

Health and Safety Legislation Consultation

Work at Height Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys,



Closes 31 Mar 2026

Opened 9 Dec 2025

Contact

The Offshore Team

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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:

- **Work at Height 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 Work at Height Regulations 2025 aim to prevent deaths and injuries caused by falls from height, which remain a significant cause of workplace accidents.

Before these proposals, the IOM relied on provisions of the **Health and Safety at Work etc. Act 1974, as applied to the Island**, and older regulations such as the **IOM Management of Health and Safety at Work Regulations 2003**. However:

- There was no single, consolidated set of rules specifically addressing work at height.

- The UK's **Work at Height Regulations 2005** served as the benchmark, but the IOM had not fully mirrored these standards.
- Existing duties were fragmented across general health and safety law and sector specific rules (e.g., construction, offshore installations).

This meant that while employers had a general duty to manage risks, there was less clarity and consistency in how to approach work at height hazards.

Practical Implications of the Introduction of the 2025 Regulations

The proposed IOM **Work at Height Regulations 2025** set out comprehensive duties for employers, self-employed persons, and workers to ensure that any work carried out at height is:

- Properly planned and organised (Regulation 5)
- Supervised and performed by competent persons (Regulation 6)
- Risk-assessed with measures to avoid or minimise falls (Regulation 7)
- Supported by safe work equipment and protective systems (Regulations 8–9 and Schedules 2–6)
- Subject to inspection and maintenance requirements (Regulations 14–15)
- Inclusive of special provisions for docks, fragile surfaces, falling objects, and danger zones (Regulations 10–13)

In short, these regulations create a structured, proactive approach to managing work at height, prioritising collective safety measures over individual protection and embedding planning for emergencies and rescue.

Other legislation mentioned in the Legislation

- The UK **Health and Safety at Work etc. Act 1974**
 - Provides the enabling powers for these regulations.
- The IOM **Management of Health and Safety at Work Regulations 2003**
 - Referenced for risk assessment duties.
- The IOM **Construction (Design and Management) Regulations 2025**
 - Defines “construction work.”
- The IOM **Offshore Installations and Wells (Design and Construction, etc.) Regulations 1997**
 - Mentioned for exemptions related to offshore installations.

- The IOM **Lifting Operations and Lifting Equipment Regulations 2025 (LOLER)**
 - Referenced for inspection and examination of lifting equipment.
- The IOM **Health and Safety (Safety Signs and Signals) Regulations 2025**
 - Referenced for marking scaffolding during assembly/dismantling.
- The IOM **Freight Containers (Safety Convention) Regulations 2026**
 - Referenced in Schedule 8 for dock operations.
- The UK **Visiting Forces Act 1952**
 - Referenced in Schedule 8 for exemptions related to military operations.

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

- [HSE “Work at height: A brief guide” \(INDG401, 2014\)](#)
 - A concise, free-form leaflet outlining core legal duties (planning, competence, equipment, inspection), aligned with Regulation 2005.

Summary

The proposed IOM **Work at Height Regulations 2025** provide a modern, unified framework that strengthens safety standards, simplifies compliance, and aligns the Isle of Man with UK best practice. By prioritising planning, competence, and collective protection, these regulations foster a proactive safety culture, reduce risks, and demonstrate the Island’s commitment to safeguarding workers while supporting operational flexibility across industries.

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 **Work at Height 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 **Work at Height Regulations 2025** legislation at 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)