

Health and Safety Legislation Consultation

Personal Protective Equipment at Work Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys,



Isle of Man
Government

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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 IOM Health and Safety legislation and refers directly to the following draft legislation:

- **Personal Protective Equipment at Work Regulations 2025**

This legislative reform also aims to ensure health and safety standards applies consistently to both onshore and offshore activities and in the process support the safe development of future offshore energy projects.

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 Oct 2026.

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.

The end date for this consultation has been extended to 31st March 2026.

What these Regulation do

The **IOM Personal Protective Equipment at Work Regulations 2025** impose duties on employers and certain self-employed persons to provide, maintain, and ensure the proper use of personal protective equipment (PPE) in the workplace. These Regulations:

- Require suitable PPE to be provided where risks to health or safety cannot be controlled by other means.
- Define suitability criteria including ergonomic fit, compatibility, and legal compliance.
- Impose duties for maintenance, accommodation, training, and proper use of PPE.
- Extend application to the Isle of Man's territorial sea.

These Regulations are made under the **UK Health and Safety at Work etc. Act 1974** as applied to the Isle of Man, and the **IOM Mineral Workings (Offshore Installations) (Isle of Man) Act 1974**.

How do they relate to the previous applicable IOM Regulations?

The **IOM Personal Protective Equipment at Work Regulations 2025** revoke and replace the **IOM Offshore Installations (Personal Protective Equipment) Regulations 1995**, which were limited in scope and outdated. The new Regulations apply more broadly across sectors and reflect current best practice.

How do these Regulations compare with the current UK Legislation?

The IOM Regulations are based on the **UK Personal Protective Equipment at Work Regulations 1992** and are substantively the same. One key difference is that DEFA is the enforcing authority in the IOM, rather than the **UK Health and Safety Executive (HSE)**.

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

- The **UK Health and Safety at Work etc. Act 1974**
 - The enabling Act of Parliament under which the IOM PPE Regulations are made. Provides the general framework for workplace health and safety duties.
 - *Referenced in Regulation 1, 5, and 15.*
- The **IOM Mineral Workings (Offshore Installations) (Isle of Man) Act 1974**
 - Provides the legislative basis for revoking the Offshore Installations (Personal Protective Equipment) Regulations 1995.
 - *Referenced in Regulation 1.*
- The **IOM Health and Safety at Work Act 1974 (Application to the Territorial Sea) Order**
 - Extends the application of the UK 1974 Act to the Isle of Man's territorial sea, allowing the PPE Regulations to apply offshore.
 - *Referenced in Regulation 15.*
- The **IOM Offshore Installations (Personal Protective Equipment) Regulations 1995.**

- The previous Isle of Man PPE legislation, now revoked. These Regulations applied only to offshore installations and are superseded by the broader 2025 Regulations.
- *Referenced in Regulation 16.*
- The UK **Ionising Radiations Regulations 2017.**
 - UK Regulations requiring PPE for protection against ionising radiation.
 - *Referenced in Regulation 4(3).*
- The UK **Control of Asbestos Regulations 2012**
 - UK Regulations requiring PPE for asbestos-related risks.
 - *Referenced in Regulation 4(3).*
- The IOM **Control of Substances Hazardous to Health Regulations 2025**
 - Isle of Man Regulations requiring PPE for hazardous substances..
 - *Referenced in Regulation 4(3).*
- The IOM **Control of Noise at Work Regulations 2025**
 - Isle of Man Regulations requiring PPE for noise-related risks.
 - *Referenced in Regulation 4(3).*
- The EU **Council Directive 89/686/EEC**
 - Sets out requirements for the design and manufacture of PPE in the EU.
 - *Referenced in the Schedule to Regulation 6(4)(e).*
- The EU **Council Directive 93/42/EEC**
 - Relates to medical devices, including certain types of PPE.
 - *Referenced in the Schedule to Regulation 6(4)(e).*
- The EU **Regulation 2016/425**
 - Repeals Directive 89/686/EEC and sets updated EU-wide rules for PPE.
 - *Referenced in the Schedule to Regulation 6(4)(e).*

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 UK Health and Safety Executive (HSE) publishes guidance titled “Personal Protective Equipment at Work (L25)”, which supports compliance with the UK Personal Protective Equipment at Work Regulations 1992. This guidance:

- Explains duties of employers and employees.
- Provides practical advice on PPE selection, use, and maintenance.
- Reflects amendments and post-EU exit considerations.

The UK HSE Guidance is available at: [HSE PPE Guidance](#)

Summary

The IOM **Personal Protective Equipment at Work Regulations 2025** modernise the IOM's legal framework for PPE in the workplace. They ensure that workers and relevant self-employed persons are protected through the provision of suitable, well-maintained, and properly used PPE. The Regulations align with the UK **Personal Protective Equipment at Work Regulations 1992** as amended, relevant EU instruments, and revoke outdated IOM legislation. Subject to consultation, they will be submitted to Tynwald for approval and enacted thereafter.

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.

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 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 **Personal Protective Equipment at Work 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 **Personal Protective Equipment at Work 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)