

2026

## Electricity at Work Regulations 2026 Consultation Report

### PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

#### Version Control

|   |                                |            |         |
|---|--------------------------------|------------|---------|
| 1 | Health and Safety Inspectorate | 12/05/2026 | Initial |
| 2 | HSWI                           | 01/06/2026 | Review  |
|   |                                |            |         |
|   |                                |            |         |

## Electricity at Work Regulations 2026 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/electricity-at-work-regulations-2026>

This report was created on Monday 11 May 2026 at 10:02

The activity ran from 05/12/2025 to 31/03/2026

Responses to this survey: 5

## **EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:**

Five consultation responses were received on the draft Electricity at Work Regulations 2026. Overall feedback was strongly supportive of the proposals, with unanimous agreement that the IOM should follow UK standards and processes for health and safety legislation. Respondents considered this alignment to be good practice, improving consistency, clarity and ease of compliance, particularly for organisations operating across both jurisdictions, whilst noting the importance of retaining proportionate flexibility for local conditions.

No respondents identified a need for additional clarity in the substance of the draft Regulations; however, several emphasised that clarity would be further enhanced by mirroring UK regulation numbering and structure wherever possible. This was seen as a practical measure to reduce confusion, support training and competence, and aid duty holders and practitioners in interpreting requirements.

Most respondents agreed that the proposed implementation strategy and timescale would be appropriate for industry readiness. Nonetheless, some highlighted risks arising from the cumulative impact of multiple legislative reforms being introduced concurrently, especially for smaller organisations, and noted that the effectiveness of the timetable would depend on the availability of adequate guidance, training and external support capacity.

Views on the need for additional support mechanisms were mixed, although a majority considered further support desirable. Suggested measures focused on practical implementation support, including clear and accessible guidance, targeted communications, workshop-style engagement, support for local training providers, and sufficient transition periods, particularly for SMEs and higher-risk sectors.

No substantive additional concerns were raised on the draft Regulations or the consultation process. Respondents indicated general satisfaction with the direction of travel and, where applicable, expressed willingness to engage further through industry groups or implementation support initiatives to help ensure effective and consistent delivery of the new requirements.

**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:**

*Responses showed clear overall support for the draft Regulations, particularly for alignment with UK standards and processes. The proposals are regarded as clear and appropriate, with agreement that the implementation timetable is broadly reasonable. The main issues raised related to ensuring consistency with UK regulation structure and providing sufficient practical support, such as guidance, training and engagement, to help industry, especially smaller organisations, manage the cumulative impact of wider legislative change.*

**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.*

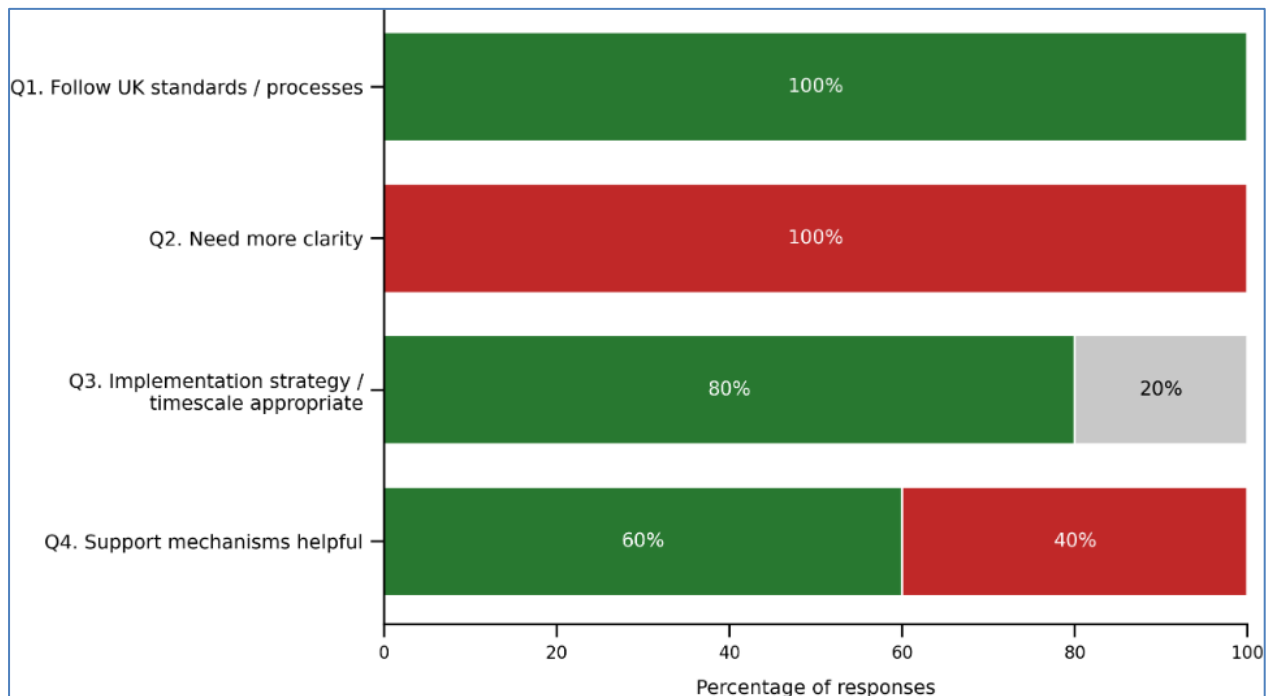
*The consultation process and responses received informed the Department's assessment of the benefits of the proposed legislation. All consultation responses were considered in detail, alongside direct engagement with relevant Manx businesses. The consultation process has therefore informed the Department's 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.*

## Electricity at Work Regulations 2026 – Consultation Report

### CONSULTATION QUESTIONS

| Question Number | ◆ Title                                                                                                                                                                                  | Total Responses |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| 1               | <a href="#">Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?</a>                                                | 5 (100.00%)     |
| 2               | <a href="#">Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?</a>                                   | 5 (100.00%)     |
| 3               | <a href="#">Is the proposed implementation strategy and timescale for the introduction of the Electricity at Work Regulations 2026 appropriate for industry readiness?</a>               | 5 (100.00%)     |
| 4               | <a href="#">Are there any specific support mechanisms (e.g. guidance, training, transitional arrangements) that would help you or your organisation prepare for the new legislation?</a> | 5 (100.00%)     |
| 5               | <a href="#">Do you have any other comments on the draft Electricity at Work Regulations 2026 legislation attached to this stage of the overall consultation process?</a>                 | 2 (40.00%)      |
| 6               | <a href="#">Is there anything else you'd like to tell us about the proposed changes or the consultation process?</a>                                                                     | 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

### **Q1 — Do you agree the Isle of Man should follow UK standards and processes for H&S law and regulation?**

All respondents supported aligning IOM health and safety law with UK standards and processes. Comments framed this as good practice that improves consistency, reduces confusion for those working across both jurisdictions, and could make training and competence outcomes easier to manage. One respondent also noted that, while alignment is beneficial, the Island should retain the ability to apply requirements proportionately so that local businesses are not unintentionally disadvantaged.

---

### **Q2 — Are any parts of the draft legislation unclear (i.e., need more clarity to aid understanding and compliance)?**

No respondents said additional clarity would be needed to understand or comply with the proposals. However, a strong cross-cutting point was raised about clarity through consistency: respondents emphasised that mirroring UK regulation numbering and structure (wherever possible) would further improve usability and reduce the risk of misinterpretation for contractors, duty holders, training providers and H&S practitioners.

---

### **Q3 — Is the proposed implementation strategy and timescale appropriate for industry readiness?**

Most respondents agreed the implementation strategy and timescale are appropriate. Where commentary was provided, the overall approach was supported but with an important caveat about the cumulative impact of multiple legislative reforms landing on a similar timetable, potentially creating a resource and administrative burden, particularly for smaller organisations. Respondents also noted that readiness would depend on the availability of competent external support (e.g., specialist advice, training and inspection capacity) and suggested that adequate support and/or phased approaches would help ensure the timescale remains deliverable in practice.

---

### **Q4 — Would specific support mechanisms help you/your organisation prepare (guidance, training, transitional arrangements)?**

Views were mixed, with a majority indicating that additional support would be helpful. Suggested measures focused on practical implementation assistance, including clear and accessible guidance, targeted communications/awareness activity, and optional workshop-style sessions. Respondents also highlighted training-related enablers such as supporting local training providers to update capability and facilities, potential funding/grant support, and ensuring sufficient transition time for businesses (especially SMEs and higher-risk operators) to update systems, procedures and competence.

---

### **Q5 — Any other comments on the draft Electricity at Work Regulations 2026?**

Respondents were broadly satisfied with the direction of travel and did not raise additional substantive issues beyond earlier points. One respondent explicitly indicated no further comments, while another expressed willingness to support effective and consistent introduction across their sector.

---

**Q6 — Anything else to tell us about the proposed changes or the consultation process?**

Minimal additional feedback was provided. One respondent indicated that, if further engagement is needed, they would welcome involvement through industry working groups, briefings, or implementation support initiatives; another explicitly provided no further comments.