

2026

Health and Safety (First-Aid) Regulations 2026 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	07/05/2026	Initial
2	HSWI	01/06/2026	Review

Health and Safety (First-Aid) Regulations 2026 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/health-and-safety-first-aid-regulations-2026>

This report was created on Thursday 07 May 2026 at 09:01

The activity ran from 15/12/2025 to 31/03/2026

Responses to this survey: **7**

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Overall, respondents expressed strong support for the draft IOM Health and Safety (First-Aid) Regulations 2026 and the proposal to align Manx legislation with UK health and safety standards. All respondents agreed that following UK frameworks would provide greater clarity and consistency, particularly for businesses, contractors and training providers operating across both jurisdictions, while supporting effective regulation and compliance.

Most respondents considered the draft legislation to be clear and proportionate. Where clarification was requested, this focused on practical implementation issues, including training requirements by industry risk, the status and necessity of first-aid rooms and associated equipment, alignment of regulation structure and numbering with UK legislation, and the distinction between physical first aid and mental health first-aid roles.

The majority of respondents considered the proposed implementation strategy and timescale to be appropriate, with several indicating that organisations already operated to UK-equivalent standards and that the proposed 2028 compliance date would be achievable. Concerns raised related mainly to the cumulative impact of multiple regulatory changes, limited on-Island advisory and training capacity, and the need for sufficient transition arrangements rather than opposition to the policy approach.

Over half of respondents indicated that additional support would assist implementation. Suggested measures included practical guidance and workshops, targeted communication for smaller organisations, ensuring sufficient capacity among local training providers, and transitional arrangements. Respondents also highlighted the importance of continued engagement to raise awareness and support consistent implementation across sectors.

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:

Respondents strongly supported the draft IOM Health and Safety (First-Aid) Regulations 2026 and alignment with UK health and safety standards, citing improved clarity, consistency and effective regulation. Most respondents found the proposals proportionate and broadly clear, with requests for clarification limited to practical implementation matters such as training requirements, first-aid room provisions, and alignment with UK regulation structure. The proposed implementation timescale was generally considered achievable, though some concerns were raised about cumulative regulatory change, local capacity and the need for appropriate transitional support, with respondents emphasising the value of guidance, engagement and targeted support for 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?	7 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	7 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the IOM Health and Safety (First-Aid) Regulations 2026 appropriate for industry readiness?	7 (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?	7 (100.00%)
5	Do you have any other comments on the draft IOM Health and Safety (First-Aid) Regulations 2026 legislation at this stage of the overall consultation process?	2 (28.57%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	4 (57.14%)

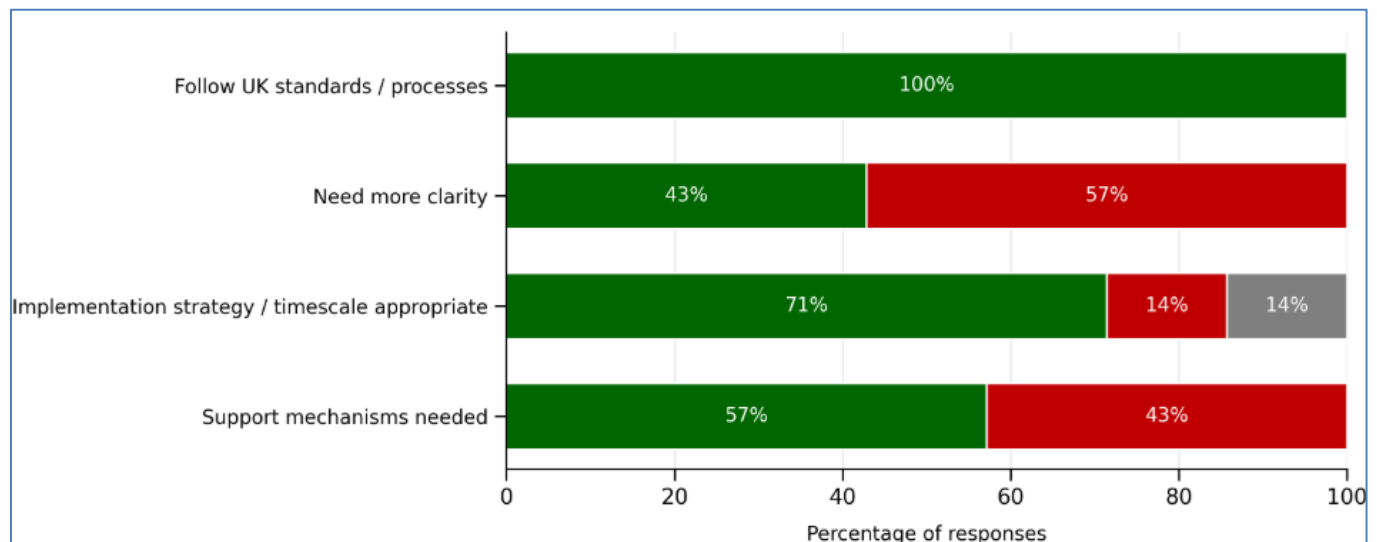


Fig 1:
Question (Q1-Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

Question 1: Should the Isle of Man follow UK standards and processes for health and safety regulation?

All respondents supported the IOM following UK health and safety standards and processes. Responses highlighted improved clarity, consistency and reduced confusion for businesses and duty-holders operating across both jurisdictions. Some respondents noted the importance of maintaining proportional flexibility to reflect the Island's scale.

Question 2: Are any parts of the legislation unclear and in need of further clarity?

Most respondents considered the draft legislation sufficiently clear, though some identified areas for improvement. These centred on clarity around training requirements by industry risk, the status of first-aid room and stretcher requirements, and closer alignment with UK regulation structure. One response highlighted the need to clearly distinguish physical first aid from mental health first-aid roles.

Question 3: Is the proposed implementation strategy and timescale appropriate?

The majority of respondents considered the proposed implementation timescale to be appropriate. Several noted that many organisations already operated to UK-equivalent standards and viewed August 2028 as achievable. Concerns raised related mainly to local capacity, cumulative regulatory change, and the need for adequate transition time.

Question 4: Would additional support mechanisms assist preparation for the new legislation?

Over half of respondents indicated that further support would be helpful. Suggested measures included practical guidance and workshops, targeted communication for smaller organisations, and ensuring sufficient training provider capacity. Some respondents also highlighted the value of transitional arrangements and digital tools to support ongoing competence management.

Question 5: Any other comments on the draft legislation?

Additional comments were limited and generally supportive. Respondents welcomed the progress of the legislation and some expressed willingness to support effective implementation.

Question 6: Any further comments on the changes or consultation process?

Respondents emphasised the importance of effective communication and engagement to ensure awareness, particularly among smaller organisations. Comments also highlighted the need for practical, inclusive implementation approaches and ongoing stakeholder engagement.