



CONTROL OF NOISE AT WORK REGULATIONS 2025

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Statutory Document No. 20XX/XXXX

*Health and Safety at Work etc. Act 1974*

CONTROL OF NOISE AT WORK REGULATIONS 2025

*Approved by Tynwald:**Coming into operation in accordance with regulation 2*

The Department of Environment, Food and Agriculture makes the following Regulations, after consulting such organisations as it considers represent the interests affected by the Regulations¹, under sections 15(1), (2), and (5), and 82(2) and (3) of, and paragraphs 1(1)(a) and (c), 8(1), 9, 11, 13(2) and (3), 14, 15(1), 16 and 20 of Schedule 3 to, the Health and Safety at Work etc. Act 1974 (of Parliament²) as those provisions apply to the Island.

1 Title

These Regulations are the Control of Noise at Work Regulations 2025.

2 Commencement

If approved by Tynwald³, these Regulations come into operation [date tbc].

3 Interpretation

SI 2005/1643/2 [and drafting]

(1) In these Regulations —

“**daily personal noise exposure**” means the level of daily personal noise exposure of an employee as ascertained in accordance with Schedule 1 Part 1, taking account of the level of noise and the duration of exposure and covering all noise;

“**emergency services**” include —

- (a) police, fire, rescue and ambulance services; and
- (b) His Majesty's Coastguard;

¹ As required by section 82(4) of the Health and Safety at Work Etc. Act 1974 (of Parliament) as it applies to the Island.

² 1974 c. 37: currently applied by virtue of SD 2024/0073.

³ Tynwald approval is required under section 82(5) of the Health and Safety at Work Etc. Act 1974 as it is applied to the Island.

“exposure limit value” means the level of daily or weekly personal noise exposure or of peak sound pressure set out in regulation 5 which must not be exceeded;

“health surveillance” means assessment of the state of health of an employee, as related to exposure to noise;

“Hearing Protection Zone” means an area designated in accordance with regulation 8(3);

“lower exposure action value” means the lower of the two levels of daily or weekly personal noise exposure or of peak sound pressure set out in regulation 5 which, if reached or exceeded, require specified action to be taken to reduce risk;

“the music and entertainment sectors” mean all workplaces where —

- (a) live music is played; or
- (b) recorded music is played in a restaurant, bar, public house, discotheque or nightclub, or alongside live music or a live dramatic or dance performance;

“noise” means any audible sound;

“peak sound pressure” means the maximum sound pressure to which an employee is exposed, ascertained in accordance with Schedule 2;

“risk assessment” means the assessment of risk required by regulation 6;

“upper exposure action value” means the higher of the 2 levels of daily or weekly personal noise exposure or of peak sound pressure set out in regulation 5 which, if reached or exceeded, require specified action to be taken to reduce risk;

“weekly personal noise exposure” means the level of weekly personal noise exposure as ascertained in accordance with Schedule 1 Part 2, taking account of the level of noise and the duration of exposure and covering all noise; and

“working day” means a daily working period, irrespective of the time of day when it begins or ends, and of whether it begins or ends on the same calendar day.

- (2) In these Regulations, a reference to an employee being exposed to noise is a reference to the exposure of that employee to noise which arises while he or she is at work, or arises out of or in connection with his or her work.

4 Application

SI 2005/1643/3 [and drafting]

- (1) These Regulations have effect with a view to protecting persons against risk to their health and safety arising from exposure to noise at work.

- (2) Where a duty is placed by these Regulations on an employer in respect of his or her employees, the employer must, so far as is reasonably practicable, be under a like duty in respect of any other person at work who may be affected by the work carried out by the employer except that the duties of the employer —
 - (a) under regulation 10 (health surveillance) do not extend to persons who are not his or her employees; and
 - (b) under regulation 11 (information, instruction and training) do not extend to persons who are not his or her employees, unless those persons are present at the workplace where the work is being carried out.
- (3) These Regulations apply to a relevant self-employed person as they apply to an employer and an employee and as if that relevant self-employed person were both an employer and an employee, except that regulation 10 does not apply to a relevant self-employed person.
- (4) For the purposes of this regulation, “relevant self-employed person” means a self-employed person who conducts an undertaking of a prescribed description for the purposes of section 3(2) of the Health and Safety at Work etc. Act 1974 (or Parliament, as it applies to the Island).
- (5) These Regulations do not apply to the master or crew of a ship or to the employer of such persons in respect of the normal shipboard activities of a ship’s crew which are carried out solely by the crew under the direction of the master, and for the purposes of this paragraph “ship” includes every description of vessel used in navigation, other than a ship forming part of His Majesty’s Navy.

5 Exposure limit values and action values

SI 2005/1643/4

- (1) The lower exposure action values are —
 - (a) a daily or weekly personal noise exposure of 80 dB (A-weighted); and
 - (b) a peak sound pressure of 135 dB (C-weighted).
- (2) The upper exposure action values are —
 - (a) a daily or weekly personal noise exposure of 85 dB (A-weighted); and
 - (b) a peak sound pressure of 137 dB (C-weighted).
- (3) The exposure limit values are —
 - (a) a daily or weekly personal noise exposure of 87 dB (A-weighted); and
 - (b) a peak sound pressure of 140 dB (C-weighted).

- (4) Where the exposure of an employee to noise varies markedly from day to day, an employer may use weekly personal noise exposure in place of daily personal noise exposure for the purpose of compliance with these Regulations.
- (5) In applying the exposure limit values in paragraph (3), but not in applying the lower and upper exposure action values in paragraphs (1) and (2), account must be taken of the protection given to the employee by any personal hearing protectors provided by the employer in accordance with regulation 8(2).

6 Assessment of the risk to health and safety created by exposure to noise at the workplace

SI 2005/1643/5 [and drafting]

- (1) An employer who carries out work which is liable to expose any employees to noise at or above a lower exposure action value must make a suitable and sufficient assessment of the risk from that noise to the health and safety of those employees, and the risk assessment must identify the measures which need to be taken to meet the requirements of these Regulations.
- (2) In conducting the risk assessment, the employer must assess the levels of noise to which workers are exposed by means of —
 - (a) observation of specific working practices;
 - (b) reference to relevant information on the probable levels of noise corresponding to any equipment used in the particular working conditions; and
 - (c) if necessary, measurement of the level of noise to which his or her employees are likely to be exposed,and the employer must assess whether any employees are likely to be exposed to noise at or above a lower exposure action value, an upper exposure action value, or an exposure limit value.
- (3) The risk assessment must include consideration of —
 - (a) the level, type and duration of exposure, including any exposure to peak sound pressure;
 - (b) the effects of exposure to noise on employees or groups of employees whose health is at particular risk from such exposure;
 - (c) so far as is practicable, any effects on the health and safety of employees resulting from the interaction between noise and the use of ototoxic substances at work, or between noise and vibration;
 - (d) any indirect effects on the health and safety of employees resulting from the interaction between noise and audible warning signals or

other sounds that need to be audible in order to reduce risk at work;

- (e) any information provided by the manufacturers of work equipment;
 - (f) the availability of alternative equipment designed to reduce the emission of noise;
 - (g) any extension of exposure to noise at the workplace beyond normal working hours, including exposure in rest facilities supervised by the employer;
 - (h) appropriate information obtained following health surveillance, including, where possible, published information; and
 - (i) the availability of personal hearing protectors with adequate attenuation characteristics.
- (4) The risk assessment must be reviewed regularly, and must be reviewed immediately if —
- (a) there is reason to suspect that the risk assessment is no longer valid; or
 - (b) there has been a significant change in the work to which the assessment relates,

and where, as a result of the review, changes to the risk assessment are required, those changes must be made.

- (5) The employees concerned or their representatives must be consulted on the assessment of risk under the provisions of these Regulations.
- (6) The employer must record —
- (a) the significant findings of the risk assessment as soon as is practicable after the risk assessment is made or changed; and
 - (b) the measures which he or she has taken and which he or she intends to take to meet the requirements of regulations 7, 8 and 11.

7 Elimination or control of exposure to noise at the workplace

SI 2005/1643/6 [and drafting]

- (1) The employer must ensure that risk from the exposure of his or her employees to noise is either eliminated at source or, where this is not reasonably practicable, reduced to as low a level as is reasonably practicable.
- (2) If any employee is likely to be exposed to noise at or above an upper exposure action value, the employer must reduce exposure to as low a level as is reasonably practicable by establishing and implementing a programme of organisational and technical measures, excluding the

provision of personal hearing protectors, which is appropriate to the activity.

- (3) The actions taken by the employer in compliance with paragraphs (1) and (2) must be based on the general principles of prevention set out in Schedule 2 to the Management of Health and Safety Regulations 2003⁴ and must include consideration of —
 - (a) other working methods which reduce exposure to noise;
 - (b) choice of appropriate work equipment emitting the least possible noise, taking account of the work to be done;
 - (c) the design and layout of workplaces, work stations and rest facilities;
 - (d) suitable and sufficient information and training for employees, such that work equipment may be used correctly, in order to minimise their exposure to noise;
 - (e) reduction of noise by technical means;
 - (f) appropriate maintenance programmes for work equipment, the workplace and workplace systems;
 - (g) limitation of the duration and intensity of exposure to noise; and
 - (h) appropriate work schedules with adequate rest periods.
- (4) The employer must —
 - (a) ensure that his or her employees are not exposed to noise above an exposure limit value; or
 - (b) if an exposure limit value is exceeded forthwith —
 - (i) reduce exposure to noise to below the exposure limit value;
 - (ii) identify the reason for that exposure limit value being exceeded; and
 - (iii) modify the organisational and technical measures taken in accordance with paragraphs (1) and (2) and regulations 8 and 9(1) to prevent it being exceeded again.
- (5) Where rest facilities are made available to employees, the employer must ensure that exposure to noise in these facilities is reduced to a level suitable for their purpose and conditions of use.
- (6) The employer must adapt any measure taken in compliance with the requirements of this regulation to take account of any employee or group of employees whose health is likely to be particularly at risk from exposure to noise.
- (7) The employees concerned or their representatives must be consulted on the measures to be taken to meet the requirements of this regulation.

⁴ SD 877/03.

8 Hearing protection

SI 2005/1643/7 [and drafting]

- (1) Without prejudice to the provisions of regulation 7, an employer who carries out work which is likely to expose any employees to noise at or above a lower exposure action value must make personal hearing protectors available upon request to any employee who is so exposed.
- (2) Without prejudice to the provisions of regulation 7, if an employer is unable by other means to reduce the levels of noise to which an employee is likely to be exposed to below an upper exposure action value, the employer must provide personal hearing protectors to any employee who is so exposed.
- (3) If in any area of the workplace under the control of the employer an employee is likely to be exposed to noise at or above an upper exposure action value for any reason the employer must ensure that —
 - (a) the area is designated a Hearing Protection Zone;
 - (b) the area is demarcated and identified by means of the sign specified for the purpose of indicating that ear protection must be worn in paragraph 3.3 of Part 2 of Schedule 1 to the Health and Safety (Safety Signs and Signals) Regulations 2025⁵; and
 - (c) access to the area is restricted where this is practicable and the risk from exposure justifies it,and must ensure so far as is reasonably practicable that no employee enters that area unless that employee is wearing personal hearing protectors.
- (4) Any personal hearing protectors made available or provided under paragraphs (1) or (2) of this regulation must be selected by the employer —
 - (a) so as to eliminate the risk to hearing or to reduce the risk to as low a level as is reasonably practicable; and
 - (b) after consultation with the employees concerned or their representatives,and must comply with any legal requirement which is applicable to them.
- (5) In paragraph (4), “legal requirement” means any requirement of the Personal Protective Equipment Regulations 2025⁶.

9 Maintenance and use of equipment

SI 2005/1643/8 [and drafting]

- (1) The employer (“P”) must —

⁵ SD 2025/xxxx.

⁶ SD 2025/xxxx.

- (a) ensure so far as is practicable that anything provided by P in compliance with P's duties under these Regulations to or for the benefit of an employee, other than personal hearing protectors provided under regulation 8(1), is fully and properly used; and
 - (b) ensure that anything provided by P in compliance with P's duties under these Regulations is maintained in an efficient state, in efficient working order and in good repair.
- (2) Every employee ("E") must —
 - (a) make full and proper use of personal hearing protectors provided to E by E's employer in compliance with regulation 8(2) and of any other control measures provided by E's employer in compliance with that employer's duties under these Regulations; and
 - (b) if E discovers any defect in any personal hearing protectors or other control measures as specified in sub-paragraph (a) report it to E's employer as soon as is practicable.

10 Health surveillance

SI 2005/1643/9 [and drafting]

- (1) If the risk assessment indicates that there is a risk to the health of his or her employees who are, or are liable to be, exposed to noise, the employer must ensure that such employees are placed under suitable health surveillance, which must include testing of their hearing.
- (2) The employer must ensure that a health record in respect of each of his or her employees who undergoes health surveillance in accordance with paragraph (1) is made and maintained and that the record or a copy of it is kept available in a suitable form.
- (3) The employer must —
 - (a) on reasonable notice being given, allow an employee access to that employee's personal health record; and
 - (b) provide the Department with copies of such health records as it may require.
- (4) Where, as a result of health surveillance, an employee is found to have identifiable hearing damage the employer must ensure that the employee is examined by a doctor and, if the doctor or any specialist to whom the doctor considers it necessary to refer the employee considers that the damage is likely to be the result of exposure to noise, the employer must —
 - (a) ensure that a suitably qualified person informs the employee accordingly;
 - (b) review the risk assessment;

- (c) review any measure taken to comply with regulations 7, 8 and 9, taking into account any advice given by a doctor or occupational health professional, or by the Department;
 - (d) consider assigning the employee to alternative work where there is no risk from further exposure to noise, taking into account any advice given by a doctor or occupational health professional; and
 - (e) ensure continued health surveillance and provide for a review of the health of any other employee who has been similarly exposed.
- (5) An employee (“E”) to whom this regulation applies must, when required by E’s employer and at the cost of E’s employer, present himself or herself during E’s working hours for such health surveillance procedures as may be required for the purposes of paragraph (1).

11 Information, instruction and training

SI 2005/1643/10 [and drafting]

- (1) Where his or her employees are exposed to noise which is likely to be at or above a lower exposure action value, the employer must provide those employees and their representatives with suitable and sufficient information, instruction and training.
- (2) Without prejudice to the generality of paragraph (1), the information, instruction and training provided under that paragraph must include —
 - (a) the nature of risks from exposure to noise;
 - (b) the organisational and technical measures taken in order to comply with the requirements of regulation 7;
 - (c) the exposure limit values and upper and lower exposure action values set out in regulation 5;
 - (d) the significant findings of the risk assessment, including any measurements taken, with an explanation of those findings;
 - (e) the availability and provision of personal hearing protectors under regulation 8 and their correct use in accordance with regulation 9(2);
 - (f) why and how to detect and report signs of hearing damage;
 - (g) the entitlement to health surveillance under regulation 10 and its purposes;
 - (h) safe working practices to minimise exposure to noise; and
 - (i) the collective results of any health surveillance undertaken in accordance with regulation 10 in a form calculated to prevent those results from being identified as relating to a particular person.

- (3) The information, instruction and training required by paragraph (1) must be updated to take account of significant changes in the type of work carried out or the working methods used by the employer.
- (4) The employer must ensure that any person, whether or not his or her employee, who carries out work in connection with the employer's duties under these Regulations has suitable and sufficient information, instruction and training.

12 Exemption certificates from hearing protection

SI 2005/1643/11

- (1) Subject to paragraph (2), the Department may, by a certificate in writing, exempt any person or class of persons from the provisions of regulation 7(4) and regulation 8(1) and (2) where because of the nature of the work the full and proper use of personal hearing protectors would be likely to cause greater risk to health or safety than not using such protectors, and any such exemption may be granted subject to conditions and to a limit of time and may be revoked by a certificate in writing at any time.
- (2) The Department must not grant such an exemption unless —
 - (a) it consults the employers and the employees concerned, or their representatives;
 - (b) it consults such other persons as it considers appropriate;
 - (c) the resulting risks are reduced to as low a level as is reasonably practicable; and
 - (d) the employees concerned are subject to increased health surveillance.

13 Exemption certificates for emergency services

SI 2005/1643/12

- (1) Subject to paragraph (2), the Department may, by a certificate in writing, exempt any person or class of persons from the provisions of regulation 7(4) and regulation 8(1) to (3) in respect of activities carried out by emergency services which conflict with the requirements of any of those provisions, and any such exemption may be granted subject to conditions and to a limit of time and may be revoked by a certificate in writing at any time.
- (2) The Department must not grant such an exemption unless it is satisfied that the health and safety of the employees concerned is ensured as far as possible in the light of the objectives of these Regulations.

14 Exemptions relating to national security

SI 2005/1643/13 [and drafting]

- (1) Subject to paragraph (2), the Department may, by a certificate in writing, exempt any person or class of persons from the provisions of regulation 7(4) and regulation 8(1) to (3) in respect of activities carried out in the interests of national security (whether of the Island or the United Kingdom) which conflict with the requirements of any of those provisions, and any such exemption may be granted subject to conditions and to a limit of time and may be revoked by a certificate in writing at any time.
- (2) The Department must not grant such an exemption unless it is satisfied that the health and safety of the employees concerned is ensured as far as possible in the light of the objectives of these Regulations.

15 Application to the territorial sea

SI 2005/1643/14 [and drafting]

These Regulations, subject to regulation 4, apply to and in relation to any activity within the territorial sea to which the Health and Safety at Work etc. Act 1974 (an Act of Parliament) applies by virtue of the Health and Safety at Work etc Act 1974 (Application to the Territorial Sea) Order 2025⁷.

MADE**CLARE BARBER***Minister for Environment, Food and Agriculture*

⁷ SD 2025/xxxx.

SCHEDULE 1

PERSONAL NOISE EXPOSURE LEVELS

[Regulation 3(1)]

SI 2005/1643/Schedule 1

PART 1 – DAILY PERSONAL NOISE EXPOSURE LEVELS

1

The daily personal noise exposure level, $L_{EP,d}$, which corresponds to $L_{EX,8h}$ defined in international standard ISO 1999: 1990 clause 3.6, is expressed in decibels and is ascertained using the formula:

$$L_{EP,d} = L_{Aeq,T_e} + 10 \log_{10} \left(\frac{T_e}{T_0} \right)$$

Where —

T_e is the duration of the person's working day, in seconds; T_0 is 28,800 seconds (8 hours); and

L_{Aeq,T_e} is the equivalent continuous A-weighted sound pressure level, as defined in ISO 1999: 1990 clause 3.5, in decibels, that represents the sound the person is exposed to during the working day.

2

If the work is such that the daily exposure consists of 2 or more periods with different sound levels, the daily personal noise exposure level ($L_{EP,d}$) for the combination of periods is ascertained using the formula:

$$L_{EP,d} = 10 \log_{10} \left[\frac{1}{T_0} \sum_{i=1}^{i=n} \left(T_i 10^{0.1(L_{Aeq,T_i})} \right) \right]$$

Where —

n is the number of individual periods in the working day;

T_i is the duration of period i ;

$(L_{Aeq,T})_i$ is the equivalent continuous A-weighted sound pressure level that represents the sound the person is exposed to during period i ; and

$$\sum_{i=1}^{i=n} T_i$$

is equal to T_e , the duration of the person's working day, in seconds.

PART 2 — WEEKLY PERSONAL NOISE EXPOSURE LEVELS

The weekly personal noise exposure, $L_{EP,w}$, which corresponds to

$$\bar{L}_{EX,8h}$$

defined in international standard ISO 1999: 1990 clause 3.6 (note 2) for a nominal week of 5 working days, is expressed in decibels and is ascertained using the formula:

$$L_{EP,w} = 10 \log_{10} \left[\frac{1}{5} \sum_{i=1}^{i=m} 10^{0.1(L_{EP,d})_i} \right]$$

Where —

m is the number of working days on which the person is exposed to noise during a week; and

$(L_{EP,d})_i$ is the $L_{EP,d}$ for working day i .

SCHEDULE 2**PEAK SOUND PRESSURE LEVEL**

[Regulation 3(1)]

SI 2005/1643/Schedule 2

Peak sound pressure level, L_{Cpeak} , is expressed in decibels and is ascertained using the formula:

$$L_{Cpeak} = 20 \log_{10} \left[\frac{p_{Cpeak}}{p_0} \right]$$

Where —

p_{Cpeak} is the maximum value of the C-weighted sound pressure, in Pascals (Pa), to which a person is exposed during the working day; and

p_0 is 20 μ Pa.

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations set out the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise). The Regulations impose duties on employers and on self-employed persons to protect both employees who may be exposed to risk from exposure to noise at work and other persons at work who might be affected by that work. The Regulations are drawn from the Control of Noise at Work Regulations 2005 (of Parliament) [SI 2005/1643].

The Regulations make provision for —

- (a) lower exposure action values, upper exposure action values, and exposure limit values for daily or weekly personal noise exposure and for peak sound pressure (regulation 5);
- (b) risk assessment (regulation 6);
- (c) elimination or, where elimination is not reasonably practicable, reduction of exposure to noise to as low a level as is reasonably practicable (regulation 7(1));
- (d) a programme of measures, excluding the provision of personal hearing protectors, to be taken at the upper exposure action values to reduce exposure to noise to as low a level as is reasonably practicable (regulation 7(2));
- (e) actions to be taken at the exposure limit values and prohibition on exceeding the exposure limit values (regulation 7(4));
- (f) the provision of personal hearing protectors upon request at the lower exposure action values and compulsorily at the upper exposure action values (regulation 8(1) and (2));
- (g) the designation in the workplace of Hearing Protection Zones (regulation 8(3));
- (h) employers' and employees' duties concerning the use of equipment, including personal hearing protectors, provided under these Regulations (regulation 9);
- (i) health surveillance (regulation 10);
- (j) information, instruction and training (regulation 11);
- (k) power to the Department to grant exemptions from regulation 7(4) and regulation 8(1) and (2) in specified circumstances (regulation 12);
- (l) power to the Department to grant exemptions from regulation 7(4) and regulation 8(1) to (3) in respect of the activities of emergency services (regulation 13); and

- (m) power to the Department to grant exemptions from regulation 7(4) and regulation 8(1) to (3) in respect of activities carried out in the interests of national security (regulation 14).

Copies of International Standard ISO 1999: 1990, referred to in Schedule 1, are available from International Organization for Standardization (ISO), 1 Rue de Varembe, Case Postale 56, CH-1211 Geneva 20, Switzerland, or via Internet at www.iso.org.