



HEALTH AND SAFETY (TRAINING FOR EMPLOYMENT) REGULATIONS 2025

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Statutory Document No. 20XX/XXXX

*Health and Safety at Work etc. Act 1974*

HEALTH AND SAFETY (TRAINING FOR EMPLOYMENT) REGULATIONS 2025

*Approved by Tynwald:**Coming into Operation:**1 August 2028*

The Department of Environment, Food and Agriculture makes the following Regulations, after consulting such organisations as it considers represent the interests affected by the Regulations¹, under section 52(2) and (3) of the Health and Safety at Work etc. Act 1974² (an Act of Parliament), as it has effect in the Island³.

1 Title

These Regulations are the Health and Safety (Training for Employment) Regulations 2025.

2 Commencement

If approved by Tynwald⁴, these Regulations come into operation on 1 August 2028.

3 Interpretation

SI 1990/1380/2

In these Regulations, unless the context otherwise requires —

“**the 1974 Act**” means the Health and Safety at Work etc. Act 1974 (of Parliament) as that Act has effect in the Island⁵;

“**educational establishment**” means a university, college, school or similar educational or technical institute;

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

² 1974 c. 37.

³ SD 2024/0073.

⁴ Tynwald approval is required under section 82(5) of the Health and Safety at Work Etc. Act 1974 as it applies to the Island.

⁵ The Act is applied to the Island by SD 2024/0073.

“relevant training” means work experience provided pursuant to a training course or programme, or training for employment, or both, except if —

- (a) the immediate provider of the work experience or training for employment is an educational establishment and it is provided on a course run by the establishment; or
- (b) received under a contract of employment.

4 Meaning of “work” and “at work”

SI 1990/1380/3

For the purposes of Part I of the 1974 Act —

- (a) the meaning of the word “work” is extended to include relevant training;
- (b) a person (“P”) provided with relevant training is at work throughout the time when P would be in the course of P’s employment if P’s were receiving such training under a contract of employment, but not otherwise, and the meaning of “at work” is extended accordingly;

and in that connection, in the other relevant statutory provisions, **“work”** and **“at work”** are correspondingly extended.

5 Meaning of “employee”, “employer” etc.

SI 1990/1380/4

For the purposes of the relevant statutory provisions a person provided with relevant training is to be treated as being the employee of the person whose undertaking (whether carried on for profit or not) is for the time being the immediate provider to that person of the training; and “employee”, “worker”, “employer” and related expressions in those provisions are to be construed accordingly.

MADE

CLARE BARBER

Minister for Environment, Food and Agriculture

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

These Regulations give the protection for, and duties of employees under, the relevant statutory provisions as defined in the Health and Safety at Work etc. Act 1974 (of Parliament) as that Act applies to the Island, to those who are provided with “relevant training” as defined in regulation 3.

For the purposes of the relevant statutory provisions, regulation 4 extends the meaning of “work” and “at work” to include relevant training as defined in regulation 3; and regulation 5 provides that the trainee is to be treated as the employee of the person whose undertaking is the immediate provider of the training.

The Regulations do not apply if the immediate provider of the relevant training is an educational establishment and it is provided on a course run by the establishment nor if the training is received under a contract of employment.