

# Health and Safety Legislation Consultation

## Electricity at Work Regulations 2026

Department of Environment, Food and Agriculture

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**Closes 30 Jan 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:

- **Electricity at Work Regulations 2026**

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.

## What these Regulations do

The UK has the UK **Electricity at Work Regulations 1989** under the UK **Health and Safety at Work etc. Act 1974**, which imposes duties on employers, employees, and the self-employed to ensure electrical systems are designed, maintained, and operated safely to prevent danger. In contrast, the IOM applies the **Health and Safety at Work etc. Act 1974** as extended to the Island, but until now has lacked a dedicated set of regulations equivalent to the UK's 1989 framework. This has meant that electrical safety was addressed only through general health and safety duties without detailed, specific requirements for electrical systems and related work activities.

The proposed IOM **Electricity at Work Regulations 2026** establishes a comprehensive framework for electrical safety at work in the IOM, imposing clear duties on employers, self-

employed persons, employees and certain operators, to prevent danger and injury from electricity.

The regulations require electrical systems to be properly constructed, maintained, and operated; mandate safe work practices and suitable protective equipment; set standards for equipment strength, insulation, earthing, and protection against excess current; and require safe isolation procedures, precautions for work on dead or live equipment, adequate access and lighting, and competent personnel. They also provide for exemptions, apply to the territorial sea, and exclude certain maritime and aviation activities. Overall, their purpose is to reduce electrical hazards by introducing detailed, enforceable requirements that go beyond general health and safety duties.

## Practical Implications of the Introduction of the 2026 Regulations

The practical implications of the proposed IOM **Electricity at Work Regulations 2026** for organisations and workers in the IOM are summarized below:

### 1. Formalised Legal Duties.

Employers, self-employed persons, and employees now have explicit, enforceable obligations for electrical safety. This means organisations must review their current practices and ensure compliance with detailed requirements rather than relying on general health and safety principles.

### 2. System Design and Maintenance

Electrical systems must be constructed and maintained to prevent danger. Practically, this requires:

- Regular inspection and maintenance schedules.
- Documented risk assessments for electrical installations.
- Upgrading older systems that do not meet modern safety standards.

### 3. Competence and Training

Only competent persons (or those under appropriate supervision) can work on electrical systems. Employers will need:

- Competency frameworks for electrical work.
- Training programs and certification for staff.
- Clear supervision protocols for less experienced workers.

#### 4. Safe Work Practices

Strict rules apply for:

- Isolation and cutting off supply before work.
- Precautions for live work (only allowed when justified and with protective measures).
- Adequate working space, lighting, and access around electrical equipment.

This means organisations must implement robust permit-to-work systems and safe isolation procedures.

#### 5. Equipment Standards

Electrical equipment must:

- Be suitable for its environment (e.g., weatherproofing, protection against corrosion or explosive atmospheres).
- Have proper insulation, earthing, and overcurrent protection.
- This will likely require equipment audits and possible replacement of non-compliant items.

#### 6. Documentation and Compliance

- Organisations will need written procedures, maintenance records, and evidence of compliance.
- Exemptions can be applied for, but only under strict conditions.

#### 7. Extended Scope

The regulations apply to the territorial sea, so offshore operations (e.g., wind farms, marine installations) must comply, adding complexity for businesses in those sectors.

### Other legislation mentioned in the Legislation

- **The IOM Health and Safety at Work etc. Act 1974**
  - Where: Regulation 1 (Title and enabling powers) and Regulation 20 (Application to the territorial sea).
  - Purpose:
    - Provides the enabling powers for these regulations (sections 15 and 82, and Schedule 3).
    - Establishes that the new regulations are made under the authority of this Act as it applies to the IOM.
    - Regulation 20 links the application of these regulations offshore to the provisions of the Act and its Territorial Sea Order.

- **The IOM Quarry (Health and Safety) Regulations 2025**
  - Where: Regulation 4 (Persons on whom duties are imposed).
  - Purpose: Defines “operator” in relation to quarries and clarifies that quarry operators have specific duties under these regulations.
- **The IOM Health and Safety at Work etc. Act 1974 (Application to the Territorial Sea) Order 2026**
  - Where: Regulation 20.
  - Purpose: Ensures these regulations apply in the IOM’s territorial sea in line with how the parent Act applies offshore.
- **The UK Electricity at Work Regulations 1989**
  - Where: Referenced throughout drafting notes (e.g., in Part 2 regulations).
  - Purpose: Serves as the model for these new regulations, showing alignment with UK standards.

## 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

Document	Type	Purpose
<a href="#">HSR25 – EWR 1989 Memorandum</a>	Guidance	Legal compliance & defence
<a href="#">HSG85 – Safe Working Practices</a>	Guidance	Practical safe work methods
<a href="#">INDG231 – Electrical Safety leaflet</a>	Guidance	Basic risk guidance
<a href="#">UK Electrical Safety Pages</a>	Guidance	Legal references & standards

<a href="#">BS 7671 – Wiring Regulations</a>	British Standard and ACoPS	Installation & testing requirements
<a href="#">Electricity and the Law</a>	HSE Guidance	Lists relevant regulations

## Summary

The proposed IOM **Electricity at Work Regulations 2026** are designed to keep people safe when working with or around electricity. They set clear rules to make sure electrical systems are built and maintained to prevent accidents, and that work is carried out safely. The regulations require proper insulation, protection in hazardous environments, and safe ways to cut off power when needed. They also ensure that only competent people handle electrical tasks and that workplaces have enough space, lighting, and access for safe working. Overall, these changes aim to reduce electrical injuries, improve reliability, and create safer working conditions for everyone.

## 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](mailto: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](mailto: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 **Electricity at Work Regulations 2026** 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 **Electricity at Work Regulations 2026** 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)*