

Health and Safety Legislation Consultation

Control of Electromagnetic Fields at Work Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys,



Closes 31 Mar 2026

Opened 8 Dec 2025

Contact

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Overview

The Isle of Man (IOM) has jurisdiction over its territorial waters but currently does not have a comprehensive offshore health, safety, and environmental framework to regulate work activities offshore.

To address this gap, the Department of Environment, Food and Agriculture (DEFA) is reviewing and updating specific legislation to align with UK Health and Safety Executive (HSE) standards. This will enable offshore work to proceed under internationally recognised safety regulations, supporting future offshore energy developments.

To ensure consistent health and safety standards across both land and sea, the updated legislation will apply to work undertaken onshore and offshore within the Island and its territorial waters. This process has the added advantage of updating legislation in key areas to align with the latest UK legislation.

This consultation specifically relates to the following draft legislation:

- **Control of Electromagnetic Fields at Work Regulations 2025**

Recognising the potential impact on IOM businesses, DEFA will implement a phased approach designed to give businesses sufficient time to prepare for compliance. Following public consultation and incorporation of any necessary amendments, the Department aims to submit the proposed legislation to Tynwald in early 2026, with a target commencement date of 1 Aug 2028.

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

The end date for this consultation has been extended to 31st March 2026.

What these Regulations do

The proposed IOM **Control of Electromagnetic Fields at Work Regulations 2025** aim to implement a comprehensive framework to protect employees from harmful exposure to electromagnetic fields (EMFs) at work.

Before these Regulations the IOM relied on the **Health and Safety at Work etc. Act 1974 (as applied to the Island)** and general duties under the IOM **Management of Health and Safety at Work Regulations 2003**. There were no specific EMF exposure limits or detailed requirements for assessment, action plans, or health surveillance. Employers had only a general duty to manage risks, without the technical standards now provided.

The UK already has equivalent legislation, the UK **Control of Electromagnetic Fields at Work Regulations 2016** which implements the EU Directive 2013/35/EU. These UK regulations:

- Set action levels and exposure limit values for EMFs.
- Require risk assessments, action plans, training, and health surveillance similar to the new Isle of Man rules.
- Provide exemptions for MRI use and defence activities under strict conditions.

The IOM's proposed 2025 Regulations mirror the UK's 2016 regime, ensuring consistency and compliance with international standards.

Other legislation mentioned in the Legislation

1. The UK Health and Safety at Work etc. Act 1974:

- Where mentioned: Regulation 1 (enabling power), Regulation 3 (interpretation), Regulation 15 (territorial sea).
- Purpose: Provides the overarching health and safety framework.

2. The Health and Safety at Work etc. Act 1974 as applied to the Island:

- Where mentioned: Regulation 3.
- Purpose: Applies the UK Health and Safety at Work etc. Act 1974 to the Isle of Man.

3. The UK Control of Electromagnetic Fields at Work Regulations 2016:

- Where mentioned: Referenced throughout (Regulations 3–14 and Schedule).
- Purpose: UK legislation implementing EU Directive 2013/35/EU; the IOM's 2025 Regulations mirror this.

4. The UK Armed Forces Act 2006:

- Where mentioned: Regulation 5(5).
- Purpose: Defines “His Majesty’s armed forces” for exemptions related to defence activities.

5. The UK Visiting Forces Act 1952:

- Where mentioned: Regulation 5(5).
- Purpose: Defines “visiting force” and “service authorities” for defence-related exemptions.

6. The IOM Management of Health and Safety at Work Regulations 2003:

- Where mentioned: Regulation 10(2)(a).
- Purpose: Provides general principles of prevention employers must follow when eliminating or reducing risks.

7. The IOM **Health and Safety at Work etc. Act 1974 (Application to the Territorial Sea) Order**

- Where mentioned: Regulation 15.
- Purpose: Extends these Regulations to the Isle of Man's territorial Sea 2025.

Consultation Objectives

The following are the objectives of this consultation:

1. **Legislative alignment:**

- Assess stakeholder support for aligning Manx health & safety legislation with UK standards, ensuring consistency and regulatory compatibility.

2. **Regulatory scope and clarity:**

- Identify specific areas within health & safety regulation that may require additional focus, clarification, or enhancement to meet industry needs and best practices.

3. **Industry impact and readiness:**

- Understand potential challenges for IOM-based businesses in adapting to the new framework, including operational, financial, or compliance-related concerns.

4. **Support mechanisms:**

- Identify the support needs of stakeholders (e.g., guidance, training, transitional arrangements) to facilitate effective implementation and compliance with the new regime.

5. **Feedback on draft legislation:**

- Collect stakeholder input on the draft legislative instruments for each stage of consultation.

6. **General feedback:**

- Provide an open channel for additional comments, concerns, or suggestions to inform the development of a robust and responsive health & safety framework.

IOM Health & Safety at Work Inspectorate

When any new legislation is introduced the Department is conscious of the need to ensure that the best guidance documentation is available. The current [IOM HSWI website](#) states the following:

- *“UK legislation and their associated codes of practice is best viewed as an illustration of good practice which may be helpful in explaining the general duties imposed by the Health and Safety at Work etc. Act 1974”.*

Differences between UK HSE ACOPs and UK HSE Guidance

When referring to UK codes of practice, better known as “Approved Codes of Practice (ACOPs)” it is important to note and be aware of the differences between UK Health and Safety Executive (HSE) guidance and a UK HSE issued ACOP. UK HSE clarifies the differences here: [Legal status of HSE guidance and ACOPs](#).

When reading a UK HSE published ACOP, individuals and organisations should be aware of the presentation convention; which is normally explained within the documentation. A common standard is that ACOP text is set out in bold, accompanying guidance in normal type, with the text of the actual Regulations in italics.

It should also be noted that whilst certain UK Regulations have an associated ACOP, others only have guidance. As an example there is no longer an ACOP for the **UK Construction (Design and Management) Regulations (CDM) 2015**; it was replaced by guidance when the regulations were last updated.

Using UK HSE Guidance Documents with IOM legislation

When referring to UK ACOPs and guidance to assist with compliance of IOM legislation, individuals and organisations must be aware that whilst the intent is to align with the UK best practice, there may still be specific elements of the IOM legislation that are different to UK legislation. Examples being different paragraph and section/article numbering or elements of the UK legislation being omitted (e.g. if UK is referring to legislation not currently in place or applicable on the IOM).

Relevant UK ACOP or Guidance

1. [HSE Guide – A guide to the Control of Electromagnetic Fields at Work Regulations 2016 \(HSG281\)](#)
 - First-line guidance for duty-holders explaining employer responsibilities under the Regulations: identifying sources, assessing exposure, action levels, exemptions, training, and health surveillance.

2. [HSE Topic Page – Electromagnetic fields at work](#)

- Employer duties overview—assessment, ELVs, exemptions, health surveillance—linked directly to the Regulations. [[hse.gov.uk](#)], [[hse.gov.uk](#)]

3. [HSE FAQs – EMF FAQs](#)

- Answers practical questions: what the Regulations require, whether new assessments are needed, and impact on duty-holders.

Summary

The proposed IOM **Control of Electromagnetic Fields at Work Regulations 2025** introduce a modern, proactive framework to protect workers from potential health and sensory risks caused by electromagnetic fields. For the first time in the IOM, employers will have clear duties to assess exposure, implement action plans, and provide training and health surveillance where needed. These Regulations set precise exposure limits, promote risk reduction, and align the Island with UK and international standards, ensuring safer workplaces and giving businesses confidence that they are meeting best practice. This positive step strengthens employee wellbeing while supporting innovation and compliance across all sectors.

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. The Department will take steps to accommodate any reasonable adjustments and provide such assistance as may reasonably be required to enable access or reply to this consultation. If this document is required in another format or assistance is required with accessing or replying to this consultation, please email DEFAOffshore@gov.im.

Responding to this consultation and questions

This consultation can be responded to by clicking on the 'Online Survey' link below. Alternatively you can download a paper version of this consultation from the links on the consultation hub and email it to DEFAOffshore@gov.im or post it to:

The Offshore Team
Department of Environment Food and Agriculture,
Regulation Directorate,
Thie Slieau Whallian, Foxdale Road, St Johns, Isle of Man, IM4 3AS.

About you

1. Which option best describes your interest in responding to this consultation?

- ☐ Member of public
☐ Isle of Man Government
☐ Business owner or Stakeholder
☐ Member of Tynwald
☐ Other (please specify)

Other:

2. Are you responding on behalf of an organisation or industry?

- ☐ Yes
☐ No

Organisation / industry:

Number of people or organisations represented:

3. Are you happy for us to contact you regarding your response if we need to?

- ☐ Yes
☐ No

If yes then please add your name and contact email address.

Name:

Email:

4. May we publish your response?

Please read our Privacy Policy for more details and your rights.

More Information:

- **Publish in full** – your organisation name, or the industry you represent, 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 organisation name, or the industry you represent, 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)

(An answer is required)

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

Consultation Questions

1. Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?
(Yes/No – Please tell us why you agree or disagree).
2. Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?
(Yes/No – If yes, please tell us which areas and why).
3. Is the proposed implementation strategy and timescale for the introduction of the IOM **Control of Electromagnetic Fields at Work Regulations 2025** appropriate for industry readiness?
(Yes/No – Please add any comments you may have).
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?
(Yes/No – If yes, please tell us what kind of support would be most helpful).
5. Do you have any other comments on the draft IOM **Control of Electromagnetic Fields at Work Regulations 2025** legislation at this stage of the overall consultation process?
(Comment Box)
6. Is there anything else you'd like to tell us about the proposed changes or the consultation process?
(Comment Box)