



MANUAL HANDLING OPERATIONS REGULATIONS 2025

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Statutory Document No. 20XX/XXXX

*Health and Safety at Work etc. Act 1974*

MANUAL HANDLING OPERATIONS REGULATIONS 2025

*Approved by Tynwald:**Coming into Operation: in accordance with regulation 1(2)*

The Department of Environment, Food and Agriculture makes the following Regulations, after consulting such organisations as it considers represent the interests affected by the Regulations¹, under section 15(1), (2), (3)(a), (5)(a) and (9) of, and paragraphs 1(1)(a) and (c) and 8 of Schedule 3 to, the Health and Safety at Work etc. Act 1974² (of Parliament), as it applies to the Island.

1 Title

These Regulations are the Manual Handling Operations Regulations 2025.

2 Commencement

If approved by Tynwald³, these Regulations come into operation TBC.

3 Interpretation

SI 1992/2793/2 [and drafting]

(1) In these Regulations, unless the context otherwise requires —

“**the 1974 Act**” means the Health and Safety at Work etc. Act 1974 (of Parliament) as it applies to the Island;

“**injury**” does not include injury caused by any toxic or corrosive substance which —

- (a) has leaked or spilled from a load;
- (b) is present on the surface of a load but has not leaked or spilled from it; or

¹ As required by section 82(4) of the Health and Safety at Work etc. Act 1974 (of Parliament) as it applies to the Island.

² 1974 c.37 (of Parliament) applied by virtue of SD 2024/0073.

³ Tynwald approval is required under section 82(5) of the Health and Safety at Work etc. Act 1974 (of Parliament) as it applies to the Island.

- (c) is a constituent part of a load,
and “injured” shall be construed accordingly;

“load” includes any person and any animal;

“manual handling operations” means any transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or by bodily force.

- (2) Any duty imposed by these Regulations on an employer in respect of his or her employees is also imposed on a relevant self-employed person in respect of himself or herself.
- (3) For the purposes of paragraph (2) “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 1974 Act.

4 Disapplication of Regulations

SI 1992/2793/3 [and drafting]

These Regulations do not apply to or in relation to the master or crew of a sea-going ship or to the employer of such persons in respect of the normal ship-board activities of a ship’s crew under the direction of the master.

5 Duties of employers

SI 1992/2793/4 [and drafting]

- (1) Each employer must —
- (a) so far as is reasonably practicable, avoid the need for his or her employees to undertake any manual handling operations at work which involve a risk of their being injured; or
 - (b) where it is not reasonably practicable to avoid the need for his or her employees to undertake any manual handling operations at work which involve a risk of their being injured —
 - (i) make a suitable and sufficient assessment of all such manual handling operations to be undertaken by them, having regard to the factors which are specified in column 1 of the Schedule and considering the questions which are specified in the corresponding entry in column 2 of the Schedule;
 - (ii) take appropriate steps to reduce the risk of injury to those employees arising out of their undertaking any such manual handling operations to the lowest level reasonably practicable; and
 - (iii) take appropriate steps to provide any of those employees who are undertaking any such manual handling operations with general indications and, where it is reasonably practicable to do so, precise information on —

- (A) the weight of each load; and
 - (B) the heaviest side of any load whose centre of gravity is not positioned centrally.
- (2) Any assessment such as is referred to in paragraph (1)(b)(i) must be reviewed by the employer who made it if —
 - (a) there is reason to suspect that it is no longer valid; or
 - (b) there has been a significant change in the manual handling operations to which it relates,and where as a result of any such review changes to an assessment are required, the relevant employer must make them.
- (3) In determining for the purposes of this regulation whether manual handling operations at work involve a risk of injury and in determining the appropriate steps to reduce that risk, regard must be had in particular to —
 - (a) the physical suitability of the employee to carry out the operations;
 - (b) the clothing, footwear or other personal effects the employee is wearing;
 - (c) the employee's knowledge and training;
 - (d) the results of any relevant risk assessment carried out pursuant to regulation 3 of the Management of Health and Safety at Work Regulations 2003⁴;
 - (e) whether the employee is within a group of employees identified by that assessment as being especially at risk; and
 - (f) the results of any health surveillance provided pursuant to regulation 5 of the Management of Health and Safety Regulations 2003.

6 Duty of employees

SI 1992/2793/5 [and drafting]

Each employee while at work must make full and proper use of any system of work provided for the employee's use by his or her employer in compliance with regulation 5(1)(b)(ii).

7 Exemption certificate

SI 1992/2793/6 [and drafting]

- (1) The Department may, in the interests of national security (whether of the Island or the United Kingdom), by a certificate in writing exempt —
 - (a) any of the home forces or any visiting force from any requirement imposed by regulation 5; or

⁴ SD 877/03.

- (b) any member of the home forces or any member of a visiting force from the requirement imposed by regulation 6

and any exemption such as is specified in sub-paragraph (a) or (b) of this paragraph may be granted subject to conditions and to a limit of time and may be revoked by the Department by a further certificate in writing at any time.

- (2) In this regulation —

- (a) “**the home forces**” has the same meaning as in section 12(1) of the Visiting Forces Act 1952⁵ (of Parliament); and
- (b) “**visiting force**” has the same meaning as it does for the purposes of any provision of Part I of the Visiting Forces Act 1952 (of Parliament).

8 Extension to the territorial sea

SI 1992/2793/7 [and drafting]

These Regulations, subject to regulation 4, apply to and in relation to the premises and activities in the territorial sea to which the 1974 Act applies by virtue of the Health and Safety at Work etc Act 1974 (Application to the Territorial Sea) Order 2025 as it applies within the Island, excluding the territorial sea.

9 Amendments

- (1) The Agriculture (Safety, Health and Welfare Provisions) Act 1974⁶ is amended as follows.
- (2) Section 2 (lifting excessive weights) is repealed.
- (3) In section 27(1) (interpretation), the definition of “young person” is repealed.

MADE

CLARE BARBER

Minister for Environment, Food and Agriculture

⁵ 1952 c.67 (of Parliament).

⁶ 1974 c.29.

SCHEDULE

**FACTORS TO WHICH THE EMPLOYER MUST HAVE REGARD AND
QUESTIONS HE OR SHE MUST CONSIDER WHEN MAKING AN ASSESSMENT
OF MANUAL HANDLING OPERATIONS**

[Regulation 5(1)(b)(i)]

SI 1992/2793 Schedule 1 [and drafting]

Column 1 <i>Factors</i>	Column 2 <i>Questions</i>
1. The tasks	Do they involve: —holding or manipulating loads at distance from trunk? —unsatisfactory bodily movement or posture, especially: —twisting the trunk? —stooping? —reaching upwards? —excessive movement of loads, especially: —excessive lifting or lowering distances? —excessive carrying distances? —excessive pushing or pulling of loads? —risk of sudden movement of loads? —frequent or prolonged physical effort? —insufficient rest or recovery periods? —a rate of work imposed by a process?
2. The loads	Are they: —heavy? —bulky or unwieldy? —difficult to grasp? —unstable, or with contents likely to shift? —sharp, hot or otherwise potentially damaging?
3. The working environment	Are there: —space constraints preventing good posture? —uneven, slippery or unstable floors? —variations in level of floors or work surfaces? —extremes of temperature or humidity? —conditions causing ventilation problems or gusts of wind? —poor lighting conditions?
4. Individual capability	Does the job: —require unusual strength, height, etc?

5. Other factors	— create a hazard to those who might reasonably be considered to be pregnant or to have a health problem? — require special information or training for its safe performance? Is movement or posture hindered by personal protective equipment or by clothing?
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Consultation

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations set out the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers. The Regulations are drawn from the Manual Handling Operations Regulations 1992 [SI 1992/2793] (of Parliament).

Regulation 3(1) defines, among other expressions, what is meant by “injury”, “injured” and “manual handling operations” and regulation 3(2) provides that where these Regulations impose duties on employers in respect of their employees those duties are also imposed on self-employed persons in respect of themselves.

These Regulations do not extend to sea transport (regulation 4).

Regulation 5 requires each employer —

- (a) so far as it is reasonably practicable to do so, to avoid the need for his or her employees to undertake manual handling operations at work which involve a risk of their being injured; or
- (b) where it is not reasonably practicable to avoid the need for his or her employees to undertake any manual handling operations at work which involve a risk of their being injured —
 - (i) to assess all such manual handling operations to be undertaken by them having regard to the Schedule to these Regulations,
 - (ii) to reduce the risk of injury to those employees arising out of their undertaking any such manual handling operations to the lowest level reasonably practicable, and
 - (iii) to provide any of those employees who are undertaking any such manual handling operations with certain information about the loads to be carried by them; and
- (c) in the circumstances specified in paragraph (2) of that regulation, to review (and where necessary change) any assessment such as is referred to in sub-paragraph (b)(i) above.

Regulation 6 requires each employee while at work to make full and proper use of systems of work provided for the employee’s use by his or her employer in compliance with that employer’s duty under regulation 5(1)(b)(ii) of these Regulations.

Regulation 7 enables the Department to grant certificates of exemption from these Regulations to home or visiting forces in the interests of national security.

Regulation 8 extends the application of these Regulations to and in relation to certain premises and activities in the territorial sea.