

Control of Noise at Work Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate	22/05/2026	Initial
2	HSWI	01/06/2026	Review

Control of Noise at Work Regulations 2025 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/control-of-noise-at-work-regulations-2025>

This report was created on Friday 22 May 2026 at 15:09

The activity ran from 17/10/2025 to 31/03/2026

Responses to this survey: 5

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Responses to the consultation indicated broad support in principle for introducing the Control of Noise at Work Regulations 2025 and aligning with UK standards. However, stakeholders placed a strong emphasis on the practical implications of implementation, with less confidence that the current proposals are readily deliverable without further refinement.

A central theme is the need for greater clarity and direction, particularly around the application of UK guidance, Approved Codes of Practice (ACOP) and supporting materials. Respondents are not questioning the policy intent but are seeking a more clearly defined framework that removes ambiguity about what organisations are expected to follow in practice, especially where multiple UK sources exist.

There is also a clear concern that the proposed implementation approach may underestimate the scale of change required across the Island. Respondents highlighted that achieving compliance would involve significant adjustments, including training, updating systems, developing technical capability and potentially changing equipment and working practices. In this context, the proposed timescale is viewed by some as too ambitious, particularly when considered alongside other planned legislative changes.

Capacity and capability constraints emerged as a key risk. Responses consistently pointed to limited availability of training provision, specialist expertise, and occupational health services on the Island. These constraints were seen as potential barriers to effective implementation, particularly where the regulations would introduce more prescriptive requirements around monitoring, risk assessment and health surveillance. There was also concern that these pressures could create disproportionate impacts on smaller businesses.

Overall, while the direction of travel is supported, the consultation highlights that successful delivery would depend on ensuring the framework is clear, realistic and properly supported. This includes providing unambiguous guidance, allowing sufficient time for transition, and building the local capability required to meet the demands of the new regime. Without these elements, there was an identified risk that the intended benefits would be undermined by challenges in implementation rather than opposition to the policy itself.

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:

Respondents supported the proposed introduction of the Regulations and alignment with UK standards, recognising the benefits for consistency, clarity and improved health outcomes. However, it was highlighted that successful implementation would depend on clear direction and practical delivery. In particular, greater clarity on which UK guidance and supporting materials should be followed is considered necessary to avoid uncertainty in how the regulations are applied in practice.

Concerns were also raised regarding proposed timescales for introduction that could be too ambitious, especially given the scale of change required across organisations, including training, system updates and new compliance requirements.

It was stressed that there are capacity challenges on the Island, particularly in relation to training provision, specialist expertise and occupational health services, which could limit the ability of organisations to comply effectively, especially smaller businesses.

Overall, it was emphasised that while the proposals are supported in principle, they will require clear guidance, realistic timelines and sufficient local training capability to ensure successful and proportionate implementation.

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 QUESTION

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?	5 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	5 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the C control of Noise at Work Regulations 2025 appropriate for industry readiness?	5 (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?	5 (100.00%)
5	Do you have any other comments on the draft Control of Noise at Work Regulations 2025 legislation attached to this stage of the overall consultation process?	4 (80.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	2 (40.00%)

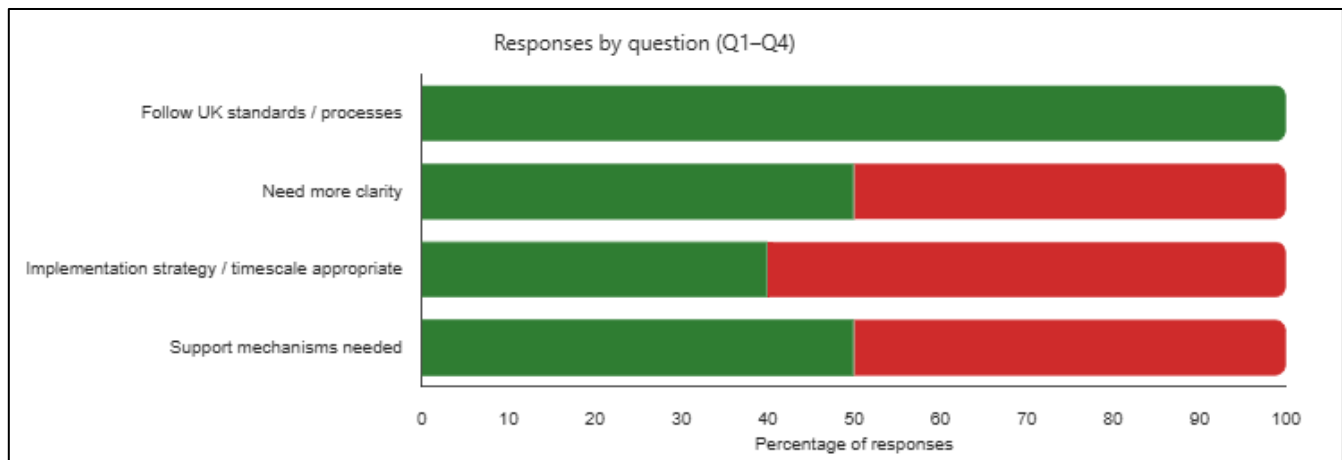


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

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 unanimous support for following UK standards and processes. Respondents saw this as a sensible way to formalise what is already treated as best practice on the Island and to improve consistency in approach. Comments suggested that alignment would help raise standards, reduce ambiguity and support better protection from workplace noise, although one respondent noted that formal adoption could also remove flexibility and increase costs for departments and businesses.

Question 2

Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?

Responses were mixed, but a clear theme was the need for more certainty about which UK guidance, Approved Codes of Practice (ACOP) and supporting documents should be followed in the IOM. Several respondents wanted specific clarification on the practical tools and references to be used, including whether the HSE's online calculator should be relied upon for action values. There was also concern that if the IOM's legislation or supporting documents diverged too far from UK structure or numbering, it could create confusion for employers and contractors already working to UK systems.

Question 3

Is the proposed implementation strategy and timescale for the introduction of the Control of Noise at Work Regulations 2025 appropriate for industry readiness?

This question drew a more cautious response, with more respondents saying no than yes. The main concern was that the proposed timetable would not provide enough time for organisations to prepare properly, especially given the need for training, equipment changes, development of measurement capability and wider compliance planning. Respondents raising concerns felt that implementation may need 4 to 5 years, particularly when other health and safety changes are also being introduced. Those who supported the timetable did so without extensive comment, suggesting that views on readiness are notably less settled than views on policy direction.

Question 4

Are there any specific support mechanisms that would help you or your organisation prepare for the new legislation?

Responses were mixed, but the comments provided identify several practical support needs. These included HSWI workshops, guidance for employers, clarity on suitable training courses or qualifications, and advice on whether there are appropriate on-Island training providers. A stronger theme from the more detailed responses was that implementation will require not just awareness training, but also

capacity in specialist functions, including occupational health provision and competent noise measurement and assessment capability. Concerns were also raised about costs, especially for smaller businesses, and about whether the Island currently has enough capacity to meet likely demand.

Question 5

Do you have any other comments on the draft Control of Noise at Work Regulations 2025 legislation attached to this stage of the overall consultation process?

Only limited additional comments were provided here, but those received reinforced earlier concerns about the practical implications of the legislation. In particular, respondents highlighted that compliance may require a significant review of existing arrangements, especially around hearing conservation, occupational health provision and the prescriptive nature of UK-style requirements. The adequacy of local occupational health services was raised more than once as a potential issue.

Question 6

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

Final comments again focused on implementation practicality rather than opposition to the regulations themselves. Respondents highlighted the need for clear direction on training standards, sufficient lead-in time, stronger local capacity for delivery, and support for employers in understanding and meeting their duties. The overall message was that the proposed changes are acceptable in principle but will only work effectively if they are supported by clear guidance, realistic timescales and the right infrastructure on the Island.