

Health and Safety Legislation Consultation

Provision and use of Work Equipment Regulations 2025

Department of Environment, Food and Agriculture

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Closes 2 Jan 2025

Opened 7 Nov 2025

Contact

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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:

- **Provision and Use of Work Equipment Regulations 2025**

Recognising the potential impact on IOM businesses, DEFA will implement a phased approach designed to give businesses sufficient time to prepare for compliance. 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 Aug 2028.

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.

What these Regulation do

The Provision and Use of Work Equipment Regulations 2025 (abbreviated to PUWER 2025) set out comprehensive health and safety requirements for the provision, use, and maintenance of work equipment in the workplace. They place duties primarily on employers, but also extend responsibilities to self-employed individuals and others who have control over work equipment or its use.

The Regulations aim to ensure that work equipment is suitable, safe, and properly maintained, and that users are adequately trained and informed. They cover a wide range of issues including inspection regimes, protection against specific hazards, control systems, emergency procedures, and requirements for mobile equipment and power presses. These Regulations update and replace earlier provisions to reflect current best practice and legal standards, and are aligned with the Health and Safety at Work etc. Act 1974 as it applies to the IOM.

How do these Regulations compare with the current UK Legislation?

The draft IOM PUWER 2025 build upon the foundation of UK PUWER 1998, maintaining the same core principles of safety, suitability, maintenance, inspection, and training, while also modernizing aspects of the Regulations to match more relevant technological and workplace context. They integrate digital recordkeeping, competency verification, remote-control safety, and reference updated standards, supporting both regulatory clarity and operational safety.

Practical Implications

A summary of practical implications of the IOM PUWER 2025 summary is as follows:

- **Expanded Scope & Responsibilities**
 - Includes remote and digital systems, requiring new safety procedures and extending compliance to offshore energy projects.
- **Strengthened Inspection and Record-Keeping**
 - Employers must implement risk-based inspection schedules and maintain digital records for audits.
- **Enhanced Training and Competence Checks**
 - Requires verifiable evidence of user competence and regular refresher training, tracked digitally.
- **Cybersecurity and Human Factors Integration**
 - Digital equipment must include cybersecurity safeguards and ergonomic controls.
- **New-Protective Measures for Expectant Mothers**
 - Mandates adjusted risk assessments and protections for expectant and agency workers.
- **Alignment with UK and International Norms**
 - References UKCA and ISO standards to support cross-border operations and global best practices.
- **Implementation Timeline & Compliance Planning**
 - Phased approach expected, allowing time for employers to audit and upgrade systems.
- **Impact on Offshore Wind and Energy Developers**
 - Increased compliance requirements but improved regulatory consistency across domains.

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.

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 ACOP titled [“Safe Use of Work Equipment. Provision and Use of Work Equipment Regulations 1998”](#), commonly known as L22, is the official guide published by the UK HSE. It provides practical advice and outlines methods to achieve compliance with PUWER 1998.

The UK HSE website also offers a [practical PUWER overview](#), covering:

- Equipment inspection, maintenance;
- Training and competency;
- Use of mobile and power-press equipment.

Summary

The Isle of Man Provision and Use of Work Equipment Regulations 2025 modernise the Island’s approach to workplace safety by aligning with the UK’s PUWER 1998 framework while incorporating local adaptations. They set out clear duties for employers, self-employed persons, and those in control of work equipment, covering suitability, maintenance, inspection, training, and hazard control. The regulations also extend alignment to UKCA marking and international standards, helping ensure equipment safety and regulatory consistency. Their introduction supports a stronger safety culture, simplifies compliance for cross-border operators, and reflects current best practice in equipment safety management.

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 **Provision and Use of Work Equipment 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 **Provision and Use of Work Equipment 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)