

# Health and Safety Legislation Consultation

## Safety Representatives and Safety Committees Regulations 2025

Department of Environment, Food and Agriculture

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**Isle of Man**  
Government

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**Closes 31 Mar 2026**  
Opened 31 Oct 2025

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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:

- **Safety Representatives and Safety Committees 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 31<sup>st</sup> March 2026.

## What these Regulation do

These draft Regulations align with the UK **Safety Representatives and Safety Committees Regulations 1977 (as amended)**.

The draft **Safety Representatives and Safety Committees Regulations 2025**, made under the IOM Health and Safety at Work etc. Act 1974 (an Act of Parliament) as it applies in the Isle of Man, establish a statutory framework for employee representation in workplace health and safety matters. These Regulations enable recognised trade unions to appoint safety representatives, define their functions and rights, and require employers to consult with them on health and safety issues. They also set out when employers must establish safety committees and ensure that safety representatives are granted paid time off to carry out their duties and receive training.

These Regulations are closely modelled on the UK's **Safety Representatives and Safety Committees Regulations 1977**, ensuring consistency with long-established UK practice.

By reinforcing cooperation between employers and employees, these Regulations aim to improve health, safety, and welfare standards across Isle of Man workplaces.

## How do these Regulations compare with the current UK Legislation?

The draft is substantially identical to the UK **Safety Representatives and Safety Committees Regulations 1977 (as amended)**. Both instruments share core provisions covering functions, inspections, consultation duties, time off with pay, committee formation, and recourse to tribunals/industrial tribunals. Key features such as inspection frequency, scope, and safeguarding rights are mirrored.

The IOM draft continues to reflect established UK HSE guidance from the UK on safety representatives and committees.

As with the UK regime, these Regulations represent secondary legislation supporting the primary duties set out in the Health and Safety at Work etc. Act 1974

## Practical Implications

Key benefits of the legislation include:

- **Enhanced worker involvement:** Employees are formally represented in health and safety discussions, promoting a culture of collaboration and shared responsibility.
- **Proactive risk identification:** Safety representatives are empowered to investigate hazards and incidents, helping to prevent harm before it occurs.
- **Improved communication:** Structured consultation between employers and safety reps fosters transparency and trust.
- **Legal clarity and consistency:** The Regulations provide clear duties for employers and rights for safety representatives, aligned with both Isle of Man and UK frameworks.
- **Support for continuous improvement:** Regular inspections, feedback mechanisms, and committee engagement help drive ongoing improvements in workplace health and safety.

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

- The IOM **Health and Safety at Work etc. Act 1974** (an Act of Parliament), as it has effect in the Island.
  - Cited throughout as the enabling Act (e.g. Sections 2(4), 2(6), 15, 80, 82).
  - Forms the legal foundation for the appointment and functions of safety representatives.
  - Referenced in: Regulations 1, 3, 4, 5, 6, 9, 13.
- The IOM **Trade Unions Act 1991**.
  - Defines “recognised Trade Union.”
  - Referenced in Regulation 3.
- The IOM **Management of Health and Safety at Work Regulations 2003**
  - Referenced in Regulation 6(1)(b) regarding employer duties to consult on appointments of competent persons.
  - Note that these 2003 IOM Regulations are in the process of being updated to the **IOM Management of Health and Safety at Work (Amendment) Regulations 2025**.
- The IOM **Quarry (Health and Safety) Regulations 2025**
  - Referenced in Regulation 7(4) to clarify that inspections under those regulations count as inspections under this draft.
- **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2025**
  - Referenced in Regulation 8 and 9 to define “notifiable accident,” “dangerous occurrence,” “notifiable disease,” and “over three day injury.”
  - The existing Isle of Man RIDDOR framework is based on RIDDOR 1985, as applied in 1993. The 2025 version cited in the draft is a forthcoming update and has not yet been enacted.
- The IOM **Employment Act 2006**
  - Referenced in Regulation 13 and the Schedule.
  - Extends tribunal jurisdiction to hear complaints from safety representatives about time off and pay.
  - Specifically mentions Sections 35, 61, and 115.

## 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 key UK HSE ACOP and guidance relevant to the **UK Safety Representatives and Safety Committees Regulations 1977** can be found here: [Consulting workers on health and safety](#).

This L146 (Second edition with amendments), is designated as both an ACOP and guidance. In this L146 document, UK HSE also refer to the **UK Health and Safety (Consultation with Employees) Regulations 1996** – noting that an update to these UK regulations are also planned in this IOM legislative reform, albeit with a later planned enactment date of Aug 2028.

Additionally the website links to leaflet INDG232(rev2) “[Consulting employees on health and safety, A brief guide to the law](#)”.

## Summary

The draft IOM **Safety Representatives and Safety Committees Regulations 2025**, modernise the legal framework for appointing and supporting trade union safety representatives. They define the representatives' functions, inspection rights, and consultation entitlements, and require employers to provide paid time off and establish safety committees when requested.

Updating this legislation brings several benefits; aligning IOM legislation with current UK standards, clarifying employer duties and employee rights, strengthening worker engagement in health and safety, and supporting proactive risk management through structured consultation and oversight; ultimately contributing to safer, more collaborative workplaces.

## 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](mailto: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](mailto: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 **Safety Representatives and Safety Committees 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 **Safety Representatives and Safety Committees 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)*