

2026

Health and Safety (Consultation with Employees) Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	13/05/2026	Initial
2	HSWI	01/06/2026	Review

Health and Safety (Consultation with Employees) Regulations 2025 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/health-and-safety-consultation-with-employees-2025>

This report was created on Wednesday 13 May 2026 at 10:45

The activity ran from 14/11/2025 to 31/03/2026

Responses to this survey: 5

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Overall, respondents expressed strong support for aligning the IOM's health and safety framework with UK standards, recognising this as a practical way to ensure consistency, reduce uncertainty, and reflect established good practice. However, this support was consistently qualified by a clear expectation that any alignment should remain proportionate and adaptable to the Island's scale and context, with particular sensitivity to the needs of local and smaller businesses. Concerns were also raised that introducing additional requirements without addressing existing compliance challenges, especially in sectors such as construction, could risk overburdening smaller operators and undermining effectiveness.

There was no identified need for further clarification within the draft legislation, suggesting that the proposals are generally well understood. Similarly, while the majority considered the proposed implementation strategy and timescales broadly appropriate, there was a recurring call for a more phased or staggered approach. Respondents highlighted the cumulative impact of multiple regulatory changes and the potential strain on both duty holders and enforcement capacity if changes are introduced simultaneously.

Although respondents did not formally request additional support mechanisms, comments indicated that targeted, practical support, particularly accessible training and awareness for smaller businesses, would be beneficial, alongside realistic consideration of enforcement resources. Beyond these points, respondents provided minimal additional commentary, indicating general acceptance of the proposals subject to the themes of proportionality, pacing, and practical implementation.

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:

The respondents supported aligning the IOM's health and safety framework with UK standards, recognising the benefits of consistency and clarity, but emphasised that this should remain proportionate and tailored to the Island, particularly for smaller businesses. Concern was also raised about the potential burden of introducing new requirements alongside existing compliance challenges and highlighted the need for a more phased implementation to avoid pressure on both duty holders and enforcement capacity. While no further clarity was considered necessary, it was noted that practical support, such as targeted training for smaller firms, would help effective implementation.

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?	5 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	5 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the Health and Safety (Consultation with Employees) Regulations 2025 appropriate for industry readiness?	5 (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?	5 (100.00%)
5	Do you have any other comments on the draft Health and Safety (Consultation with Employees) Regulations 2025 legislation attached to this stage of the overall consultation process?	1 (20.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	1 (20.00%)

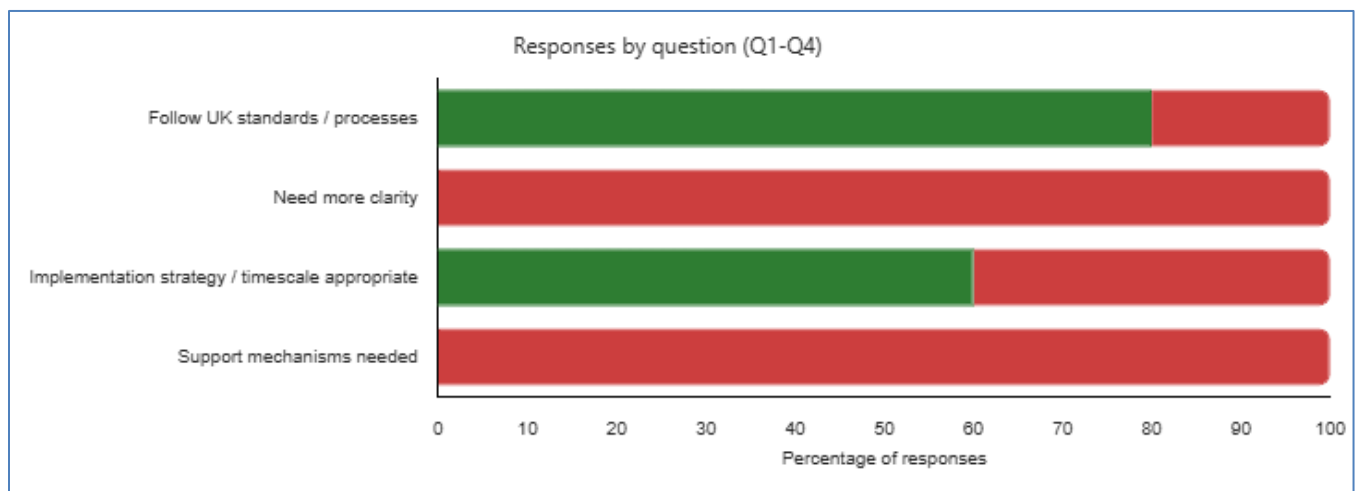


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

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

Overall, respondents were broadly supportive of aligning with UK standards, describing this as good practice that promotes consistency and reduces uncertainty or conflict. However, even among those supportive of alignment, there was a repeated theme that the Island should retain flexibility to keep requirements proportionate to local scale and resources and to avoid unintended impacts on local businesses. One respondent specifically highlighted the construction sector, cautioning that introducing new duties while existing requirements are not consistently complied with could overload smaller builders and potentially worsen non-compliance. A practical drafting point was also raised with respondents suggesting making the regulation numbering/structure consistent with the UK, noting differences in how “Title/Commencement” are presented.

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

All respondents indicated that no additional clarity was required, and no explanatory comments were provided under this question.

Q3. Is the proposed implementation strategy and timescale appropriate for industry readiness?

While a majority considered the proposed approach appropriate, one of the key themes raised was a preference for a more staggered implementation. Respondents noted that there have been multiple recent consultations/changes and suggested that bringing several changes into force around the same time could create pressure for those who struggle to implement and could also create practical challenges for regulatory inspection capacity. The underlying concern was less about whether the requirements were reasonable in principle, and more about whether implementation could be phased in a way that supports compliance and makes enforcement more manageable.

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?

Although all respondents selected “No”, two respondents still provided constructive suggestions in the comments. These centred on practical, accessible training, for example, “starter” compliance/awareness courses tailored for smaller builders and delivered locally (potentially via a local provider on behalf of HSI), and secondly, consideration of staggered implementation alongside realism about inspector resources to support and check compliance.

Q5. Do you have any other comments on the draft Regulations?

Most respondents provided no additional comments; the only recorded comment was “no further comments”.

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

There were no substantive additional points raised; the only recorded entry was “No”.