



**Isle of Man**

*Ellan Vannin*

V05

**PERSONAL PROTECTIVE EQUIPMENT AT  
WORK REGULATIONS 2025**





# PERSONAL PROTECTIVE EQUIPMENT AT WORK REGULATIONS 2025

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Statutory Document No. 20XX/XXXX

*Health and Safety at Work etc. Act 1974**Mineral Workings (Offshore Installations) (Isle of Man) Act 1974*

## PERSONAL PROTECTIVE EQUIPMENT AT WORK REGULATIONS 2025

*Approved by Tynwald:**Coming into operation in accordance with regulation 2*

The Department of Environment, Food and Agriculture makes the following Regulations, after consulting, so far as is necessary, such organisations as it considers represent the interests affected by the Regulations<sup>1</sup>, under section 15(1), (2), (3)(a) and (b), (5)(b) and (9) of, and paragraphs 11 and 14 of Schedule 3 to, the Health and Safety at Work etc. Act 1974 (of Parliament<sup>2</sup>) as those provisions apply in the Island, and section 6 of the Mineral Workings (Offshore Installations) (Isle of Man) Act 1974<sup>3</sup>.

### 1 Title

SI 1992/2966/1

These Regulations are the Personal Protective Equipment at Work Regulations 2025.

### 2 Commencement

SI 1992/2966/1

If approved by Tynwald<sup>4</sup>, these Regulations come into operation TBC.

### 3 Interpretation

SI 1992/2966/2

In these Regulations —

<sup>1</sup> As required by section 82(4) of the Health and Safety at Work Etc. Act 1974 as it applies in the Island.

<sup>2</sup> 1974 c. 37: currently applied by virtue of SD 2024/0073.

<sup>3</sup> AT 33 of 1974.

<sup>4</sup> Tynwald approval is required under section 82(5) of the Health and Safety at Work Etc. Act 1974 as it applies in the Island, and under section 7(7) of the Mineral Workings (Offshore Installations) (Isle of Man) Act 1974.

“**the 1974 Act**” means the Health and Safety at Work etc. Act 1974 (of Parliament) as it applies to the Island<sup>5</sup>;

“**employer**”, in relation to a worker, means the person by whom the worker is employed under their worker's contract;

“**personal protective equipment**”, unless the context requires otherwise, means all equipment (including clothing affording protection against the weather) which is intended to be worn or held by a person at work and which protects the person against one or more risks to that person's health and safety, and any addition or accessory designed to meet that objective;

“**relevant self-employed person**” means a self-employed person (except a worker) who conducts an undertaking of a prescribed description<sup>6</sup> for the purposes of section 3(2) of the 1974 Act;

“**worker**” means an individual who has entered into or works under —

- (a) a contract of employment;
- (b) any contract, whether express or implied and (if it is express) whether oral or in writing, whereby the individual undertakes to do or perform personally any work or services for another party to the contract whose status is not by virtue of the contract that of a client or customer of any profession or business undertaking carried on by the individual,

and any reference to a worker's contract shall be construed accordingly.

## 4 Disapplication of these Regulations

SI 1992/2966/3

- (1) 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.
- (2) Regulations 6 to 14 do not apply in respect of personal protective equipment which is —
  - (a) ordinary working clothes and uniforms which do not specifically protect the health and safety of the wearer;
  - (b) an offensive weapon within the meaning of section 1(4) of the *Prevention of Crime Act 1954*<sup>7</sup> used as self-defence or as deterrent equipment;
  - (c) portable devices for detecting and signalling risks and nuisances;

<sup>5</sup> See footnote 2 above.

<sup>6</sup> See SD 2025/aaaa.

<sup>7</sup> AT 9 of 1954.

- (d) personal protective equipment used for protection while travelling on a road within the meaning (in England and Wales) of section 192(1) of the Road Traffic Act 1988<sup>8</sup> (of Parliament);
  - (e) equipment used during the playing of competitive sports.
- (3) Regulations 6 and 8 to 14 do not apply where any of the following regulations apply and in respect of any risk to a person's health or safety for which any of them require the provision or use of personal protective equipment, namely —
- (a) the Ionising Radiations Regulations 2017 (of Parliament)<sup>9</sup>;
  - (c) the Control of Asbestos Regulations 2012<sup>10</sup> (of Parliament)<sup>11</sup>;
  - (d) the Control of Substances Hazardous to Health Regulations 2025<sup>12</sup>;
  - (e) the Control of Noise at Work Regulations 2025<sup>13</sup>.

## 5 Modification of the 1974 Act

SI 1992/2966/3A

- (1) The duty placed on the employer in respect of their employees by section 9 of the 1974 Act (duty not to charge employees) is modified to apply in respect of the duties under these Regulations to their workers, and “employer”, as referenced in section 9, in relation to a worker means the person by whom the worker is employed under their worker's contract.
- (2) In these Regulations, section 52 of the 1974 Act (meaning of “work” and related expressions) is extended as follows —
  - (a) “work” includes work as a worker; and
  - (b) a worker is at work throughout the time when they are working under their worker's contract, but not otherwise.

## 6 Provision of personal protective equipment

SI 1992/2966/4

- (1) Subject to paragraph (2), every employer must ensure that suitable personal protective equipment is provided to their workers who may be exposed to a risk to their health or safety while at work except where and to the extent that such risk has been adequately controlled by other means which are equally or more effective.

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<sup>8</sup> 1988 c. 52: there are amendments to the definition of “road” which are not relevant for present purposes.

<sup>9</sup> SI 2017/1075, relevantly amended by SI 2017/1322, 2018/390 and 2019/703. Applied to the Island by SD 2019/0281.

<sup>10</sup> SI 2012/632: there are amendments in the United Kingdom, but none is relevant for present purposes.

<sup>11</sup> Applied to the Island by SD 2022/0034.

<sup>12</sup> SD 2025/xxxx.

<sup>13</sup> SD 2025/yyyy

- (2) Where the characteristics of any policing activity are such that compliance by the relevant officer with the requirement in paragraph (1) would lead to an inevitable conflict with the exercise of police powers or performance of police duties, that requirement is to be complied with so far as is reasonably practicable.
- (3) Every relevant self-employed person must ensure that they are provided with suitable personal protective equipment where they may be exposed to a risk to their health or safety while at work except where and to the extent that such risk has been adequately controlled by other means that are equally or more effective.
- (4) Without limiting paragraphs (1) and (3), personal protective equipment is not to be regarded as suitable unless —
  - (a) it is appropriate for the risk or risks involved, the conditions at the place where exposure to the risk may occur, and the period for which it is worn;
  - (b) it takes account of ergonomic requirements and the state of health of the person or persons who may wear it, and of the characteristics of the workstation of each such person;
  - (c) it is capable of fitting the wearer correctly, if necessary, after adjustments within the range for which it is designed;
  - (d) so far as is practicable, it is effective to prevent or adequately control the risk or risks involved without increasing overall risk;
  - (e) it complies with any legal requirement which would be applicable to that item of personal protective equipment, were it being used for the same purpose in England under the relevant Community instruments mentioned in the Schedule.
- (5) Where it is necessary to ensure that personal protective equipment is hygienic and otherwise free of risk to health, every employer and every relevant self-employed person must ensure that personal protective equipment provided to a person under this regulation is provided for use only by the person to whom it is provided.

## **7 Compatibility of personal protective equipment**

SI 1992/2966/5

- (1) Every employer must ensure that where the presence of more than one risk to health or safety makes it necessary for their worker to wear or use simultaneously more than one item of personal protective equipment, such equipment is compatible and continues to be effective against the risk or risks in question.
- (2) Every relevant self-employed person must ensure that where the presence of more than one risk to health or safety makes it necessary for them to wear or use simultaneously more than one item of personal protective



equipment, such equipment is compatible and continues to be effective against the risk or risks in question.

## **8 Assessment of personal protective equipment**

SI 1992/2966/6

- (1) Before choosing any personal protective equipment which by virtue of regulation 6 they are required to ensure is provided, an employer or relevant self-employed person must ensure that an assessment is made to determine whether the personal protective equipment they intend will be provided is suitable.
- (2) The assessment required by paragraph (1) must include —
  - (a) an assessment of any risk or risks to health or safety which have not been avoided by other means;
  - (b) the definition of the characteristics which personal protective equipment must have in order to be effective against the risks referred to in sub-paragraph (a), taking into account any risks which the equipment itself may create;
  - (c) comparison of the characteristics of the personal protective equipment available with the characteristics referred to in sub-paragraph (b).
  - (d) an assessment as to whether the personal protective equipment is compatible with other personal protective equipment which is in use and which a worker would be required to wear simultaneously.
- (3) Every employer or relevant self-employed person who is required by paragraph (1) to ensure that any assessment is made must ensure that any such assessment is reviewed if —
  - (a) there is reason to suspect that it is no longer valid; or
  - (b) there has been a significant change in the matters to which it relates, and where as a result of any such review changes in the assessment are required, that employer or relevant self-employed person must ensure that they are made.

## **9 Maintenance and replacement of personal protective equipment**

SI 1992/2966/7

- (1) Every employer must ensure that any personal protective equipment provided to their workers is maintained (including replaced or cleaned as appropriate) in an efficient state, in efficient working order and in good repair.
- (2) Every relevant self-employed person must ensure that any personal protective equipment provided to that person is maintained (including replaced or cleaned as appropriate) in an efficient state, in efficient working order and in good repair.

## **10 Accommodation for personal protective equipment**

SI 1992/2966/8

Where an employer or relevant self-employed person is required, by virtue of regulation 6, to ensure personal protective equipment is provided, they must also ensure that appropriate accommodation is provided for that personal protective equipment when it is not being used.

## **11 Information, instruction and training**

SI 1992/2966/9

- (1) Where an employer is required to ensure that personal protective equipment is provided to a worker, the employer must also ensure that the worker is provided with such information, instruction and training as is adequate and appropriate to enable the worker to know —
  - (a) the risk or risks which the personal protective equipment will avoid or limit;
  - (b) the purpose for which and the manner in which personal protective equipment is to be used; and
  - (c) any action to be taken by the worker to ensure that the personal protective equipment remains in an efficient state, in efficient working order and in good repair as required by regulation 9(1) and must ensure that such information is kept available to workers.
- (2) Without limiting the generality of paragraph (1), the information and instruction provided by virtue of that paragraph is not adequate and appropriate unless it is comprehensible to the persons to whom it is provided.
- (3) Without limiting paragraph (1), the employer must, where appropriate, and at suitable intervals, organise demonstrations in the wearing of personal protective equipment.

## **12 Use of personal protective equipment**

SI 1992/2966/10

- (1) Every employer must take all reasonable steps to ensure that any personal protective equipment provided to their workers by virtue of regulation 6(1) is properly used.
- (2) Every employee must use any personal protective equipment provided to them by virtue of these Regulations in accordance both with any training in the use of the personal protective equipment concerned which has been received by the employee and the instructions respecting that use which have been provided by virtue of regulation 11.
- (3) Every relevant self-employed person must make full and proper use of any personal protective equipment provided by virtue of regulation 6(3).

- (4) Every employee and relevant self-employed person who has been provided with personal protective equipment by virtue of regulation 6 must take all reasonable steps to ensure that it is returned to the accommodation provided for it after use.

### 13 Reporting loss or defect

SI 1992/2966/11

Every worker who has been provided with personal protective equipment by virtue of regulation 6(1) must immediately report to their employer any loss of or obvious defect in that personal protective equipment.

### 14 Exemption certificates

SI 1992/2966/12

- (1) The Department may, in the interests of national security, issue a certificate of exemption exempting –
  - (a) any of the home forces or any visiting force from the requirements of these Regulations which impose obligations on employers; or
  - (b) any member of the home forces, any member of a visiting force or any member of a headquarters from the requirements imposed by regulations 12 or 13.
- (2) If a certificate is issued under paragraph (1) the forces, members and headquarters are exempt in the Island from the provisions or requirements specified in the certificate, subject to any conditions specified in it.
- (3) In this regulation –
  - (a) “**the home forces**” has the same meaning as in section 12(1) of the Visiting Forces Act 1952 (of Parliament)<sup>14</sup>;
  - (b) “**member of a headquarters**” has the same meaning as in paragraph 1(1) of the Schedule to the International Headquarters and Defence Organisations Act 1964 (of Parliament)<sup>15</sup>;
  - (c) “**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); and
  - (d) “**national security**” means the security of the Island, of the United Kingdom or both.

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<sup>14</sup> The Visiting Forces Act 1952 (c. 67) was extended to the Isle of Man by [S.I. 1962/170](#); the Schedule to that Act, as the Act has effect in the Isle of Man, was substituted by paragraph 7 of Schedule 3 to the Sexual Offences Act 1992 (an Act of Tynwald) (AT 6 of 1992); the substituted Schedule was subsequently amended as it has effect in the Isle of Man by [S.I. 1998/1509](#) and [S.I. 2009/3203](#).

<sup>15</sup> 1964 c. 5.

**15 Application to the territorial sea**

SI 1992/2966 reg. 12 (adapted)

These Regulations 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 (Application Offshore) Order 2025<sup>16</sup>.

**16 Revocation**

Drafting (consequential)

The Offshore Installations (Personal Protective Equipment) Regulations 1995<sup>17</sup> are revoked.

**MADE**

**CLARE BARBER**

*Minister for Environment, Food and Agriculture*

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<sup>16</sup> SD 2025/dddd.

<sup>17</sup> SD 1995/0470.

**SCHEDULE****RELEVANT COMMUNITY INSTRUMENTS**

[Regulation 6(4)(e)]

1. Council Directive 89/686/EEC on the approximation of the laws of the member States relating to personal protective equipment (OJ No. L399, 30.12.89, p.18).
2. Council Directive 93/42/EEC concerning medical devices (OJ No. L169, 12.7.93, p.1).
3. Regulation (EU) 2016/425 of the European Parliament and of the Council on personal protective equipment and repealing Council Directive 89/686 (OJ No. L81, 31.3.2016, p.51).

### *EXPLANATORY NOTE*

*(This note is not part of the Regulations)*

These Regulations impose health and safety requirements with respect to the provision for, and use by, persons at work of personal protective equipment. Personal protective equipment is defined in regulation 3(1) and certain types of such equipment are excluded from the application of regulations 6 to 14 by regulation 4(2). Regulations 4 to 14 correspond to the substantive provisions of the Personal Protective Equipment at Work Regulations 1992 (SI 1992/2966) as they currently have effect in England and Wales.

The Regulations do not apply in relation to sea transport (regulation 4(1)). With that exception, the Regulations, confer protection on workers corresponding to Council Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace.

Regulation 5 modifies the Health and Safety at Work etc. Act 1974 (of Parliament) in its application to the Island by extending the protections conferred by section 9 of that Act to persons who would be recognised in Community law as “workers” even though they are not employees.

Regulations 6 and 8 to 14 do not apply in respect of risks to health and safety for which personal protective equipment is required by specified existing Regulations (regulation 4(3)).

The Regulations require employers to ensure suitable personal protective equipment is provided for their employees and also require self-employed persons to ensure suitable personal protective equipment is provided for themselves. The circumstances in which personal protective equipment must be provided and minimum conditions of what is “suitable” are specified (regulation 6).

The Regulations also impose requirements with respect to —

- (a) compatibility of items of personal protective equipment where it is necessary to wear or use more than one item simultaneously (regulation 7);
- (b) the making, review and changing of assessments in relation to the choice of personal protective equipment (regulation 8);
- (c) the maintenance (including replacement and cleaning as appropriate) of personal protective equipment (regulation 9);
- (d) the provision of accommodation for personal protective equipment (regulation 10);
- (e) the provision of information, instruction and training (regulation 11); and
- (f) ensuring personal protective equipment is used (regulation 12(1)).

Requirements are imposed on employees and self-employed persons in respect of the use of personal protective equipment and in respect of returning it to accommodation provided for it (regulation 12(2) to (4)). Employees are also required to report to their employer the loss of or any obvious defect in personal protective equipment (regulation 13).

The Department may grant exemptions from the Regulations in the interests of national security (whether of the Island or the UK) to members of His Majesty's Forces, visiting forces and members of international headquarters, within the meaning respectively of the Visiting Forces Act 1952 (of Parliament) and the the International Headquarters and Defence Organisations Act 1964 (of Parliament).(regulation 14).

The Regulations are modified in their application to the territorial sea (regulation 15).

The Offshore Installations (Personal Protective Equipment) Regulations 1995 (SD 1995/0470), which are superseded by these Regulations, are revoked (regulation 16).