

Health and Safety Legislation Consultation

Control of Vibration at Work Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys,



Isle of Man
Government

Keillys Ellan Vannin

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Overview

The Isle of Man (IOM) holds jurisdiction over its territorial waters but currently lacks a comprehensive offshore health, safety, and environmental framework. To address this, the Department of Environment, Food and Agriculture (DEFA) is reviewing and updating specific legislation to align with UK offshore Health and Safety Executive (HSE) legislation and standards, ensuring internationally recognised safety regulations for future offshore energy developments are in place.

This legislative reform aims to ensure health and safety standards will apply consistently to both onshore and offshore activities and in the process support the safe development of future offshore energy projects.

This consultation continues the process of updating IOM Health and Safety legislation and refers directly to the following draft legislation:

- **Control of Vibration 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, but with a target commencement date of summer 2028. DEFA welcomes stakeholder and public feedback on 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 IOM **Control of Vibration at Work Regulations 2025** impose duties on employers and relevant self-employed persons to assess, control, and monitor exposure to vibration in the workplace. The Regulations:

- Set exposure action and limit values for hand-arm and whole-body vibration.
- Require risk assessments and control measures.
- Mandate health surveillance where risks are identified.
- Extend application to the IOM's territorial sea.

How do they relate to the previous applicable IOM Regulations?

There were no standalone IOM regulations specifically addressing vibration at work prior to this draft 2025 legislation. Instead, vibration-related risks were generally covered under broader health and safety duties derived from:

- **Health and Safety at Work etc. Act 1974 (as applied to the Isle of Man)**
- **The IOM Management of Health and Safety at Work Regulations 2003.**

The IOM **Control of Vibration at Work Regulations 2025** represent a formal adoption and localisation of the UK's 2005 vibration control framework, filling a regulatory gap in the IOM's health and safety legislation. They provide clarity, enforceability, and alignment with current best practice and standards.

How do these Regulations compare with the current UK legislation?

The IOM **Control of Vibration at Work Regulations 2025** are based on the UK **Control of Vibration at Work Regulations 2005**.

Key differences to the current UK legislation include:

- **Authority:** DEFA is the enforcing authority in the IOM; the UK Health and Safety Executive (HSE) is the authority in the UK.
- **Legal Framework:** The IOM Regulations are made under the **Health and Safety at Work etc. Act 1974 (as applied to the IOM)**.
- **Territorial Sea Application:** The IOM Regulations explicitly apply to the territorial sea via the **IOM Health and Safety at Work (Application to the Territorial Sea) Order 2025**.
- **Exemptions:** The IOM Regulations include tailored exemptions for emergency services, air transport, and national security.
- **Terminology differences:** Example 'Department' vs. 'Executive'.

Practical Implications of the new legislation

Set out below is a summary of practical implications of the new legislation

- **Limit exposure to vibration:** Employers must ensure employees are not exposed above legal limits and must act if thresholds are reached or exceeded.
 - *Regulation 5.*

- **Assessment of vibration risks:** A suitable and sufficient risk assessment must be carried out where exposure is possible.
 - *Regulation 6*
- **Control exposure:** Employers must eliminate or reduce vibration risks using appropriate technical and organisational measures.
 - *Regulation 7(1) and 7(3).*
- **Respond to overexposure:** Immediate action is required if exposure exceeds the limit value, including identifying the cause and updating control measures.
 - *Regulation 7(4).*
- **Apply weekly averaging:** In specific cases, exposure may be averaged over a week, subject to conditions and enhanced health surveillance.
 - *Regulation 7(5).*
- **Provide health surveillance:** Where risks are identified, employers must offer appropriate health checks and maintain health records.
 - *Regulation 8.*
- **Act on health findings:** Employers must respond to health surveillance outcomes..
 - *Regulation 8(5).*
- **Inform and train workers:** Employers must provide clear information, instruction, and training to employees and others working under their control.
 - *Regulation 9.*

What other Legislation is referred to within the Draft IOM Regulation?

- **The UK Health and Safety at Work etc. Act 1974.**
 - The enabling Act of Parliament under which the IOM Regulations are made. Provides the general framework for workplace health and safety duties.
 - *Introduction and throughout.*
- **The IOM Management of Health and Safety at Work Regulations 2003.**
 - Provides general principles of prevention that drives the considerations stated within the draft **Control of Vibration at Work Regulations 2025**.
 - *Regulation 7(3).*
- **The IOM Health and Safety at Work (Application to the Territorial Sea) Order 2025.**
 - Applies the UK 1974 Act to the Isle of Man's territorial sea (post consultation and enactment), allowing the Regulations to apply offshore.
 - *Regulation 13.*

- **British Standard BS EN ISO 5349-1:2001**
 - Specifies methods for measuring and evaluating hand-arm vibration exposure.
 - *Schedule 1.*
- **International Standard ISO 2631-1:1997.**
 - Specifies methods for measuring and evaluating whole-body vibration exposure.
 - *Schedule 2.*
- **The UK Control of Vibration at Work Regulations 2005.**
 - The UK Regulations that introduced detailed requirements for managing vibration risks. The IOM **Control of Vibration at Work Regulations 2025** are based on these provisions.
 - *Explanatory Note.*

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 Manx 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 HSE ACOPs and Guidance

Guidance from UK HSE on the UK equivalent legislation is on the UK HSE website here: [HSE Vibration Guidance](#). The guidance includes an Introduction to managing vibration at work, information on HAV and WBV and links to further information to assist and educate employers and employees.

Noting the new requirement to adhere to specific limits on vibration, the HSE offers practical tools like a [UK HSE Vibration Calculator](#).

Before any specific Isle of Man ACOP is approved by the Department a separate additional consultation would be required.

Summary

The proposed IOM **Control of Vibration at Work Regulations 2025** will enhance worker protection from health risks caused by mechanical vibration, including hand-arm and whole-body exposure. By aligning with the UK’s established framework, the IOM ensures consistency with recognised best practice, and provides employers and employees with access to trusted UK HSE guidance and tools. The phased implementation will give businesses time to adapt, helping to improve safety outcomes without disrupting operations.

Why your views matter

This consultation gives stakeholders, industry, and the public the chance to provide feedback on the proposed Regulations. Your views will help ensure that the legislation is clear, practical, and effective in protecting workers' health.

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 **Control of Vibration 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 **Control of Vibration at Work Regulations 2025** legislation attached to 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)