

Health and Safety (Safety Signs and Signals) Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	12/05/2026	Initial
2	HSWI	01/06/2026	Review

Health and Safety (Safety Signs and Signals) Regulations 2025 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/safety-signs-and-signals-regulations-2025>

This report was created on Monday 11 May 2026 at 10:59

The activity ran from 31/10/2025 to 31/03/2026

Responses to this survey: 9

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Respondents were largely supportive of the proposed Health and Safety Information for Employees Regulations, with a shared view that aligning IOM requirements with established UK standards would be appropriate and represent good practice. Alignment would be seen as promoting clarity, consistency, and ease of compliance, particularly for organisations already familiar with UK guidance. Several respondents noted that the Regulations closely reflect a well-understood UK framework and offered a proportionate, low-burden way of communicating health and safety information to employees, while also highlighting the importance of retaining flexibility to reflect the Island's scale and local circumstances.

The draft Regulations were generally regarded as clear and workable. However, some respondents identified a need for additional supporting guidance to ensure consistent application across different working arrangements, including multi-site organisations, remote or mobile workers, and workplaces that already rely on digital systems or induction processes to share information. Consistency of drafting and structure with UK legislation, including numbering, was also highlighted as a way to further reduce confusion and support compliance.

Most respondents agreed that the proposed implementation strategy and timetable were appropriate and provided a reasonable lead-in period, aligning well with planning and budget cycles, particularly in the public sector. Successful implementation was nevertheless linked to the timely availability of approved posters and materials, as well as clear communication about expectations and any future changes.

There was broad support for additional practical support mechanisms. These included clear and accessible guidance, workshops or engagement sessions, clarity on acceptable formats and accessibility requirements, and early access to approved materials. Some respondents also suggested that financial or practical assistance would be beneficial, especially for organisations with multiple sites or limited resources.

Overall, respondents expressed confidence in the proposals and raised no fundamental concerns about either the draft Regulations or the consultation process. The Regulations were viewed as a sensible, proportionate update that consolidates existing duties into a modern framework, with respondents generally willing to engage further to support effective and consistent implementation across the Island.

We asked:

The Department of Environment, Food and Agriculture (DEFA) has been reviewing specific UK Health and Safety legislation to form a judgment on whether the Island would benefit from greater alignment with UK Health and Safety Executive (HSE) standards. As part of that process, consideration has also been given to whether this UK HSE legislation would enhance public and worker safety for offshore energy developments. This process has culminated in public consultation of specific draft legislation, with the starting point for most of the legislation being existing UK legislation.

DEFA has welcomed stakeholder and public feedback on the proposed health and safety legislation, and where appropriate any associated guidance documentation, through this public consultation process.

You Said:

Respondents broadly support the Regulations and alignment with UK standards, viewing the proposals as clear, proportionate and easy to implement. The key points raised focus on the need for clear supporting guidance and timely access to approved materials to ensure consistent and practical implementation across different types of workplaces.

We did:

The DEFA Health and Safety at Work Inspectorate (HSWI) is grateful to all those who took the time to consider and respond to this consultation.

Due to the December 2025 holiday period and the limited number of initial responses received, it was decided to extend the closing date of the outstanding health and safety legislation consultations to 31 March 2026.

The consultation process and responses received informed the Department's assessment of the benefits of the proposed legislation. All consultation responses were considered in detail, alongside direct engagement with relevant Manx businesses. The consultation process has therefore informed the Department's decision making. Having considered all available information, the Department has decided to pause the introduction of this tranche of legislation until further notice.

Further engagement between DEFA HSWI and the UK Health and Safety Executive (HSE) will take place in June 2026. Should the Department subsequently decide to proceed with the introduction of any of the draft legislation, this will first be reviewed against the latest position of the relevant UK legislation and updated where necessary. If any substantive changes are made as a result, a further public consultation exercise may be undertaken.

Health and Safety (Safety Signs and Signals) Regulations 2025 Health and Safety Legislation Consultation

CONSULTATION QUESTIONS

Question Number	Title	Total Responses
1	Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?	9 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	9 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the Health and Safety (Safety Signs and Signals) Regulations 2025 appropriate for industry readiness?	9 (100.00%)
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?	9 (100.00%)
5	Do you have any other comments on the draft Health and Safety (Safety Signs and Signals) Regulations 2025 legislation attached to this stage of the overall consultation process?	5 (55.56%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	6 (66.67%)

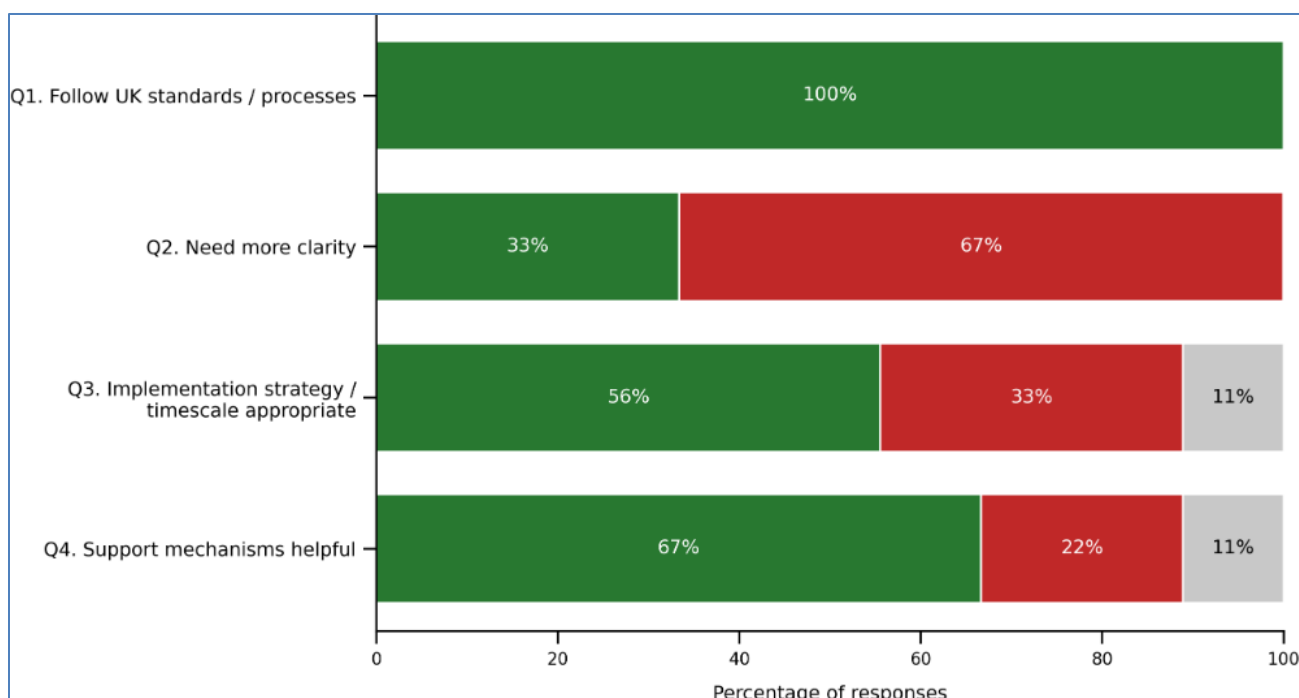


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

Q1 — Should the Isle of Man follow UK standards and processes for health and safety laws and its regulation?

There was unanimous support for aligning with UK standards, commonly framed as good practice that provides clarity, consistency, compatibility and supports workforce mobility (particularly where Manx organisations work alongside UK contractors/suppliers/offshore industries). Several respondents noted alignment should not mean “copy-and-paste” in every case, and that the Island should retain proportionate flexibility to reflect local capacity, enforcement realities and scale. A specific drafting point raised was for regulation structure/numbering to match UK format more closely (e.g., combining Title/Commencement if that’s the UK approach).

Q2 — Are there any parts of the legislation that require more clarity to aid understanding and assist with compliance?

Most respondents felt the draft was broadly clear, but those seeking clarity asked for practical, Manx-relevant guidance to support consistent application, particularly: (1) clearer explanation of how signage duties link to risk assessment decisions (and how this translates into signage obligations), (2) examples for non-industrial and mixed-use settings (offices, care environments, schools, transport hubs, mixed-use sites), (3) clearer statement of the status of UK ACOPs/guidance and what constitutes “acceptable compliance” in the Isle of Man context (especially if ACOPs are relied upon but not formally adopted), and (4) guidance on interfaces and responsibilities where multiple duty holders/contractors operate on the same site.

Q3 — Is the proposed implementation strategy and timescale appropriate for industry readiness?

Views were mixed. Supportive respondents generally considered the proposed approach/timing reasonable (or wanted implementation as soon as possible), but stressed readiness depends on early availability of Manx-specific guidance and clear transitional expectations. Those disagreeing raised concerns that the timetable could be too tight, particularly for public bodies and smaller organisations, due to budget-setting cycles, governance approvals, funding constraints, and the practical time needed to assess estates, procure/replace signage, and deliver training at scale. Several noted potential capacity constraints for training delivery on-Island and cautioned about disproportionate cost impacts, including potential works/costs associated with requirements such as vehicle/pedestrian segregation.

Q4 — Are there any specific support mechanisms (guidance, training, transitional arrangements) that would help preparation?

Most respondents requested supportive measures, with a strong emphasis on practical guidance and implementation support, including: Manx-specific guidance notes aligned to the regulations (rather than relying only on UK documents), sector-specific examples (e.g., transport, healthcare, education, construction, offshore, public-sector estates), and simple compliance checklists/visual examples. Many also wanted clearer explanation of UK ACOPs versus guidance status, plus briefings/webinars/workshops (including an HSWI-style practical overview) for employers, safety reps and workforce representatives. Several highlighted the need for clarity on enforcement expectations during the implementation phase, and some suggested guidance that clearly sets out “what has changed” to avoid every duty-holder having to parse the full legislation unaided. Additional points included ensuring training capacity is

realistic, defining what “suitable” training/qualifications look like, and (for public-sector bodies) considering financial assistance where implementation costs and governance frameworks constrain rapid change.

Q5 — Do you have any other comments on the draft Regulations at this stage?

Responses ranged from “no further comments” to supportive statements that the regulations are overdue and fill a clear gap in Manx H&S law, with appreciation for the emphasis on training, comprehension and maintenance (not just installing signs). Several cautioned that signage must not become a substitute for risk elimination/control and should sit within the hierarchy of controls; others reinforced that a risk-based approach is appropriate but will require planned reviews of existing signage, potential replacement programmes, training and ongoing maintenance, particularly across multi-site public assets or operational environments.

Q6 — Is there anything else you’d like to tell us about the proposed changes or the consultation process?

Several respondents had nothing further to add, but additional suggestions included defining what constitutes appropriate training courses/qualifications and improving process by engaging workforce/safety representatives earlier, publishing draft guidance alongside draft legislation, and communicating clearly how consultation feedback will shape the final drafting. Public-sector respondents reiterated that successful delivery depends on realistic timescales that reflect governance and coordinated planning requirements across public bodies and joint statutory arrangements.