

# Health and Safety Legislation Consultation

## Health and Safety (First-Aid) Regulations 2026

Department of Environment, Food and Agriculture

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**Closes 31Mar 2026**

Opened 15 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 (First-Aid) 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.

The end date for this consultation has been extended to 31<sup>st</sup> March 2026.

## What these Regulations do

The proposed IOM **Health and Safety (First-Aid) Regulations 2026** set out clear requirements for employers, and certain self-employed persons, to provide adequate first-aid arrangements in the workplace. These regulations aim to ensure that employees receive prompt and effective assistance in the event of injury or illness, improving overall workplace safety and resilience. They apply across all employment sectors in the IOM and, with some exceptions, to specified offshore activities. By consolidating and modernizing existing provisions, these regulations replace outdated requirements and align local standards more closely with best practice.

## Practical Implications of the Proposed legislation

- **Employer Responsibilities**
  - Review current first-aid arrangements and ensure they meet new adequacy and appropriateness standards.
  - Provide suitable first-aid equipment and facilities.
  - Appoint and train sufficient personnel to deliver first-aid or designate someone to take charge in emergencies.
- **Communication Requirements**
  - Clearly inform all employees about the first-aid arrangements, including locations of equipment and personnel.
- **Self-Employed Duties**
  - Certain self-employed persons must provide appropriate first-aid equipment for themselves.
- **Offshore Compliance**
  - Certain activities concerning vessels and construction works in the territorial sea will also need to comply.
- **Investment and Benefits**
  - Businesses may need to invest in training, signage, and facilities, but these measures will enhance workplace safety and emergency preparedness.

## Other legislation mentioned in the Legislation

- **Health and Safety at Work etc. Act 1974 (UK Act applied to Isle of Man)**
  - Where: Regulation 1, 6, and 8
  - Purpose: Provides enabling powers for these regulations, defines duties for self-employed persons, and governs offshore application.
- **The IOM Health and Safety (Safety Signs and Signals) Regulations 2026**
  - Where: Regulation 4(5)
  - Purpose: Ensures signage for first-aid rooms complies with standardized safety sign requirements.

- **The IOM Diving at Work Regulations 2026 (draft)**
  - Where: Regulation 7(a)
  - Purpose: Excludes diving operations because they have separate, specialized first-aid provisions.
- **The IOM Merchant Shipping (Medical Stores) Regulations 2015**
  - Where: Regulation 7(b)
  - Purpose: Avoids duplication for vessels already covered by maritime medical store requirements.
- **The IOM Visiting Forces Act 1952** (UK Act applied to Isle of Man)
  - Where: Regulation 7(d)
  - Purpose: Exempts armed forces and visiting forces from these regulations, as they have their own medical arrangements.
- **The IOM Offshore Installations and Pipeline Works (First-Aid) Regulations 2026**
  - Where: Regulation 7(e)
  - Purpose: Excludes offshore installations and pipeline works because they are regulated separately for first-aid.
- **The IOM Health and Safety at Work etc. Act 1974 (Application to the Territorial Sea) Order 2026**
  - Where: Regulation 8
  - Purpose: Extends the application of these regulations to certain offshore activities under the territorial sea order.
- **The IOM Agriculture (Safety, Health and Welfare Provisions) Act 1974**
  - Where: Regulation 9
  - Purpose: Removes outdated first-aid provisions and updates references to align with the new regulations.

## 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

- [First Aid at Work: Guidance on Regulations -ACOP \(L74\) — Third edition \(2013; updated 2018 & 2024\)](#)
  - Offers practical, legally significant advice on complying with the First-Aid Regulations 1981, including provision types, training requirements, appointed persons, self-employed obligations, and exemptions.
- [Basic Advice on First Aid at Work - Guidance \(INDG347\)](#)
  - Provides step-by-step emergency response actions: CPR, severe bleeding, burns, broken bones, and spinal injuries. [[hse.gov.uk](https://www.hse.gov.uk)], [[aber.ac.uk](https://www.aber.ac.uk)]

## Summary

The proposed **IOM Health and Safety (First-Aid) Regulations 2026** are needed to replace outdated provisions and ensure comprehensive, modern standards for workplace first-aid across all sectors in the Isle of Man. They establish clear duties for employers to provide suitable equipment, facilities, and trained personnel, and require certain self-employed individuals to make appropriate arrangements. By improving clarity and extending coverage to offshore activities, these regulations align local practice with UK standards, enhance emergency preparedness, and promote safer, healthier workplaces for employees.

## 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.

(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

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)

## 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 (First-Aid) 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 **Health and Safety (First-Aid) 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)*