

Health and Safety Legislation Consultation

Health and Safety (Display Screen Equipment) Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys,



Closes 31 Mar 2026

Opened 5 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:

- **Health and Safety (Display Screen Equipment) 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 **Health and Safety (Display Screen Equipment) Regulations 2025** aim to protect workers who regularly use display screen equipment by reducing health risks such as eye strain, fatigue, and musculoskeletal problems.

These new regulations require employers to assess workstations and improve them if necessary, plan breaks, provide eye tests and corrective appliances, and ensure proper training and information for safe use. They bring the IOM in line with international standards under EU Directive 90/270/EEC and mirror the UK's existing **Display Screen Equipment Regulations 1992**. Previously, the Island relied on the general **Health and Safety at Work etc. Act 1974** as it applies on the Island, without specific display screen

equipment (DSE) provisions, making this proposal a significant step forward in workplace health and safety.

Practical Implications of the Introduction of the 2026 Regulations

The practical implications of introducing the IOM **Health and Safety (Display Screen Equipment) Regulations 2025** for employers and employees include:

For Employers:

- **Mandatory workstation assessments:** Employers must analyse workstations for health and safety risks and review them when changes occur (Regulation 4).
- **Workstations must meet ergonomic standards:** Employers must ensure compliance with minimum requirements in the Schedule (Regulation 5).
- **Planning work routines:** Activities must include breaks or changes to reduce fatigue (Regulation 6).
- **Eye and eyesight care:** Employers must provide tests on request and special corrective appliances where needed (Regulation 7).
- **Training for safe use:** Adequate health and safety training must be given to users, including when workstations are modified (Regulation 8).
- **Information provision:** Employers must inform users about workstation safety and measures taken to comply with the regulations (Regulation 9).
- **Exemptions for national security:** The Department may grant exemptions in specific cases (Regulation 10).

For Employees:

- **Improved working conditions:** Safer, more comfortable workstations (Regulation 5).
- **Access to eye care:** Right to request eye tests and corrective appliances (Regulation 7).
- **Scheduled breaks:** Reduced fatigue through planned interruptions (Regulation 6).
- **Training and awareness:** Better understanding of safe practices (Regulation 8).

Overall Impact:

- **Health benefits:** Reduced risk of musculoskeletal disorders, eye strain, and fatigue.
- **Legal compliance:** Aligns IOM standards with UK and EU requirements.
- **Cost considerations:** Initial investment in equipment and training, but long-term benefits through improved productivity and fewer health-related absences.

Other legislation mentioned in the Legislation

Legislation Referenced

1. The IOM **Health and Safety at Work etc. Act 1974 (as applied on the IOM)**
 - This is the enabling legislation under which the new regulations are made.
2. The EU **Council Directive 90/270/EEC**
 - **An EU Directive**, implemented in the UK and now being mirrored in the IOM through these regulations.
3. The UK **Visiting Forces Act 1952**
 - Referenced in **Regulation 10** for exemption certificates related to national security.
4. The UK **Visiting Forces and International Headquarters (Application of Law) Order 1965**
 - Referenced in Regulation 10 for defining “headquarters” and “visiting force.”
5. The IOM **Health and Safety at Work etc. Act 1974 (Application to the Territorial Sea) Order 2026**
 - Referenced in **Regulation 11** to extend application offshore.

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

General DSE - HSE Guidance

- [Working safely with display screen equipment](#): A comprehensive online resource covering workstation assessments, posture, breaks, eye testing, training, and home/hybrid working.
- [Work with display screen equipment: Health and Safety \(Display Screen Equipment\) Regulations 1992 as amended by the Health and Safety \(Miscellaneous Amendments\) Regulations 2002](#)
- [DSE workstation checklist \(CK1\)](#): A practical six-part checklist on keyboards, mice, screens, furniture, and environment.
- [Work with display screen equipment: A brief guide \(INDG36\)](#): A concise employer leaflet with essential requirements.
- [Managing home workers' health and safety](#): Detailed advice on workstation comfort, equipment provision, remote risk assessment, and breaks.

Summary

The IOM **Health and Safety (Display Screen Equipment) Regulations 2025** aim to safeguard employees who regularly use screens by ensuring workstations are safe, ergonomic, and well-designed. The rules promote breaks, eye care, and proper training, reducing strain and improving comfort. Overall, they help create healthier workplaces, boost productivity, and align with international best practice.

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 **Health and Safety (Display Screen Equipment) 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 **Health and Safety (Display Screen Equipment) 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)