



# HEALTH AND SAFETY (FIRST-AID) REGULATIONS 2026

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Statutory Document No. 20XX/XXXX

*Health and Safety at Work etc. Act 1974*

# HEALTH AND SAFETY (FIRST-AID) REGULATIONS 2026

*Approved by Tynwald:**Coming into Operation:**1 August 2028*

The Department of Environment, Food and Agriculture makes the following Regulations, after consulting such organisations as it considers represent the interests affected by the Regulations<sup>1</sup>, under section 15(1), (2), (3)(a), (4)(a), (5)(b) and (9) of, and paragraphs 10 and 14 of Schedule 3 to, the Health and Safety at Work etc. Act 1974<sup>2</sup> (of Parliament), as it has effect in the Island<sup>3</sup>.

## 1 Title

These Regulations are the Health and Safety (First-Aid) Regulations 2026.

## 2 Commencement

If approved by Tynwald<sup>4</sup>, these Regulations come into operation on 1 August 2028.

## 3 Interpretation

SI 1981/917/2

In these Regulations, unless the context otherwise requires —

“**first-aid**” means —

- (a) in cases where a person will need help from a medical practitioner or nurse, treatment for the purpose of preserving life and minimising the consequences of injury and illness until such help is obtained, and
- (b) treatment of minor injuries which would otherwise receive no treatment or which do not need treatment by a medical practitioner or nurse.

<sup>1</sup> As required by section 82(4) of the 1974 Act as it applies to the Island.

<sup>2</sup> 1974 c.37.

<sup>3</sup> The Act applies to the Island by virtue of SD 2024/0073.

<sup>4</sup> Tynwald approval is required under section 82(5) of the 1974 Act as it applies to the Island.

#### 4 Duty of employer to make provision for first-aid

SI 1981/917/3

- (1) An employer must provide, or ensure that there are provided, such equipment and facilities as are adequate and appropriate in the circumstances for enabling first-aid to be rendered to the employer's employees if they are injured or become ill at work.
- (2) Subject to paragraphs (3) and (4), an employer must provide, or ensure that there is provided, such number of suitable persons as is adequate and appropriate in the circumstances for rendering first-aid to the employer's employees if they are injured or become ill at work; and for this purpose a person is not suitable unless he or she has undergone such training and has such qualifications as may be appropriate in the circumstances of that case.
- (3) Where a person provided under paragraph (2) is absent in temporary and exceptional circumstances it constitutes sufficient compliance with that paragraph if the employer appoints a person, or ensures that a person is appointed, to take charge of —
  - (a) the situation relating to an injured or ill employee who will need help from a medical practitioner or nurse, and
  - (b) the equipment and facilities provided under paragraph (1) throughout the period of any such absence.
- (4) Where having regard to —
  - (a) the nature of the undertaking,
  - (b) the number of employees at work, and
  - (c) the location of the establishment,it would be adequate and appropriate if instead of a person for rendering first-aid there was a person appointed to take charge as in paragraph (3)(a) and (b), then instead of complying with paragraph (2) the employer may appoint such a person, or ensure that such a person is appointed.
- (5) Any first-aid room provided under this regulation must be easily accessible to stretchers and to any other equipment needed to convey patients to and from the room and be sign-posted, and such sign must comply with regulation 5 of the Health and Safety (Safety Signs and Signals) Regulations 2026<sup>5</sup> as if it were provided in accordance with that regulation.

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<sup>5</sup> SD 2026/xxxx.

**5 Duty of employer to inform employees of the arrangements made in connection with first-aid**

SI 1981/917/4

An employer must inform the employer's employees of the arrangements that have been made in connection with the provision of first-aid, including the location of equipment, facilities and personnel.

**6 Duty of relevant self-employed person to provide first-aid equipment**

SI 1981/917/5

- (1) A relevant self-employed person must provide, or ensure that there is provided, such equipment, if any, as is adequate and appropriate in the circumstances to enable that person to render first-aid to himself or herself while at work.
- (2) For the purpose of this regulation "relevant self-employed person" means a self-employed person who conducts an undertaking of a prescribed description for the purposes of section 3(2) of the Health and Safety at Work etc. Act 1974 (of Parliament) as that Act applies to the Island.

**7 Cases where these Regulations do not apply**

SI 1981/917/7

These Regulations do not apply —

- (a) where the Diving at Work Regulations 2026<sup>6</sup> apply;
- (b) where the Merchant Shipping (Medical Stores) Regulations 2015<sup>7</sup> apply;
- (c) on vessels which are registered outside the Island;
- (d) in respect of the armed forces of the Crown and any force to which any provision of the Visiting Forces Act 1952<sup>8</sup> applies;
- (e) where the Offshore Installations and Pipeline Works (First-Aid) Regulations 2026<sup>9</sup> apply.

**8 Application offshore**

SI 1981/917/9

Subject to regulation 7, these Regulations apply to and in relation to any premises or activity to or in relation to which sections 1 to 53 of the Health and Safety at Work etc. Act 1974 (of Parliament) apply by virtue of article 11(1)(a), (c) and (f) of the Health and Safety at Work etc. Act 1974 (Application to the

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<sup>6</sup> SD 2026/xxxx.

<sup>7</sup> SD 2015/0055.

<sup>8</sup> 1952 c. 67, applied to the Island by S.I. 1962/170.

<sup>9</sup> SD 2026/xxxx.

Territorial Sea) Order 2026<sup>10</sup> (which relate to certain activities concerning vessels and construction works in the territorial sea).

## 9 Repeal and consequential amendment

- (1) The Agriculture (Safety, Health and Welfare Provisions) Act 1974 is modified as follows.
- (2) Section 6 (insofar as it remains in force) is repealed.
- (3) In section 25 for the words preceding “of those sections” substitute —  
| “Sections 1 and 2 of this Act and regulations under either”.

**MADE**

**CLARE BARBER**

*Minister for Environment, Food and Agriculture*

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<sup>10</sup> SD 2026/xxxx.

**EXPLANATORY NOTE**

*(This note is not part of the Regulations)*

These Regulations provide that an employer must make first-aid arrangements for his or her employees or ensure that these are made and must inform his or her employees of such arrangements. The Regulations further provide that certain categories of self-employed person must provide first-aid equipment for himself or herself or ensure that it is provided.

The Regulations apply, subject to the exceptions set out in regulation 7, to all employment in the Island and to certain employment in the territorial sea as specified in regulation 8.

The Regulations repeal section 6 of the Agriculture (Safety, Health and Welfare Provisions) Act 1974 and consequentially amend section 25 of that Act.