

Work at Height Regulations 2025
Health and Safety Legislation Consultation

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

Work at Height Regulations 2025 – Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/work-at-height-regulations-2025>

This report was created on Monday 11 May 2026 at 13:17

The activity ran from 09/12/2025 to 31/03/2026

Responses to this survey: 4

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Four responses were received to the consultation, representing business/industry stakeholders, a local authority and the IOM Government. Overall, respondents were strongly supportive of the policy direction and of the IOM continuing to align its health and safety framework with UK standards.

There was unanimous agreement that the IOM should follow UK standards and processes for health and safety legislation. Respondents viewed this as established good practice that would improve consistency, reduce confusion for duty holders operating across jurisdictions, and support effective training and enforcement. A consistent theme was the importance of close alignment with UK regulation structure and numbering to aid clarity and compliance.

Views were mixed on the need for additional clarity within the draft legislation. Where concerns were raised, they focused not on the principle of the regulations but on practical interpretation, particularly the need to be explicit about which UK HSE guidance and Approved Codes of Practice (ACOP) are intended to apply, in order to avoid ambiguity and inconsistent application.

Most respondents considered the proposed implementation strategy and timescale broadly appropriate, but this support was conditional on effective communication, training provision and transitional arrangements. One respondent considered the proposed timetable ambitious, warning that limited lead-in time could challenge both government and industry readiness, particularly alongside other health and safety reforms.

A clear majority identified the need for support mechanisms to enable successful implementation. These included practical guidance, workshops, clarity on training expectations, engagement with smaller contractors, support for local training providers, and sufficient transition time to allow organisations to update systems, procedures and workforce competence.

In summary, respondents were broadly supportive and constructive, endorsing the alignment with UK standards while emphasising that successful implementation will depend on clarity, proportionate timescales, and targeted support for industry and duty holders.

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 strongly supported the IOM continuing to align its health and safety legislation with UK standards, viewing this as good practice that promotes clarity, consistency and ease of compliance—particularly for duty holders operating across jurisdictions. While most agreed with the overall approach and implementation direction, some highlighted the need for clearer signposting of which UK guidance and ACOPs would apply, and for close alignment with UK regulation structure and numbering. Many responses also stressed that successful implementation would depend on adequate lead-in time, clear communication, and practical support measures such as guidance, workshops, training clarity and transitional arrangements to ensure industry readiness.

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.

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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?	4 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	4 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the IOM Work at Height Regulations 2025 appropriate for industry readiness?	4 (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?	4 (100.00%)
5	Do you have any other comments on the draft IOM Work at Height Regulations 2025 legislation attached to this stage of the overall consultation process?	2 (50.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	2 (50.00%)

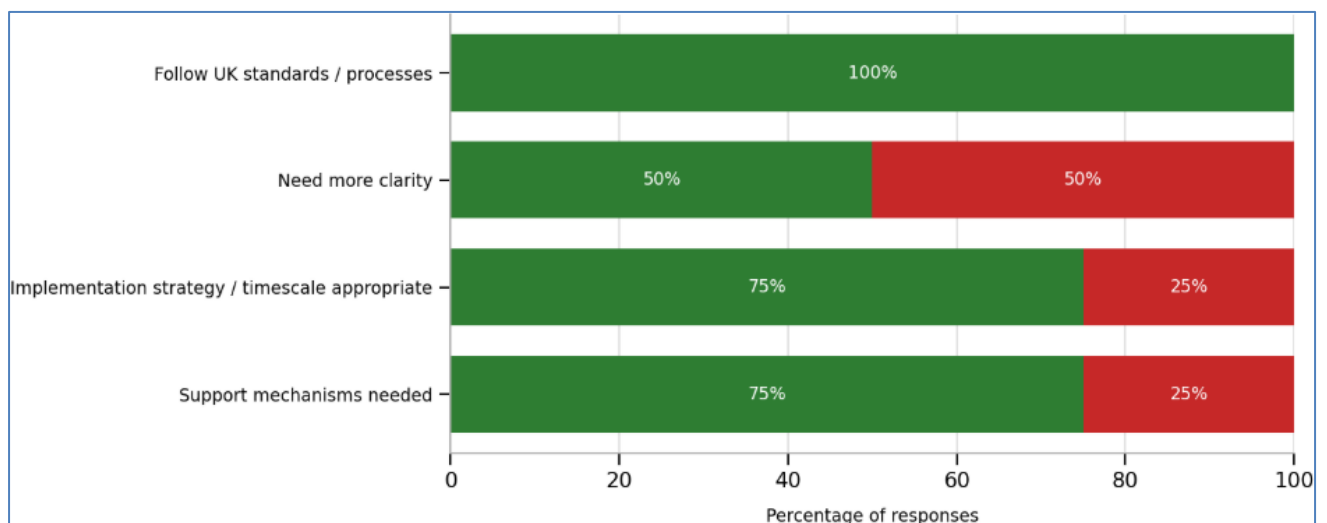


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

1) *Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?*

All respondents supported the IOM following UK standards and processes, with comments framing this as sensible “good practice” and broadly welcome as formalising what is already treated as best practice. A recurring practical point was that Manx regulations should mirror UK regulation numbering/structure wherever possible (e.g., consistent arrangement of title/commencement provisions) to improve clarity for duty-holders, contractors operating across jurisdictions, training providers delivering comparable standards, and practitioners auditing compliance.

2) *Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?*

Half of respondents felt additional clarity is needed, mainly focused on how precisely the draft will align to UK materials, not just the regulations themselves, but also which UK HSE guidance/ACOPs are intended to be followed, to reduce scope for interpretation and inconsistency. The other half reported no further clarity needs.

3) *Is the proposed implementation strategy and timescale for the introduction of the IOM Work at Height Regulations 2025 appropriate for industry readiness?*

Most respondents considered the implementation approach/timing broadly appropriate or had no further comment, but readiness was consistently linked to training capacity, communications, and transition time. One respondent explicitly considered the proposed schedule too ambitious, suggesting that moving from target approval in early 2026 to implementation in Oct 2026 would be insufficient for government and organisations to prepare, and argued a longer runway (several years) may be needed to raise island-wide compliance, especially given the likely volume of training implied and other H&S reforms landing in parallel.

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?*

A strong majority asked for practical support, centring on training and implementation assistance—including workshops providing a practical overview, clearer specification around appropriate training expectations, and active engagement/communications to help smaller contractors understand what changes in practice. Suggestions also included enabling local training providers to update capability and facilities, with consideration of funding/grants and adequate transitional arrangements/time so businesses can update systems, procedures and competence before enforcement expectations crystallise.

5) *Do you have any other comments on the draft IOM Work at Height Regulations 2025 legislation?*

Limited additional remarks were provided: one respondent stated they were broadly satisfied with the direction of travel and offered support to help ensure effective and consistent implementation across the construction sector, while another simply indicated no further comments.

6) *Is there anything else you'd like to tell us about the proposed changes or the consultation process?*

One respondent suggested continued engagement would be valuable and indicated willingness to participate in implementation support activity such as working groups, briefings or similar initiatives; others had nothing further to add.