

Control of Vibration at Work Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

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2	HSWI	01/06/2026	Review

Control of Vibration at Work Regulations 2025 Consultation Report

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

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The activity ran from 13/10/2025 to 31/03/2026

Responses to this survey: **8**

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Overall, consultation responses demonstrate strong support for introducing the Control of Vibration at Work Regulations 2025 and for aligning IOM requirements with established UK standards and practices. Respondents consistently viewed UK alignment as best practice, bringing clarity, consistency and access to a mature body of guidance, tools and learning, thereby improving protection for workers and reducing ambiguity for employers operating across jurisdictions.

Views on clarity of the draft legislation were mixed. Around half of respondents considered the proposals clear and well understood, reflecting their long-standing application in the UK and other comparable regimes. However, others highlighted the need for clearer, more practical guidance, particularly on technical aspects such as vibration assessment methods, use of UK calculators, health surveillance expectations, shared-duty arrangements, and how proportionality would be applied in enforcement, especially for small employers and public bodies.

A majority supported the proposed implementation timetable, noting that responsible organisations should already be managing vibration risks in line with UK good practice. However, a significant minority raised concerns about readiness and capacity, pointing to constrained budget cycles, limited Island-wide training and occupational health capacity, and the cumulative impact of multiple health and safety reforms. Even supportive respondents stressed that success would depend less on the headline date and more on how implementation would be managed.

There was clear and repeated emphasis on the need for practical support mechanisms. Respondents called for early and accessible guidance, training and workshops, clear signposting to UK resources, templates and checklists suitable for small employers, improved access to occupational health services, and transitional or advisory approaches to enforcement. Smaller local authorities and bodies with fixed or limited funding strongly highlighted that government-supported training, guidance and, in some cases, funding would be essential to achieve compliance without disproportionate burden.

In summary, the consultation indicated broad endorsement of both the policy intent and UK-aligned approach, but was coupled with a consistent message that effective implementation would rely on clear guidance, realistic phasing, strong communication and targeted support, particularly for smaller organisations, to ensure the regulations could achieve their intended health protection outcomes in a proportionate and practical way.

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:

Consultation responses show strong support for introducing the Control of Vibration at Work Regulations 2025 and for aligning the IOM's framework with established UK standards, which respondents see as best practice that improves clarity, consistency and worker protection. While around half of respondents considered the draft legislation clear and well understood, others highlighted the need for more practical guidance on technical matters, particularly vibration assessment methods, use of UK tools, health surveillance expectations, shared-duty arrangements and proportionate enforcement for smaller organisations. A majority supported the proposed implementation timetable, though a significant minority raised concerns about industry readiness, citing constrained budgets, limited training and occupational health capacity, and the cumulative impact of ongoing health and safety reforms. Across responses, there was a consistent emphasis on the importance of early guidance, accessible training, clear signposting to UK resources, transitional arrangements and advisory enforcement, with particular concern that smaller public bodies will require targeted government support to achieve compliance in a proportionate and practical way.

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.

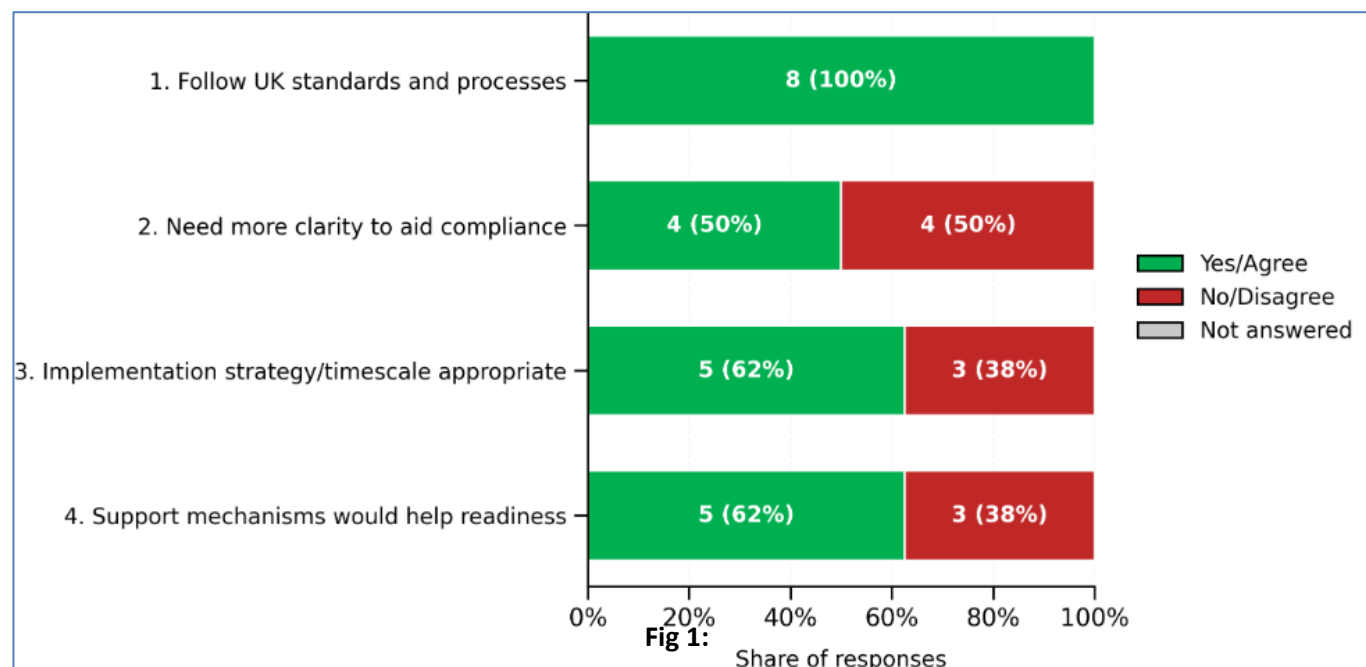
The consultation process and responses received informed the Department's assessment of the benefits of the proposed legislation. All consultation responses were considered in detail, alongside direct engagement with relevant Manx businesses. The consultation process has therefore informed the Department's 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?	8 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	8 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the Control of Vibration at Work Regulations 2025 appropriate for industry readiness?	8 (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?	8 (100.00%)
5	Do you have any other comments on the draft Control of Vibration at Work Regulations 2025 legislation attached to this stage of the overall consultation process?	6 (75.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	6 (75.00%)



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

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

Q1. Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?

All respondents agreed (8/8 “Yes”). Overall feedback framed UK alignment as best practice and a welcome formalisation of how many organisations already operate, emphasising that consistent UK-based standards improve worker protection, reduce ambiguity, and support the use of established UK guidance and tools (including where equipment and working methods are already UK-specified). Some comments also noted the importance of ensuring alignment remains practical and proportionate for smaller employers and public bodies, so that the benefits of consistency would not create unrealistic burdens.

Q2. Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?

Responses were split (4/8 “Yes”, 4/8 “No”). Those answering “No” generally described the proposals as well-understood and long-established in comparable regimes, suggesting the material is workable as written. Those answering “Yes” focused on the need for clearer signposting and practical clarification, including: specifying exactly which UK documents/calculators are intended to be relied upon; providing accessible guidance for technical areas (e.g., averaging approaches), and clarifying expectations on health surveillance, occupational health access, and contractor / shared-duty scenarios, alongside how proportionate enforcement would operate for smaller organisations.

Q3. Is the proposed implementation strategy and timescale for the introduction of the Control of Vibration at Work Regulations 2025 appropriate for industry readiness?

A majority considered the timetable appropriate (5/8 “Yes”), often on the basis that the requirements reflect established good practice and that organisations already applying UK approaches should need only limited adjustment. However, a significant minority (3/8 “No”) raised readiness and capacity concerns, particularly around the practical ability of government and industry to prepare within the proposed window when set against budget cycles, competing legislative change, and limited Island capacity for training, vibration measurement expertise, and occupational health provision. Even where respondents supported the timetable, comments frequently conditioned success on a phased and supportive rollout, with early guidance and realistic lead-in arrangements—especially for small public bodies and smaller employers.

Q4. Are there any specific support mechanisms (e.g. guidance, training, transitional arrangements) that would help you or your organisation prepare for the new legislation?

Most respondents said “Yes” (5/8), while 3/8 said “No” (often with little or no additional detail). Where support was requested, the dominant themes were: training and awareness (including practical workshops/briefings), clear signposting to UK resources (and confirmation of recommended tools/calculators), templates/checklists suitable for smaller employers, and improved access to

occupational health and specialist capability (including vibration measurement competence). Several responses stressed that small public bodies and small employers may require government-supported training and/or funding, plus pre-implementation advisory activity and transitional arrangements, to avoid unintentional non-compliance driven by technical complexity and limited local capacity.

Q5. Do you have any other comments on the draft Control of Vibration at Work Regulations 2025 legislation at this stage?

Additional comments largely reinforced implementation realities rather than challenging the intent: respondents pointed to limited Island occupational health capacity, the need to avoid disproportionate cost burdens (especially for small employers), and the importance of phased, supportive enforcement so organisations are not penalised for technical breaches during transition. Some respondents also emphasised structural constraints for certain public bodies (e.g., fixed funding arrangements), arguing that compliance may be achievable only with explicit government support (funding, training, and clear operational guidance).

Q6. Is there anything else you'd like to tell us about the proposed changes or the consultation process?

Where further points were made, they focused on ensuring the consultation and upcoming changes are well communicated beyond existing channels, so smaller businesses are not caught unaware, and on the importance of early engagement, practical guidance, realistic timelines, and education-led rollout to achieve genuine compliance. Some respondents queried how widely consultations are advertised and whether response levels are proportionate, indicating an interest in improving reach and participation.