

2026

Health and Safety Inquiries (Procedure) Regulations Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	08/05/2026	Initial
2	HSWI	01/06/2026	Review

Health and Safety Inquiries (Procedure) Regulations 2025 – Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/health-and-safety-inquiries-procedure-regulation>

This report was created on Friday 08 May 2026 at 12:29

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

Responses to this survey: **4**

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Responses to the consultation indicated strong overall support for the proposed Health and Safety Inquiries (Procedure) Regulations 2025 and for continuing to align IOM health and safety arrangements with UK standards and processes. All respondents agreed that maintaining UK alignment would be appropriate and beneficial, particularly in promoting consistency, clarity and confidence for duty holders, contractors and practitioners who operated across both jurisdictions. A recurring theme was the value of mirroring UK regulation structure and numbering, which respondents felt would materially reduce the risk of misinterpretation and improve compliance and auditability.

Most respondents did not identify a need for further clarity within the draft legislation itself. Where clarity was raised as an issue, it was again linked to the importance of close alignment with UK formats rather than substantive gaps in the policy intent. This suggests that, at a high level, the legislative proposals are generally understood and accepted by those who responded.

The proposed implementation strategy and timetable was supported by a majority of respondents, but this support was explicitly conditional on effective delivery. Concerns were raised about industry awareness of the volume and sequencing of new health and safety legislation, the availability of local professional support, and the capacity of both businesses and regulators to absorb change. This highlighted that implementation risk was viewed as primarily practical rather than policy-based.

There was clear consensus that support mechanisms would be important to ensure successful introduction of the regulations. Respondents emphasised the need for practical guidance, targeted workshops or briefings, engagement with industry (particularly smaller businesses), and adequate transition periods. Investment in local training capability and clear communications were seen as key enablers of readiness.

Overall, the consultation responses pointed to broad endorsement of the policy direction, with a strong message that success would depend on proportionate, well-communicated implementation, underpinned by UK alignment and meaningful engagement with stakeholders during rollout.

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 IOM continuing to align with UK health and safety standards and processes, highlighting the benefits of consistency, clarity and ease of compliance, particularly where legislation mirrors UK structure and numbering. Most respondents felt the proposals were clear and broadly appropriate, with any concerns focused on practical delivery rather than policy intent. While the proposed implementation approach was generally supported, respondents emphasised the importance of effective communication, adequate transition periods and sufficient regulatory and industry capacity. There was clear agreement that practical support, such as guidance, training, workshops and ongoing engagement, would be key to ensuring businesses were ready and that the regulations could be implemented successfully.

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?	4 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	4 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the Health and Safety Inquiries (Procedure) Regulations 2025 appropriate for industry readiness?	4 (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?	4 (100.00%)
5	Do you have any other comments on the draft IOM Health and Safety Inquiries (Procedure) Regulations 2025 legislation attached to this stage of the overall consultation process?	2 (50.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	2 (50.00%)

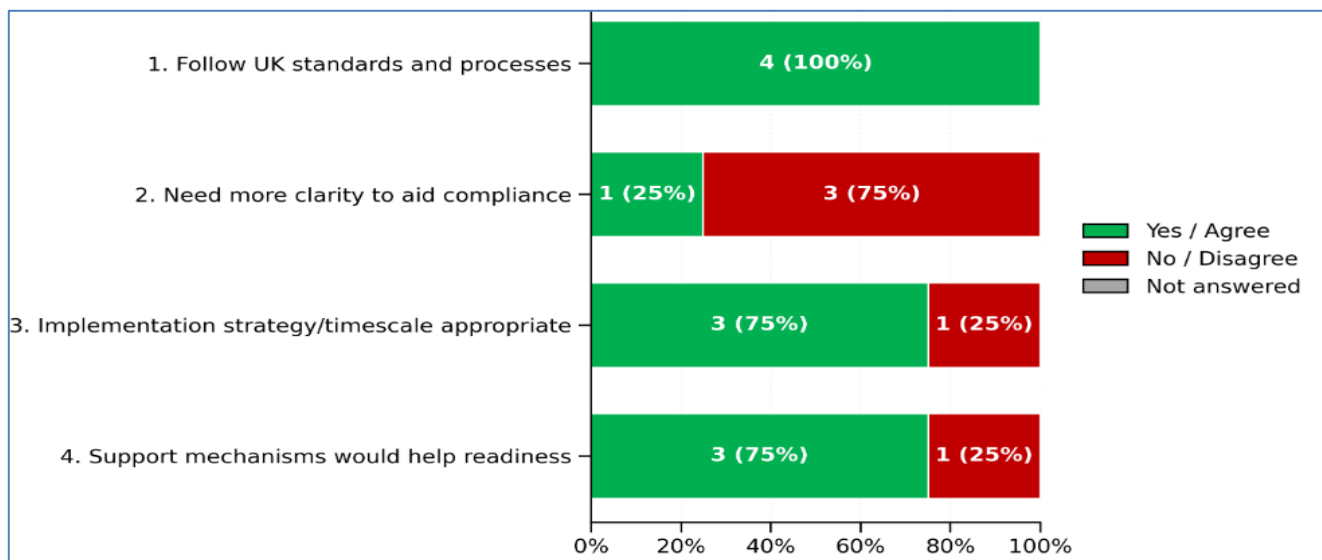


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

1) Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?

All respondents agreed. Comments were broadly supportive of continuing to align with UK practice and described this as good practice and a positive step in modernising Manx health and safety legislation. A recurring theme was the benefit of mirroring UK regulation numbering and structure (including consistent formatting of early provisions such as title/commencement) to improve clarity for duty holders, contractors and trainers operating across both jurisdictions, while one respondent also noted the importance of retaining proportionate flexibility to reflect the Island's scale and resources and avoid unintended impacts on local businesses.

2) Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?

Most respondents indicated no additional clarity was required, with no further detail provided by those respondents. The single respondent answering "Yes" focused on clarity through alignment, specifically recommending that the IOM regulations mirror UK numbering/structure as closely as possible to reduce misinterpretation risk and make compliance and auditing simpler for practitioners and businesses used to UK references.

3) Is the proposed implementation strategy and timescale for introducing the Health and Safety Inquiries (Procedure) Regulations 2025 appropriate for industry readiness?

A majority considered the proposed approach appropriate, though the supporting narrative emphasised that readiness would depend on effective implementation support, clear communication and sufficient transition time. One respondent answered "No" (1/4) and raised concerns about whether businesses were sufficiently aware of the volume and timing of multiple legislative changes, the availability of limited local health and safety consultancy support, and whether the inspectorate has adequate capacity to undertake the necessary inspection activity. This collectively suggested that implementation planning should explicitly address awareness, resourcing and practical rollout.

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?

Most respondents said support mechanisms would be helpful, while one respondent indicated "No" and provided no further comment. The requested support themes were consistent: practical workshops/courses explaining what is required and where to find information; industry engagement and communications targeted at smaller contractors/businesses; adequate transition time to update procedures and competence; and, for the construction sector specifically, potential support for local training providers to update content and capability (including possible funding/grants to improve delivery resources) so training would remain aligned and accessible on-Island.

5) Do you have any other comments on the draft IOM Health and Safety Inquiries (Procedure) Regulations 2025 at this stage of the overall consultation process?

Only one respondent provided substantive additional comment, stating they were broadly satisfied with the direction of travel and supportive of the regulations being introduced effectively and consistently across their sector. Another respondent explicitly recorded no further comments, and the remaining respondents did not add anything further under this question, indicating limited additional drafting issues were raised beyond earlier points about alignment, communication and implementation support.

6) Is there anything else you'd like to tell us about the proposed changes or the consultation process?

One respondent asked for continued engagement and offered to participate in working groups, briefing sessions, or other implementation support initiatives if required, signalling willingness to collaborate on rollout and sector readiness. Another respondent stated no further comments, and no additional points were provided by the remaining respondents, suggesting that the main feedback was concentrated on alignment with UK structure and the practicalities of delivery (training, guidance, communications and transition).