

Health and Safety Legislation Consultation

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys,



Closes 31 Mar 2026

Opened 21 Nov 2025

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Overview

The Isle of Man (IOM) has jurisdiction over its territorial waters but currently does not have a comprehensive offshore health, safety, and environmental framework to regulate work activities offshore.

To address this gap, the Department of Environment, Food and Agriculture (DEFA) is reviewing and updating specific legislation to align with UK Health and Safety Executive (HSE) standards. This will enable offshore work to proceed under internationally recognised safety regulations, supporting future offshore energy developments.

To ensure consistent health and safety standards across both land and sea, the updated legislation will apply to work undertaken onshore and offshore within the Island and its territorial waters. This process has the added advantage of updating legislation in key areas to align with the latest UK legislation.

This consultation specifically relates to the following draft legislation:

- **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2025**

DEFA will implement a phased approach to the overall legislative update program, which is designed to give businesses sufficient time to prepare for compliance for the full suite of updated legislation. Following public consultation and incorporation of any necessary amendments, the Department aims to submit this particular 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 Regulations do

The new draft **IOM RIDDOR Regulations 2025** replace the current IOM legal framework, which is currently based on the **IOM Health and Safety (Reporting of Injuries etc.) Order 1992** and the **IOM Offshore Installations (Reporting of Injuries, Diseases and Dangerous Occurrences) Regulations 1999**. Both of these instruments are revoked through the new legislation.

The draft **IOM Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2025** create a modern, unified system for reporting work-related accidents, specified injuries, occupational diseases, and dangerous occurrences in the IOM. They replace outdated provisions and extend coverage to offshore workplaces and the territorial

sea, while introducing clearer duties for employers, operators, and other responsible persons.

Practical Implications of the Introduction of the 2025 Regulations

Key changes from the current IOM legal framework include:

- **Consolidation and Modernisation:**
 - Old fragmented rules are replaced with a single, comprehensive set of regulations aligned with modern UK standards.
- **Expanded Scope:**
 - Coverage now includes onshore workplaces, offshore installations, mines, quarries, and the territorial sea.
- **Clearer Duties:**
 - Defines “responsible person” roles for employers, operators, duty holders, and contractors.
- **Broader Reporting Requirements:**
 - Adds occupational diseases, exposure to carcinogens/mutagens, offshore diseases, and gas-related hazards.
- **Detailed Dangerous Occurrences:**
 - Schedule 2 introduces a more extensive list of reportable events.
- **Notification Deadlines:**
 - Immediate notification for serious incidents.
 - Written reports within 10 days (or 10 working days offshore).
 - Mines/quarries: additional report to nominated person within 7 days.
 - Gas-related hazards: report within 14 days.
 - Threshold for incapacity remains 3 days, compared to UK’s 7-day rule.
- **Record-Keeping:**
 - Mandatory retention for 3 years with detailed particulars.
- **Site Preservation:**
 - Extended to mines, quarries, and offshore workplaces.
- **Flexibility:**
 - Certificates of exemption introduced.

Notification Deadlines: IOM RIDDOR Regulations 2025 and Current UK legislation.

Unlike the UK’s **RIDDOR Regulations 2013**, which generally requires reports within 10 days and uses a 7-day threshold for incapacitation, the IOM **RIDDOR Regulations 2025** maintain stricter timelines and thresholds as follows:

- Immediate notification by the quickest practicable means for serious injuries, fatalities, and dangerous occurrences.
- Written reports within 10 days (or 10 working days offshore), and for mines/quarries, additional reporting to nominated persons within 7 days.
- Incapacitation threshold remains 3 consecutive days (excluding the day of the accident), compared to the UK's 7-day rule.
- Gas-related incidents must be reported within 14 days, which is a specific IOM requirement not mirrored in UK RIDDOR.

These differences mean IOM duty-holders face shorter reporting windows and broader obligations than their UK counterparts.

Consultation Objectives

There are no significant changes to the way reporting is conducted with the new legislation. Links to the reporting formats remain on the DEFA [Health and Safety at Work homepage](#)

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 new IOM **RIDDOR Regulations 2025** do not fully align with UK notification times, they largely retain the current IOM deadlines, which are stricter than the UK's. This should be borne in mind when referring to the UK ACOP/Guidance. A consolidated summary is as follows:

- **IOM RIDDOR Regulations 2025 Regulations):**
 - Immediate notification for serious injuries, fatalities, and dangerous occurrences.
 - Written report within 10 days (or 10 working days offshore).
 - Mines/quarries: additional report to nominated person within 7 days.
 - Incapacity threshold remains 3 consecutive days (excluding accident day).
 - Gas-related hazards: report within 14 days.
- **UK RIDDOR 2013:**
 - Immediate notification for fatalities and major incidents.
 - Written report within 10 days.
 - Incapacity threshold is 7 consecutive days.
- **Key Difference:** The IOM keeps the 3-day threshold and adds extra obligations for mines/quarries and gas incidents, meaning reporting windows are generally shorter and broader than in the UK.

The key UK RIDDOR guidance documents relevant to the IOM's **RIDDOR Regulations 2025** are set out below, however, the differences noted above should be borne in mind before using the UK guidance.

- **HSE RIDDOR Main Guidance**
 - "RIDDOR – Reporting of Injuries, Diseases and Dangerous Occurrences" guidance page (updates April 2024).
- **INDG453: 'Reporting accidents and incidents at work'**
 - HSE leaflet explaining UK RIDDOR 2013, including changes from 1995 regulations

Summary

The IOM **RIDDOR Regulations 2025** modernise workplace safety reporting in the IOM by replacing outdated rules with a clear, unified framework. They expand coverage to offshore workplaces and the territorial sea, define responsibilities more precisely, and introduce detailed procedures for reporting injuries, diseases, and dangerous occurrences. These

changes simplify compliance, improve clarity, and strengthen safety by ensuring faster notifications, broader reporting requirements, and robust record-keeping. Importantly, the new Regulations **retain** the IOM's stricter deadlines compared to UK RIDDOR; such as immediate notification for serious incidents, written reports within 10 days, and a 3-day incapacity threshold, all helping ensure quicker action and better protection for workers and the public.

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 IOM **Reporting of Injuries, Diseases and Dangerous Occurrences 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 IOM **Reporting of Injuries, Diseases and Dangerous Occurrences 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)