

2026

Health and Safety at Work Orders  
Health and Safety Legislation Consultations

**PUBLIC CONSULTATION RESULTS**

Health and Safety Inspectorate

**Version Control**

1	Health and Safety Inspectorate	20/11/2025	Initial Draft
2	Health and Safety Inspectorate	20/11/2025	Updated Report
3	Health and Safety Inspectorate	24/11/2025	Updated Report
4	Health and Safety Inspectorate	25/11/2025	Updated Report

## Health and Safety at Work Orders

### Health and Safety Legislation Consultations

<https://consult.gov.im/environment-food-and-agriculture/introduction-of-health-and-safety-legislation>

This report was created on Thursday 20 November 2025 at 06:04.

The activity ran from 05/09/2025 to 31/10/2025

Responses to this survey: **7**

#### **EXECUTIVE SUMMARY:**

The Health and Safety at Work Orders consultation ran from 5 September to 31 October 2025, seeking views on amendments to health and safety legislation, including offshore application and alignment with UK standards.

Whilst there were only 7 responses received, respondents generally supported the proposed Health and Safety at Work (Amendment) Order 2025 and the application of the 1974 Act to the Isle of Man's territorial sea, viewing these changes as positive steps toward strengthening health and safety standards.

There is broad agreement that aligning with UK standards will enhance consistency and worker protection, though several stakeholders emphasized the need for flexibility to accommodate local circumstances. A recurring theme is the importance of clear, accessible guidance and sufficient time for businesses to adapt, including training, development of Safety Management Systems, and budget planning.

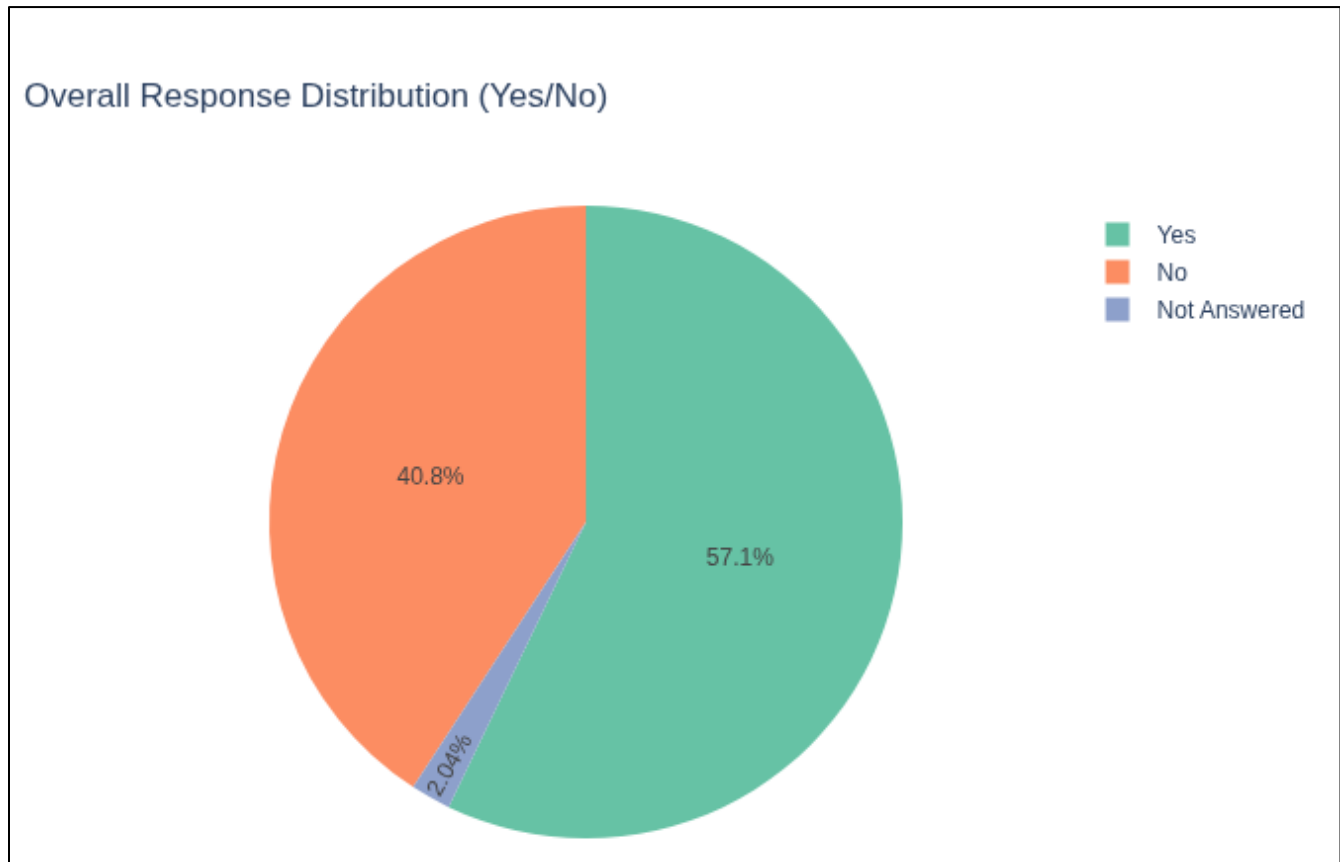
Respondents also highlighted the value of transitional support mechanisms such as UK HSE guidance, local guidance where necessary, and awareness sessions. While most agree the implementation strategy is appropriate, some called for more clarity on acceptable training standards and enforcement offshore and for clear guidance to be published. Additionally, there is strong support for legal protections for employees involved in health and safety consultations to ensure open engagement without fear of repercussions.

It should be noted that each of the consultations on proposed new health and safety legislation directs respondents to the relevant UK acceptable codes of practice and/or guidance, with added information on how this guidance may be used with IOM legislation.

## SUMMARY OF CONSULTATION RESPONSES

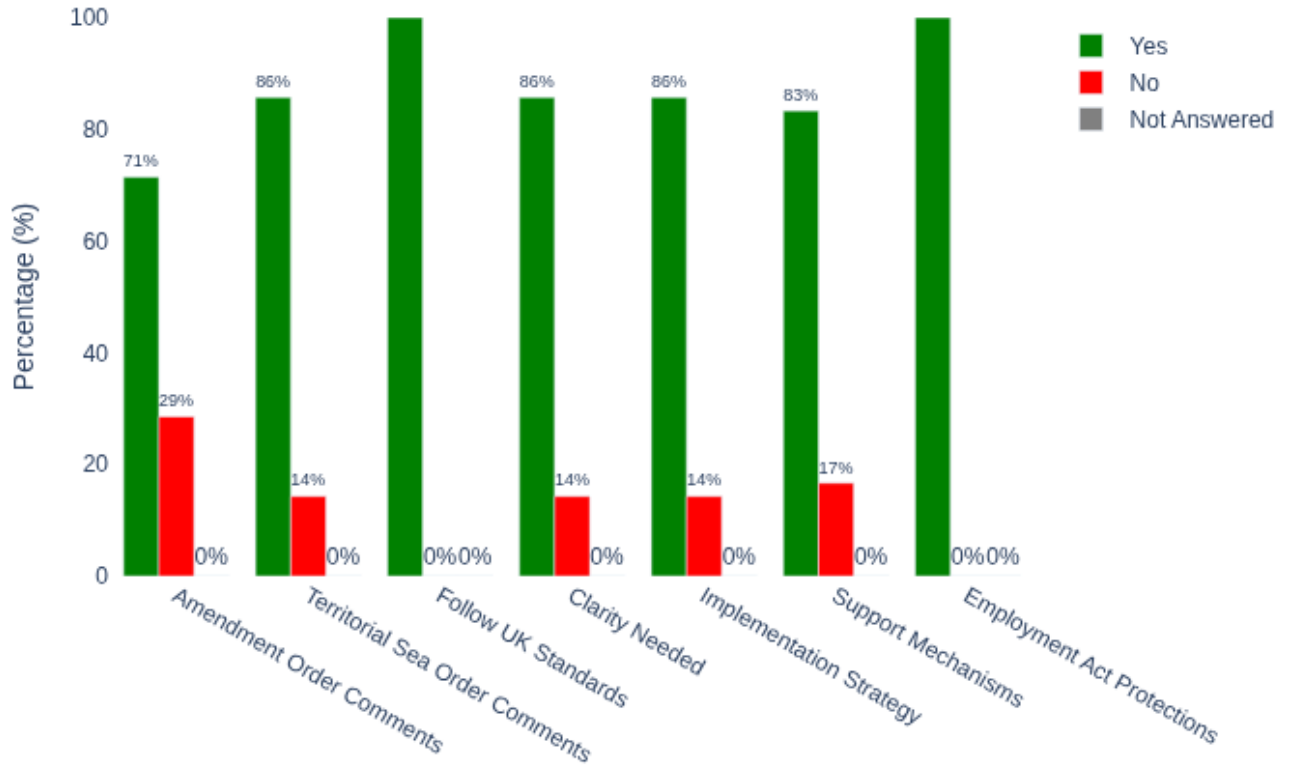
Question	Yes %	No %	Not Answered %
Comments on Amendment Order	28.57	71.43	0.00
Comments on Territorial Sea Order	28.57	71.43	0.00
Follow UK standards offshore	100.00	0.00	0.00
Need more clarity	14.29	85.71	0.00
Implementation strategy appropriate	100.00	0.00	0.00
Support mechanisms needed	42.86	42.86	14.29
Amend Employment Act for protections	85.71	14.29	0.00

**Table 1: Response to Question Summary Table**



**Fig 1: Overall Response Distribution**

Figure 2: Question Response Summary (Yes / No / Not Answered)



**We Asked:**

The Isle of Man (IOM) holds jurisdiction over its territorial waters but currently lacks a comprehensive offshore health, safety, and environmental framework. To address this, the Department of Environment, Food and Agriculture (DEFA) is reviewing and updating legislation to align with UK offshore Health and Safety Executive (HSE) legislation and standards, ensuring internationally recognised safety regulations for future offshore energy developments are in place.

DEFA welcomed stakeholder and public feedback on updated and proposed health and safety legislation through a series of public consultations to support future offshore renewable energy operations and provide clarity on the health and safety standards for onshore work.

**You Said:**

The Health and Safety at Work Orders consultation ran from 5 September to 31 October 2025, seeking views on amendments to health and safety legislation, including offshore application and alignment with UK standards.

Seven responses were received, with respondents generally supportive of the proposed Health and Safety at Work (Amendment) Order 2025 and the application of the 1974 Act to the Isle of Man's territorial sea, viewing these changes as positive steps toward strengthening health and safety standards.

There is broad agreement that aligning with UK standards will enhance consistency and worker protection, though several stakeholders emphasized the need for flexibility to accommodate local circumstances. A recurring theme is the importance of clear, accessible guidance and sufficient time for businesses to adapt, including training, development of Safety Management Systems, and budget planning.

**We did:**

DEFA HSWI are grateful to everyone who took the time to respond to this consultation.

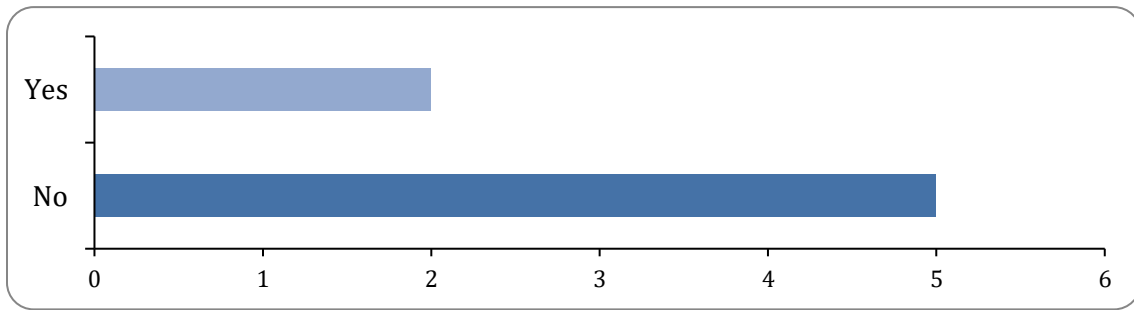
DEFA have approved the submission of the Health and Safety at Work (Amendment) Order 2026 and the Health and Safety at Work etc Act 1974 (Application to the Territorial Sea) Order 2026; for submission to CoMin for immediate enactment.

## CONSULTATION QUESTIONS

**1: Do you have any comments on the Health and Safety at Work (Amendment) Order 2025 draft legislation?**

Select one: Yes / No

There were 7 responses to this part of the question.



Option	Total	Percent
Yes	2	28.57%
No	5	71.43%
Not Answered	0	0.00%

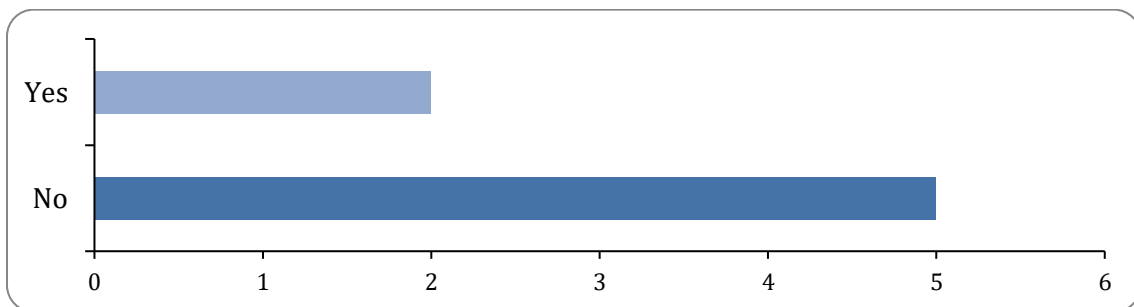
### Comments box

There were 2 responses to this part of the question.

**1: Do you have any comments on the Health and Safety at Work Act etc 1974 (Application to the Territorial Sea) Order 2025 draft legislation?**

Select one: Yes / No

There were 7 responses to this part of the question.



Option	Total	Percent
Yes	2	28.57%
No	5	71.43%
Not Answered	0	0.00%

**Comments box**

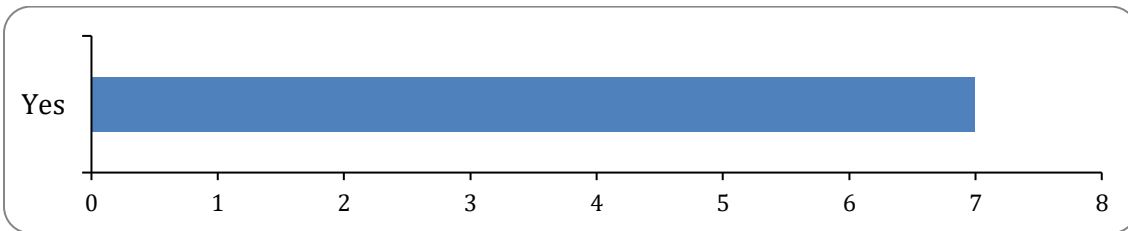
There were 3 responses to this part of the question.

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

**Select one: Yes / No**

There were 7 responses to this part of the question.



Option	Total	Percent
Yes	7	100.00%
No	0	0.00%
Not Answered	0	0.00%

**Comments box**

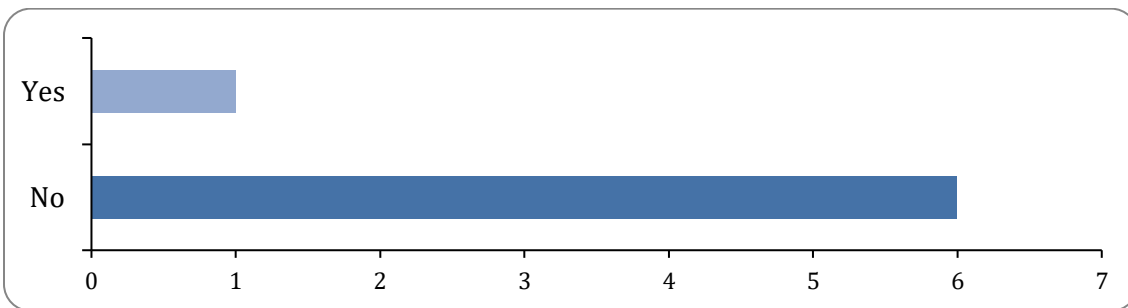
There were 4 responses to this part of the question.

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

**Select one: Yes / No**

There were 7 responses to this part of the question.



Option	Total	Percent
Yes	1	14.29%
No	6	85.71%

Yes	1	14.29%
No	6	85.71%
Not Answered	0	0.00%

**Comments box**

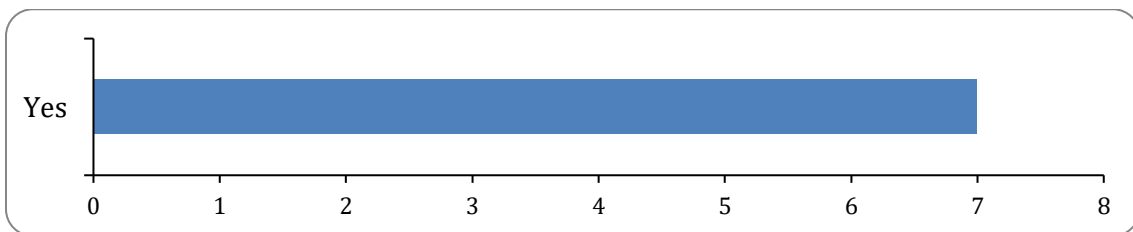
There were 2 responses to this part of the question.

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**3: Is the proposed implementation strategy and timescale appropriate for industry readiness?**

Select one: Yes / No

There were 7 responses to this part of the question.



Option	Total	Percent
Yes	7	100.00%
No	0	0.00%
Not Answered	0	0.00%

**Comments box**

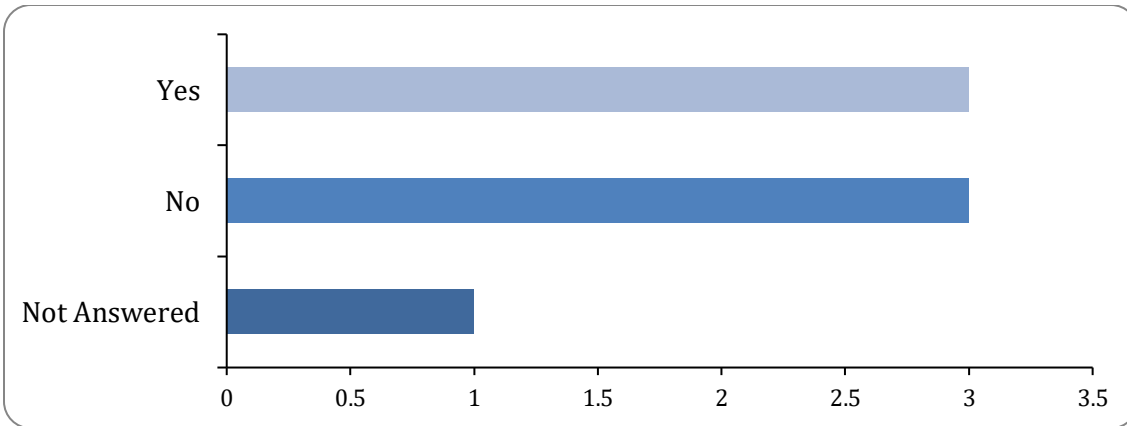
There were 3 responses to this part of the question.

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**4: Are there any specific support mechanisms (e.g., guidance, training, transitional arrangements) that would help your organisation prepare for the new legislation?**

Select one: Yes / No

There were 6 responses to this part of the question.



Option	Total	Percent
Yes	3	42.86%
No	3	42.86%
Not Answered	1	14.29%

**Comments box**

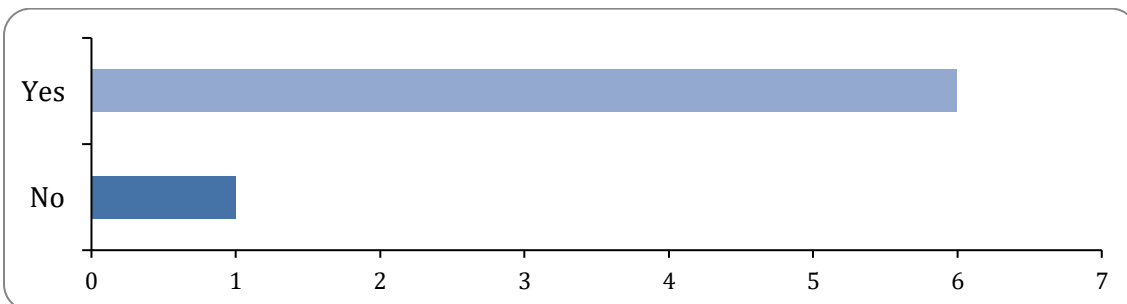
There were 4 responses to this part of the question.

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**5: Should health and safety regulations be able to amend the Employment Act 2006 to provide legal protections for employees involved in health and safety consultation?**

**Select one: Yes / No**

There were 7 responses to this part of the question.



Option	Total	Percent
Yes	6	85.71%
No	1	14.29%
Not Answered	0	0.00%

**Comments box**

There were 3 responses to this part of the question.

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

**Comments box**

There were 2 responses to this part of the question.

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