas City Council, and one other responding. Overall, there was clear stakeholder support for the proposed introduction of the Control of Electromagnetic Fields (EMF) at Work Regulations 2025 and for aligning IOM health and safety legislation with UK standards. This alignment was seen as a practical and proportionate approach that promotes consistency, familiarity, and more effective cross-jurisdiction working.

While the principle of the regulations is widely supported, respondents emphasised that successful implementation would depend on ensuring the legislation is clear, accessible, and closely aligned with UK structure and numbering. This was viewed as important to minimise confusion, support interpretation, and enable efficient compliance, particularly for organisations operating across both jurisdictions.

The proposed implementation strategy and timescales were generally considered appropriate and achievable, with respondents indicating that the proposed timeframe provided sufficient opportunity for industry to prepare. However, feedback highlighted that implementation would still require organisations to adapt processes, build competence, and manage practical impacts within existing resources.

A consistent theme across responses was the need for proportionate and well-supported delivery. Stakeholders emphasise the importance of clear guidance, targeted training, effective industry engagement, and sufficient transition time. In particular, there was recognition that many organisations would require support to understand and manage EMF-related risks, with limited existing expertise in this area.

In summary, the consultation responses reflected a supportive but pragmatic position. Stakeholders endorsed the overall direction of travel but made clear that clarity, alignment with UK frameworks, and strong supporting measures would be critical to achieving effective and proportionate implementation.

We asked:

The Department of Environment, Food and Agriculture (DEFA) has been reviewing specific UK Health and Safety legislation to form a judgment on whether the Island would benefit from greater alignment with UK Health and Safety Executive (HSE) standards. As part of that process, consideration has also been given to whether this UK HSE legislation would enhance public and worker safety for offshore energy developments. This process has culminated in public consultation of specific draft legislation, with the starting point for most of the legislation being existing UK legislation.

DEFA has welcomed stakeholder and public feedback on the proposed health and safety legislation, and where appropriate any associated guidance documentation, through this public consultation process.

You Said:

Stakeholders supported the introduction of the EMF Regulations and alignment with UK standards, recognising the benefits for consistency, familiarity, and cross-jurisdiction working. However, they emphasised that success would depend on clear, accessible legislation, closely aligned with UK structure and numbering to support understanding and compliance.

Respondents considered the proposed implementation approach and timescales appropriate but highlighted that organisations would still need to adapt processes, build competence, and manage practical impacts. They stressed the importance of strong supporting measures, including clear guidance, targeted training, effective engagement, and sufficient transition time, particularly given limited existing expertise in EMF risks.

Overall, while the direction of travel is supported, stakeholders underline that effective delivery will depend on proportionate implementation supported by clear information, alignment, and industry capacity-building.

We did:

The DEFA Health and Safety at Work Inspectorate (HSWI) is grateful to all those who took the time to consider and respond to this consultation.

Due to the December 2025 holiday period and the limited number of initial responses received, it was decided to extend the closing date of the outstanding health and safety legislation consultations to 31 March 2026.

The consultation process and responses received informed the Department's assessment of the benefits of the proposed legislation. All consultation responses were considered in detail, alongside direct engagement with relevant Manx businesses. The consultation process has therefore informed the Department's decision making. Having considered all available information, the Department has decided to pause the introduction of this tranche of legislation until further notice.

Further engagement between DEFA HSWI and the UK Health and Safety Executive (HSE) will take place in June 2026. Should the Department subsequently decide to proceed with the introduction of any of the draft legislation, this will first be reviewed against the latest position of the relevant UK legislation and updated where necessary. If any substantive changes are made as a result, a further public consultation exercise may be undertaken.

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CONSULTATION QUESTIONS

Question Number	Title	Total Responses
1	Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?	3 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	3 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the Control of Electromagnetic Fields at Work Regulations 2025 appropriate for industry readiness?	3 (100.00%)
4	Are there any specific support mechanisms (e.g. guidance, training, transitional arrangements) that would help you or your organisation prepare for the new legislation?	3 (100.00%)
5	Do you have any other comments on the draft Control of Electromagnetic Fields at Work Regulations 2025 attached to this stage of the overall consultation process?	1 (33.33%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	1 (33.33%)

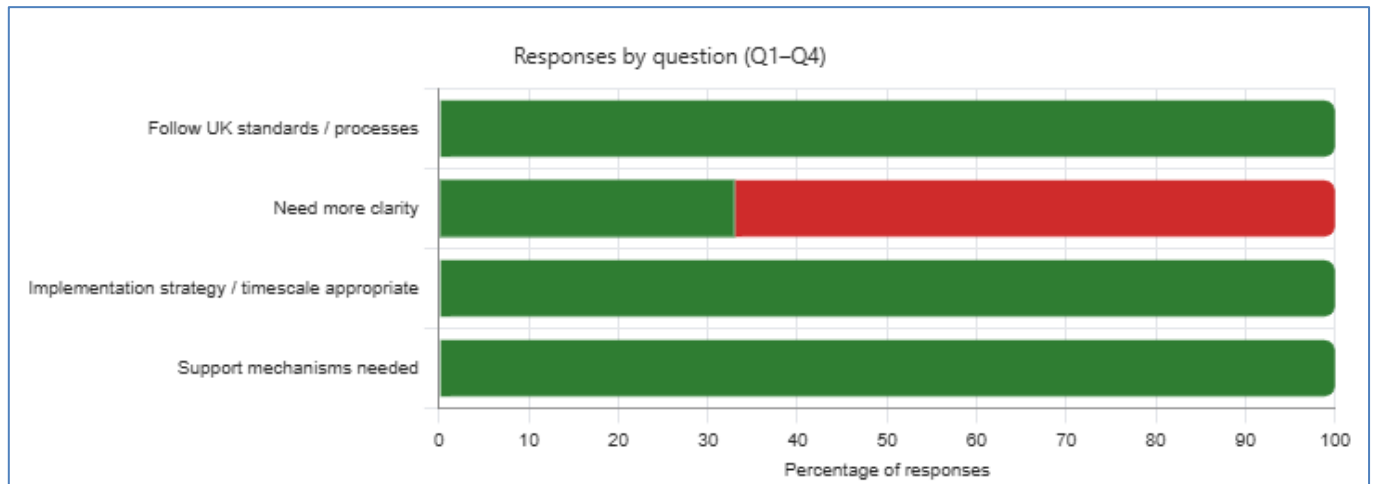


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

1. Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?

There was strong overall support for this approach. Construction Isle of Man welcomed the continued development of Isle of Man health and safety legislation, Douglas City Council described the proposal as good practice, and one other also supported alignment with UK standards.

2. Are there any parts of the legislation that require more clarity to aid understanding and assist with compliance?

Responses suggest that some additional clarity would be helpful, particularly around how closely the IOM regulations will mirror the UK framework. Construction Isle of Man and Douglas City Council both highlighted the importance of consistent UK-style numbering and structure, with Douglas City Council specifically asking whether regulation numbering could match the UK format more closely.

3. Is the proposed implementation strategy and timescale appropriate for industry readiness?

The proposed implementation strategy and timing were supported overall. Construction Isle of Man agreed with the approach, while one other respondent specifically noted that implementation by 2028 gives time for review and implementation. Douglas City Council also agreed that the proposed approach was appropriate and did not raise additional concerns on timing.

4. Are there any specific support mechanisms that would help organisations prepare for the new legislation?

All three respondents indicated that support mechanisms would be helpful. Construction Isle of Man called for training and implementation support, including support for local training providers, possible grant or funding assistance, industry engagement, communication, and enough transition time for businesses to update systems and competence. Douglas City Council suggested an HSWI workshop to provide a practical overview. One respondent stated that due to limited expertise in Electro-Magnetic Fields, training and guidance would be very much appreciated.

5. Do you have any other comments on the draft legislation?

Construction Isle of Man said it was broadly satisfied with the direction of travel and would be happy to support effective and consistent implementation across the construction sector. Douglas City Council recorded no further comments.

6. Is there anything else you'd like to tell us about the proposed changes or the consultation process?

Construction Isle of Man said it would welcome further engagement through industry working groups, briefing sessions, or implementation support initiatives. Douglas City Council and the other respondent did not raise any additional significant points in this final section