

# Health and Safety Legislation Consultation

## Health and Safety Information for Employees Regulations 2025

Department of Environment, Food and Agriculture

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**Contact**

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## Overview

The Department of Environment, Food and Agriculture (DEFA) is reviewing and updating specific legislation to align with UK best practice. This consultation continues the process of updating Isle of Man (IOM) Health and Safety legislation and refers directly to the following draft legislation:

- **Health and Safety Information for Employees Regulations 2025**

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.

## What these Regulation do

The IOM **Health and Safety Information for Employees Regulations 2025** are new for the IOM and introduce a general duty for employers to provide health, safety, and welfare information to employees via an approved poster or leaflet issued by DEFA. The new draft regulations replace the limited IOM **Offshore Installations (Health and Safety Information for Employees) Regulations 1998** (which are to be revoked), extending the requirement beyond offshore sectors to all workplaces.

## How do these Regulations compare with the current UK Legislation?

The new draft regulations closely mirror the UK's **Health and Safety Information for Employees Regulations 1989**, but include local adaptations such as tailored formats for specific employment types and departmental contact details. This modernised approach ensures employees across the Island are consistently informed about their rights and responsibilities, supporting a safer and more transparent working environment.

## Practical Implications

Practical implications of the IOM **Health and Safety Information for Employees Regulations 2025** are as follows:

- Employers must either:

- Display the approved health and safety poster in a visible and accessible location, or;
- Provide each employee with an approved leaflet issued by DEFA.
- Leaflets must be given as soon as reasonably practicable after employment begins or the regulations come into force.
- Posters and leaflets must include the name and address of the Department of Environment, Food and Agriculture (DEFA).
- If DEFA's contact details change, employers must update posters or issue written notices within 6 months.
- DEFA may approve tailored versions of posters or leaflets for specific employment types or sectors.
- Employers must update posters or redistribute revised leaflets before the revision takes effect.
- DEFA may issue exemption certificates for individuals or classes of employment, provided health and safety is not compromised.
- Employers have a statutory defence if they can prove they took all reasonable precautions and exercised due diligence.
- The IOM **Offshore Installations (Health and Safety Information for Employees) Regulations 1998** are revoked, consolidating duties under a single, modern framework.

### What other Legislation is referred to within the Draft IOM Regulations?

- The IOM **Health and Safety at Work etc. Act 1974**
  - This is the enabling legislation under which the 2025 Regulations are made.
- The IOM **Health and Safety at Work etc. Act 1974 (Application to the Territorial Sea) Order 2025**
  - Extends the application of the 1974 Act to certain offshore activities in the territorial sea.
  - The Regulations apply to these areas except where excluded (e.g. sea-going ship crews).

- The UK **Health and Safety Information for Employees Regulations 1989**
  - UK legislation that serves as the model for the Isle of Man's 2025 Regulations.
  - Referenced in relation to poster/leaflet formats and compliance mechanisms.
- The IOM **Offshore Installations (Health and Safety Information for Employees) Regulations 1998**.
  - IOM legislation that is revoked by Regulation 9 of the 2025 Regulations.
  - Previously applied only to offshore installations.

## 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

The key UK ACOP and guidance documents relevant to the IOM’s **Health and Safety Information for Employees Regulations 2025** are as follows:

- [HSE “Health and Safety Law” Poster & Leaflet](#).
  - The official law poster (available A2/A3 and offshore versions) and equivalent leaflets, including pocket-cards and easy-read formats.
  - These forms are crafted to meet legal requirements and are kept current by UK HSE.

## Summary

The introduction of the IOM **Health and Safety Information for Employees Regulations 2025** marks a significant step forward in strengthening workplace safety culture across the IOM. By requiring employers to provide clear, accessible health and safety information; either through a prominently displayed poster or an approved leaflet, these regulations ensure that all employees are better informed about their rights, responsibilities, and the support available to them.

Replacing outdated offshore-only provisions, this legislation brings consistency and clarity to health and safety communication, helping foster safer, more informed, and more accountable working environments Island-wide.

### Why your views matter

This consultation gives stakeholders, industry, and the public the chance to provide feedback on the proposed “draft Regulations”. Your views will help ensure that the legislation is clear, practical, and effective in protecting workers’ health.

### 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.

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)

(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

## 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 **Health and Safety Information for Employees Regulations 2025** 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 **Health and Safety Information for Employees Regulations 2025** legislation attached to 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)*