

2026

Health and Safety Information for Employees Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	12/05/2026	Initial
2	HSWI	01/06/2026	Review

Health and Safety Information for Employees Regulations 2025 Consultation Report

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

This report was created on Monday 11 May 2026 at 10:31

The activity ran from 07/11/2025 to 31/03/2026

Responses to this survey: 5

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Respondents expressed strong overall support for the draft Health and Safety Information for Employees Regulations 2025 and the direction of travel they represent. There was consistent endorsement of aligning IOM requirements with established UK standards, which was seen as good practice that promotes clarity, consistency and ease of compliance, particularly for organisations already familiar with UK systems. The Regulations were generally viewed as proportionate, low-burden and straightforward to implement, providing a clear and well-understood mechanism for communicating health and safety information to employees.

While the substance of the draft Regulations was widely considered clear, several respondents highlighted the value of supporting guidance to ensure consistent application across diverse workplaces. In particular, comments focused on the need for clarity around multi-site operations, remote or mobile workers, and the acceptable use of digital systems alongside physical displays. Respondents also emphasised the importance of consistency with UK regulation structure and numbering, where possible, to minimise confusion and support training, auditing and compliance activities.

The proposed implementation strategy and timetable were broadly supported, with respondents noting that the lead-in period would align well with organisational planning and governance cycles. However, effective implementation was seen to depend on the timely availability of approved posters and materials, clear guidance on acceptable formats and accessibility, and early communication about any future revisions. Many respondents would welcome additional practical support, such as workshops, engagement sessions and targeted guidance, and some noted that financial assistance may be required for public-sector bodies or organisations with multiple sites.

Overall, the comments indicated confidence in the proposals and no fundamental concerns about the Regulations or consultation process. Respondents welcomed the consolidation of duties into a single modern framework, the inclusion of proportionate exemptions and statutory defences, and expressed a willingness to engage further with Government and the Inspectorate to support effective and consistent implementation across the Island.

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:

Overall responses strongly support aligning the Regulations with UK standards and view the proposals as clear, proportionate, and low-burden. The main points raised relate to the importance of clear supporting guidance, timely availability of approved materials, and practical support to ensure consistent implementation across different workplace settings.

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 Information for 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 Information for Employees Regulations 2025 legislation attached to this stage of the overall consultation process?	4 (80.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	3 (60.00%)

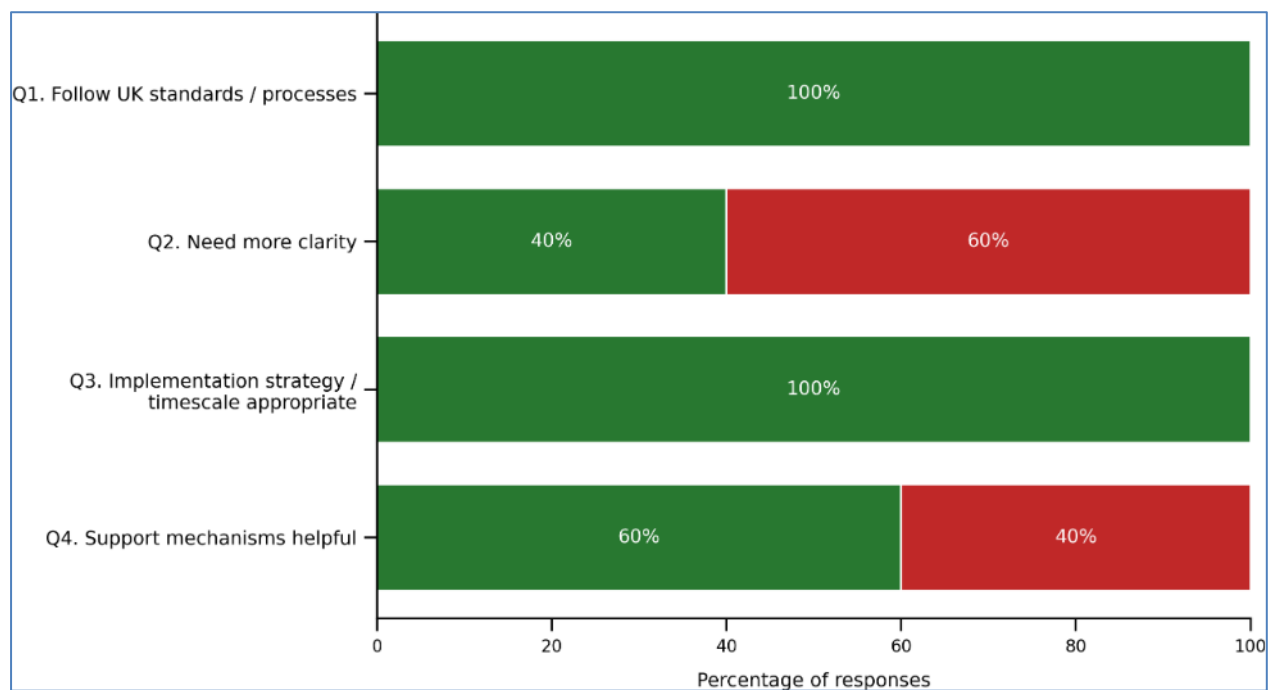


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

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

All respondents supported the IOM following UK standards and processes. Alignment was consistently described as good practice that would promote clarity, consistency and ease of compliance, particularly for organisations already operating to UK guidance. Several respondents noted that the draft Regulations closely mirrored the long-established UK framework and would provide a low-burden, well-understood mechanism for communicating health and safety information to employees. Some respondents emphasised the importance of retaining proportionate flexibility to reflect the Island’s scale and local circumstances.

Question 2 – Are there any parts of the legislation that require more clarity to aid understanding and compliance?

Most respondents indicated that the draft Regulations are generally clear and proportionate. However, several respondents stated that additional guidance would assist with consistent implementation, particularly in relation to employees working across multiple sites, remote, mobile or hybrid working arrangements, and situations where information was already delivered via induction processes or digital systems. One recurring point was that greater clarity through alignment with UK regulation numbering and structure would further aid understanding and reduce ambiguity.

Question 3 – Is the proposed implementation strategy and timescale appropriate for industry readiness?

The majority of respondents agreed that the proposed approach and target commencement date were appropriate and provided sufficient lead-in time for employers to prepare. Respondents noted that the timetable aligns well with organisational planning, budgeting and governance cycles, particularly in the public sector. While overall support was clear, some responses stressed that successful readiness would depend on timely availability of approved materials and supporting guidance.

Question 4 – Are there any specific support mechanisms that would help prepare for the new legislation?

Most respondents indicated that additional support mechanisms would be helpful. Suggested measures focused on practical implementation support, including early publication of approved posters and leaflets, clear guidance on acceptable formats (including accessibility requirements), clarification on the use of digital or electronic systems, and early notification of any future revisions. Several respondents also highlighted the potential value of workshops, targeted guidance, and, where appropriate, financial assistance to support implementation across multiple sites or within constrained public-sector budgets.

Question 5 – Do you have any other comments on the draft Regulations?

Additional comments were largely positive. Respondents welcomed the consolidation of information duties into a single, modern Island-wide framework and supported the revocation of outdated offshore-only provisions. The inclusion of exemptions and statutory defences was seen as providing appropriate reassurance and flexibility for employers acting reasonably and in good faith. Overall, the Regulations were viewed as a sensible, proportionate and would be a constructive update to the Island's health and safety framework.

Question 6 – Is there anything else you would like to tell us about the proposed changes or the consultation process?

Limited further comments were provided. Where raised, respondents expressed willingness to engage further with Government or the Inspectorate, including participation in working groups, briefings or implementation support activities, should further engagement be required. Overall, no concerns were raised about the consultation process itself.