



WORKPLACE (HEALTH, SAFETY AND WELFARE) REGULATIONS 2025

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Consultation

Statutory Document No. 20XX/XXXX

*Health and Safety at Work etc. Act 1974*

WORKPLACE (HEALTH, SAFETY AND WELFARE) REGULATIONS 2025

*Approved by Tynwald:**Coming into operation in accordance with regulation 2*

The Department of Environment, Food and Agriculture makes the following Regulations, having consulted such organisations as it considers represent interests affected by the regulations¹, under sections 15(1), (2), (3)(a) and (5)(b), and 82(3)(a) of, and paragraphs 1(2), 9 and 10 of Schedule 3 to, the Health and Safety at Work etc. Act 1974 (of Parliament), as it applies to the Island².

1 Title

These Regulations are the Workplace (Health, Safety and Welfare) Regulations 2025.

2 Commencement

If approved by Tynwald, these Regulations come into operation TBC³.

3 Interpretation

SI1992/3004/2 [and drafting]

(1) In these Regulations, unless the context otherwise requires —

“**disabled persons**” is to be construed in accordance with section 7 of the Equality Act 2017 (disability);

“**new workplace**” means a workplace used for the first time as a workplace six months after these Regulations are approved;

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

² The Health and Safety at Work etc. Act 1974 is applied to the Island with modification by the Health and Safety at Work Order 2024 (SD 2024/0073).

³ Tynwald approval is required under section 82(5) of the Health and Safety at Work etc. Act 1974 (of Parliament) as it applies to the Island.

“**public road**” means a highway maintainable at public expense within the meaning of section 3 of the Highways Act 1986 (duty to maintain certain highways);

“**quarry**” means a quarry within the meaning of regulation 4 of the Quarry (Health and Safety) Regulations 2025⁴ (meaning of quarry);

“**traffic route**” means a route for pedestrian traffic, vehicles or both and includes any stairs, staircase, fixed ladder, doorway, gateway, loading bay or ramp; and

“**workplace**” means, subject to paragraph (2), any premises or part of premises which are not domestic premises and are made available to any person as a place of work, and includes —

- (a) any place within the premises to which such person has access while at work; and
 - (b) any room, lobby, corridor, staircase, road or other place used as a means of access to or egress from that place of work or where facilities are provided for use in connection with the place of work other than a public road.
- (2) Any reference in these Regulations, except in paragraph (1), to a modification, an extension or a conversion is a reference, as the case may be, to a modification, an extension or a conversion of a workplace started when these Regulations come into operation.
- (3) Any requirement that anything done or provided in pursuance of these Regulations must be suitable is to be construed as including a requirement that it is suitable for any person in respect of whom such thing is so done or provided.

4 Application of these Regulations

SI1992/3004/3 [and drafting]

- (1) These Regulations apply to every workplace but do not apply to —
- (a) a workplace which is or is in or on a ship, save that regulation 10(1) and (3) (lighting) and regulation 14(1) and (3) (condition of floors and traffic routes) apply to such a workplace where the work involves any of the relevant operations in —
 - (i) a shipyard, whether or not the shipyard forms part of a harbour or wet dock; or
 - (ii) dock premises, not being work done —
 - (A) by the master or crew of a ship;
 - (B) on board a ship during a trial run;
 - (C) for the purpose of raising or removing a ship which is sunk or stranded; or

⁴ SD 2025/0132.

- (D) on a ship which is not under command, for the purpose of bringing it under command;
 - (b) a workplace which is a construction site within the meaning of the Construction (Design and Management) Regulations 2025⁵, and in which the only activity being undertaken is construction work within the meaning of those Regulations, save that —
 - (i) regulation 20 (doors and gates) and regulation 28 (disabled persons) apply to such a workplace; and
 - (ii) the following apply to such a workplace which is indoors —
 - (A) regulation 9(2) (temperature in indoor workplaces);
 - (B) regulation 14 (condition of floors and traffic routes);
 - (C) regulation 16 (windows, and transparent or translucent doors, gates and walls);
 - (D) regulation 17 (windows, skylights and ventilators);
 - (E) regulation 18 (ability to clean windows etc. safely);
 - (F) regulation 20 (doors and gates);
 - (G) regulation 21 (escalators and moving walkways); and
 - (H) regulation 29(1) (exemption certificates); or
 - (c) a workplace located below ground at a mine, except that regulation 22 (sanitary conveniences) applies to such a workplace subject to the modification in paragraph (7).
- (2) Regulation 14 does not apply to a workplace located above ground at a mine that is a tip.
- (3) In their application to temporary work sites, any requirement to ensure a workplace complies with any of the following —
- (a) regulation 22 (sanitary conveniences);
 - (b) regulation 23 (washing facilities);
 - (c) regulation 24 (drinking water);
 - (d) regulation 25 (accommodation for clothing);
 - (e) regulation 26 (facilities for changing clothing);
 - (f) regulation 27 (facilities for rest and to eat meals),
- has effect as a requirement to ensure so far as is reasonably practicable.
- (4) In respect of any workplace which is or is in or on an aircraft, locomotive or rolling stock, trailer or semi-trailer used as a means of transport or a vehicle for which a licence is in force under the Licensing and Registration of Vehicles Act 1985 or the Vehicles Excise and Registration Act 1994 (of Parliament) or a vehicle exempted from duty under either of those Acts —

⁵ SD 2025/XXX.

- (a) the following regulations do not apply to any such workplace —
 - (i) regulation 7 (maintenance of workplace, and of equipment, devices and systems);
 - (ii) regulation 8 (ventilation);
 - (iii) regulation 9 (temperature in indoor workplaces);
 - (iv) regulation 10 (lighting);
 - (v) regulation 11 (cleanliness and waste materials);
 - (vi) regulation 12 (room dimensions and space);
 - (vii) regulation 13 (workstations and seating);
 - (ix) regulation 14 (condition of floors and traffic routes);
 - (x) regulation 16 (windows, and transparent or translucent doors, gates and walls);
 - (xi) regulation 17 (windows, skylights and ventilators);
 - (xii) regulation 18 (ability to clean windows etc. safely);
 - (xiii) regulation 19 (organisation etc. of traffic routes);
 - (xiv) regulation 20 (doors and gates);
 - (xv) regulation 21 (escalators and moving walkways);
 - (xvi) regulation 22 (sanitary conveniences);
 - (xvii) regulation 23 (washing facilities);
 - (xviii) regulation 24 (drinking water);
 - (xix) regulation 25 (accommodation for clothing);
 - (xx) regulation 26 (facilities for changing clothing); and
 - (xxi) regulation 27 (facilities for rest and to eat meals); and
 - (b) regulation 15 (falls or falling objects) applies to any such workplace only when the aircraft, locomotive or rolling stock, trailer or semi-trailer or vehicle is stationary inside a workplace and, in the case of a vehicle for which a licence is in force under either of those Acts, it is not on a public road.
- (5) In respect of any workplace which is in fields, woods or other land forming part of an agricultural or forestry undertaking but which is not inside a building and is situated away from the undertaking's main buildings —
- (a) the following regulations do not apply to any such workplace —
 - (i) regulation 7 (maintenance of workplace, and of equipment, devices and systems);
 - (ii) regulation 8 (ventilation);
 - (iii) regulation 9 (temperature in indoor workplaces);
 - (iv) regulation 10 (lighting);
 - (v) regulation 11 (cleanliness and waste materials);

- (vi) regulation 12 (room dimensions and space);
- (vii) regulation 13 (workstations and seating);
- (viii) regulation 14 (condition of floors and traffic routes);
- (ix) regulation 15 (falls and falling objects);
- (x) regulation 16 (windows, and transparent or translucent doors, gates and walls);
- (xi) regulation 17 (windows, skylights and ventilators);
- (xii) regulation 18 (ability to clean windows etc. safely);
- (xiii) regulation 19 (organisation etc. of traffic routes);
- (xiv) regulation 20 (doors and gates);
- (xv) regulation 21 (escalators and moving walkways);
- (xvi) regulation 25 (accommodation for clothing);
- (xvii) regulation 26 (facilities for changing clothing); and
- (xviii) regulation 27 (facilities for rest and to eat meals); and
- (b) any requirement to ensure that any such workplace complies with any of the following regulations —
 - (i) regulation 22 (sanitary conveniences);
 - (ii) regulation 23 (washing facilities); and
 - (iii) regulation 24 (drinking water)has effect as a requirement to ensure so far as is reasonably practicable.
- (6) In respect of any workplace that is a quarry —
 - (a) regulation 14 applies only to a floor or traffic route that is located inside a building; and
 - (b) regulation 22 applies to such a workplace subject to the modification in paragraph (7).
- (7) In relation to any workplace that is a quarry or located below ground at a mine, the requirement that sanitary conveniences provided under regulation 22 must be at readily accessible places has effect as a requirement that such sanitary conveniences must be, so far as is reasonably practicable, at readily accessible places.
- (8) For the purposes of this regulation —
 - (a) **“dock premises”** means any dock, wharf, quay, jetty or other place at which ships load or unload goods or embark or disembark passengers, together with neighbouring land or water which is used or occupied, or intended to be used or occupied, for those or incidental activities, and any part of a ship when used for those or incidental activities;

- (b) “**mine**” means any mine within the meaning of the Mines and Quarries Regulation Act 1950;
- (c) “**relevant operations**” means, in relation to a ship, its repairing, refitting, painting and finishing, the scaling, scurfing or cleaning of its boilers (including combustion chambers or smoke boxes) and the cleaning of its bilges or oil-fuel tanks or any of its tanks last used for carrying oil;
- (d) “**ship**” includes all vessels and hovercraft which operate on water or land and water;
- (e) “**shipyard**” means any yard or dry dock (including the precincts thereof) in which ships or vessels are constructed, reconstructed, repaired, refitted or finished;
- (f) “**tip**” means an accumulation or deposit of any refuse from a mine (whether in a solid or liquid state or in solution or suspension) other than an accumulation or deposit situated underground, and includes, but is not limited to —
 - (i) overburden dumps, backfill, spoil heaps, stock piles and lagoons; and
 - (ii) any wall or other structure that retains or confines a tip; and
- (g) “**vessel**” means any description of craft used for the transport of goods or passengers or the storage of goods or the accommodation of passengers on water, whether used in navigation or not.

5 Requirements under these Regulations

SI1992/3004/4 [and drafting]

- (1) Every employer must ensure that every workplace, modification, extension or conversion which is under the employer’s control and where any of the employer’s employees work complies with any requirement of these Regulations which —
 - (a) applies to that workplace or, as the case may be, to the workplace which contains that modification, extension or conversion; and
 - (b) is in force in respect of the workplace, modification, extension or conversion.
- (2) Subject to paragraph (4), every person who has, to any extent, control of a workplace, modification, extension or conversion must ensure that such workplace, modification, extension or conversion complies with any requirement of these Regulations which —
 - (a) applies to that workplace or, as the case may be, to the workplace which contains that modification, extension or conversion;
 - (b) is in force in respect of the workplace, modification, extension, or conversion; and
 - (c) relates to matters within that person’s control.

- (3) Any reference in this regulation to a person having control of any workplace, modification, extension or conversion is a reference to a person having control of the workplace, modification, extension or conversion in connection with the carrying on by that person of a trade, business or other undertaking (whether for profit or not).
- (4) Paragraph (2) does not impose any requirement upon a self-employed person in respect of that self-employed person's own work, or the work of any partner of the self-employed person in the undertaking.
- (5) Every person who is deemed to be the occupier of a factory by virtue of paragraph (6) must ensure that the premises which are deemed to be a factory comply with these Regulations.
- (6) For the purposes of paragraph (5), any workplace in which, with the permission of or under agreement with the owner or occupier, 2 or more persons carry on any work which would constitute a factory if the persons working therein were in the employment of the owner or occupier, must be deemed to be a factory for the purposes of these Regulations, and, in the case of any such workplace not being a tenement factory or part of a tenement factory, the provisions of these Regulations apply as if the owner or occupier of the workplace were the occupier of the factory and the persons working therein were persons employed in the factory.
- (7) For the purposes of this regulation —
 - (a) **“factory”** means any premises in which, or within the close or curtilage or precincts of which, persons are employed in manual labour in any process for or incidental to any of the following purposes —
 - (i) the making of any article or of part of any article;
 - (ii) the altering, repairing, ornamenting, finishing, cleaning, or washing or the breaking up or demolition of any article;
 - (iii) the adapting for sale of any article;
 - (iv) the slaughtering of cattle, sheep, swine, goats, horses, asses or mules; or
 - (v) the confinement of such animals mentioned in sub-paragraph (iv) while awaiting slaughter at other premises, in a case where the place of confinement is available in connection with those other premises, is not maintained primarily for agricultural purposes within the meaning of section 119 the Highways Act 1986 (interpretation) and does not form part of premises used for the holding of a market in respect of such animals; and
 - (b) **“tenement factory”** means any premises where mechanical power for any prime mover within the close or curtilage of the premises is distributed for use in manufacturing processes to different parts of

the same premises occupied by different persons in such manner that those parts constitute in law separate factories.

6 Stability and solidity

SI1992/3004/4A

Where a workplace is in a building, the building must have a stability and solidity appropriate to the nature of the use of the workplace.

7 Maintenance of workplace, and of equipment, devices and systems

SI1992/3004/5

- (1) The workplace and the equipment, devices and systems to which this regulation applies must be maintained (including cleaned as appropriate) in an efficient state, in efficient working order and in good repair.
- (2) Where appropriate, the equipment, devices and systems to which this regulation applies must be subject to a suitable system of maintenance.
- (3) The equipment, devices and systems to which this regulation applies are —
 - (a) equipment and devices, a fault in which is liable to result in a failure to comply with any of these Regulations;
 - (b) mechanical ventilation systems provided pursuant to regulation 8 (ventilation) (whether or not they include equipment or devices within sub-paragraph (a)); and
 - (c) equipment and devices intended to prevent or reduce hazards.

8 Ventilation

SI1992/3004/6

- (1) Effective and suitable provision must be made to ensure that every enclosed workplace is ventilated by a sufficient quantity of fresh or purified air.
- (2) Any plant used for the purpose of complying with paragraph (1) must include an effective device to give visible or audible warning of any failure of the plant where necessary for reasons of health or safety.

9 Temperature in indoor workplaces

SI1992/3004/7

- (1) During working hours, the temperature in all workplaces inside buildings must be reasonable.
- (2) Without limiting paragraph (1) —
 - (a) a workplace must be adequately thermally insulated where necessary, having regard to the type of work carried out and the physical activity of the persons carrying out the work; and

- (b) excessive effects of sunlight on temperature must be avoided.
- (3) A method of heating or cooling must not be used which results in the escape into a workplace of fumes, gas or vapour of such character and to such extent that they are likely to be injurious or offensive to any person.
- (4) A sufficient number of thermometers must be provided to enable persons at work to determine the temperature in any workplace inside a building.

10 Lighting

SI1992/3004/8

- (1) Every workplace must have suitable and sufficient lighting.
- (2) The lighting mentioned in paragraph (1) must, so far as is reasonably practicable, be by natural light.
- (3) Without limiting paragraph (1), suitable and sufficient emergency lighting must be provided in any room in circumstances in which persons at work are specially exposed to danger in the event of failure of artificial lighting.

11 Cleanliness and waste materials

SI1992/3004/9

- (1) Every workplace and the furniture, furnishings and fittings therein must be kept sufficiently clean.
- (2) The surfaces of the floors, walls and ceilings of all workplaces inside buildings must be capable of being kept sufficiently clean.
- (3) So far as is reasonably practicable, waste materials must not be allowed to accumulate in a workplace except in suitable receptacles.

12 Room dimensions and space

SI1992/3004/10 [and drafting]

- (1) Every room where persons work must have sufficient floor area, height and unoccupied space for purposes of health, safety and welfare.
- (2) A workplace which is not a new workplace, a modification, an extension or a conversion and which, immediately before this regulation came into operation, would have fallen under the definition of “factory” in regulation 5(7)(a) (requirements under these Regulations), satisfies paragraph (1) if it satisfies Part 1 of the Schedule.

13 Workstations and seating

SI1992/3004/11

- (1) Every workstation must be arranged so that it is suitable for both —
 - (a) any person at work in the workplace who is likely to work at that workstation; and

- (b) any work of the undertaking which is likely to be done there.
- (2) Without limiting paragraph (1), every workstation outdoors must be arranged so that —
 - (a) so far as is reasonably practicable, it provides protection from adverse weather;
 - (b) it enables any person at the workstation to leave it swiftly or, as appropriate, to be assisted in the event of an emergency; and
 - (c) it ensures that any person at the workstation is not likely to slip or fall.
- (3) A suitable seat must be provided for each person at work in the workplace whose work includes operations of a kind that the work (or a substantial part of it) can or must be done sitting.
- (4) A seat is not suitable for the purpose of paragraph (3) unless —
 - (a) it is suitable for the person for whom it is provided as well as for the operations to be performed; and
 - (b) a suitable footrest is also provided where necessary.

14 Condition of floors and traffic routes

SI1992/3004/12

- (1) Every floor in a workplace and the surface of every traffic route in a workplace must be of a construction such that the floor or surface of the traffic route is suitable for the purpose for which it is used.
- (2) Without limiting paragraph (1), the requirements in that paragraph include requirements that —
 - (a) the floor, or surface of the traffic route, must have no hole or slope, or be uneven or slippery so as, in each case, to expose any person to a risk to that person's health or safety; and
 - (b) every such floor must have effective means of drainage where necessary.
- (3) So far as is reasonably practicable, every floor in a workplace and the surface of every traffic route in a workplace must be kept free from obstructions and from any article or substance which may cause a person to slip, trip or fall.
- (4) For the purposes of paragraph (2)(a), in considering whether a hole or slope exposes any person to a risk to that person's health or safety —
 - (a) no account is to be taken of a hole where adequate measures have been taken to prevent a person falling; and
 - (b) account is to be taken of any handrail provided in connection with any slope.

- (5) Suitable and sufficient handrails and, if appropriate, guards must be provided on all traffic routes which are staircases except in circumstances where a handrail cannot be provided without obstructing the traffic route.

15 Falls or falling objects

SI1992/3004/13 [and drafting]

- (1) So far as is practicable, every tank, pit or structure where there is a risk of a person in the workplace falling into a dangerous substance in the tank, pit or structure, must be securely covered or fenced.
- (2) Every traffic route over, across or in an uncovered tank, pit or structure such as is mentioned in paragraph (1) must be securely fenced.
- (3) In this regulation, “**dangerous substance**” means any —
 - (a) substance likely to scald or burn;
 - (b) poisonous substance;
 - (c) corrosive substance;
 - (d) fume, gas or vapour likely to overcome a person; or
 - (e) granular or free-flowing solid substance, or any viscous substance which, in any case, is of a nature or quantity which is likely to cause danger to any person.

16 Windows, and transparent or translucent doors, gates and walls

SI1992/3004/14

Every window or other transparent or translucent surface in a wall or partition and every transparent or translucent surface in a door or gate must, where necessary for reasons of health or safety —

- (a) be of safety material or be protected against breakage of the transparent or translucent material; and
- (b) be appropriately marked or incorporate features so as, in either case, to make it apparent.

17 Windows, skylights and ventilators

SI1992/3004/15 [and drafting]

- (1) Any window, skylight or ventilator which is capable of being opened must not be likely to be opened, closed or adjusted in a manner which exposes any person performing such operation to a risk to that person’s health or safety.
- (2) Any window, skylight or ventilator must not be in a position when open which is likely to expose any person in the workplace to a risk to that person’s health or safety.

18 Ability to clean windows etc. safely

SI1992/3004/16

- (1) All windows and skylights in a workplace must be of a design or be so constructed that they may be cleaned safely.
- (2) In considering whether a window or skylight is of a design or so constructed as to comply with paragraph (1), account may be taken of equipment used in conjunction with the window or skylight or of devices fitted to the building.

19 Organisation etc. of traffic routes

SI1992/3004/17 [and drafting]

- (1) Every workplace must be organised in such a way that pedestrians and vehicles can circulate in a safe manner.
- (2) Traffic routes in a workplace must be —
 - (a) suitable for the persons or vehicles using them;
 - (b) sufficient in number;
 - (c) in suitable positions; and
 - (d) of sufficient size.
- (3) Without limiting paragraph (2), traffic routes will not satisfy the requirements of that paragraph unless suitable measures are taken to ensure that —
 - (a) pedestrians or vehicles (as the case may be), may use a traffic route without causing danger to the health or safety of persons at work near it;
 - (b) there is sufficient separation of any traffic route for vehicles from doors or gates or from traffic routes for pedestrians which lead onto it; and
 - (c) where vehicles and pedestrians use the same traffic route, there is sufficient separation between them.
- (4) All traffic routes must be suitably indicated where necessary for reasons of health or safety.
- (5) So far as is reasonably practicable, paragraph (2) applies to a workplace which is not a new workplace, a modification, an extension or a conversion.

20 Doors and gates

SI1992/3004/18

- (1) Doors and gates must be suitably constructed (including being fitted with any necessary safety devices).

- (2) Without limiting paragraph (1), doors and gates will not comply with that paragraph unless —
 - (a) any sliding door or gate has a device to prevent it coming off its track during use;
 - (b) any upward opening door or gate has a device to prevent it falling back;
 - (c) any powered door or gate has suitable and effective features to prevent it causing injury by trapping any person;
 - (d) where necessary for reasons of health or safety, any powered door or gate can be operated manually unless it opens automatically if the power fails; and
 - (e) any door or gate which is capable of opening by being pushed from either side is of such a construction as to provide, when closed, a clear view of the space close to both sides.

21 Escalators and moving walkways

SI1992/3004/19

Escalators and moving walkways must —

- (a) function safely;
- (b) be equipped with any necessary safety devices; and
- (c) be fitted with one or more emergency stop controls which are easily identifiable and readily accessible.

22 Sanitary conveniences

SI1992/3004/20 [and drafting]

- (1) Suitable and sufficient sanitary conveniences must be provided at readily accessible places.
- (2) Without limiting paragraph (1), sanitary conveniences will not be suitable unless —
 - (a) the rooms containing them are adequately ventilated and lit;
 - (b) they and the rooms containing them are kept in a clean and orderly condition; and
 - (c) separate rooms containing conveniences are provided for men and women except where and so far as each convenience is in a separate room, the door of which is capable of being secured from inside.
- (3) A workplace which is not a new workplace, a modification, an extension or a conversion and which, immediately before this regulation came into operation, was subject to the provisions of the Sewerage Act 1999, satisfies paragraph (1) if it satisfies Part 2 of the Schedule (number of sanitary conveniences).

23 Washing facilities

SI1992/3004/21

- (1) Suitable and sufficient washing facilities, including showers if required by the nature of the work or for health reasons, must be provided at readily accessible places.
- (2) Without limiting paragraph (1), washing facilities will not be suitable unless —
 - (a) they are provided in the immediate vicinity of every sanitary convenience, whether or not provided elsewhere as well;
 - (b) they are provided in the vicinity of any changing rooms required by these Regulations, whether or not provided elsewhere as well;
 - (c) they include a supply of clean hot and cold, or warm, water (which must be running water so far as is practicable);
 - (d) they include soap or other suitable means of cleaning;
 - (e) they include towels or other suitable means of drying;
 - (f) the rooms containing them are sufficiently ventilated and lit;
 - (g) they and the rooms containing them are kept in a clean and orderly condition; and
 - (h) separate facilities are provided for men and women, except where and so far as they are provided in a room the door of which is capable of being secured from inside and the facilities in each such room are intended to be used by only one person at a time.
- (3) Paragraph (2)(h) does not apply to facilities which are provided for washing hands, forearms and face only.

24 Drinking water

SI1992/3004/22

- (1) An adequate supply of wholesome drinking water must be provided for all persons at work in the workplace.
- (2) Every supply of drinking water required by paragraph (1) must —
 - (a) be readily accessible at suitable places; and
 - (b) be conspicuously marked by an appropriate sign where necessary for reasons of health or safety.
- (3) Where a supply of drinking water is required by paragraph (1), there must also be a sufficient number of suitable cups or other drinking vessels provided, unless the supply of drinking water is in a jet from which persons can drink easily.

25 Accommodation for clothing

SI1992/3004/23

- (1) Suitable and sufficient accommodation must be provided for —
 - (a) the clothing of any person at work which is not worn during working hours; and
 - (b) special clothing which is worn by any person at work but which is not taken home.
- (2) Without limiting paragraph (1), the accommodation mentioned in that paragraph will not be suitable unless —
 - (a) where facilities to change clothing are required by regulation 26 (facilities for changing clothing), it provides suitable security for the clothing mentioned in paragraph (1)(a);
 - (b) where necessary to avoid risks to health or damage to the clothing, it includes separate accommodation for clothing worn at work and for other clothing;
 - (c) so far as is reasonably practicable, it allows or includes facilities for drying clothing; and
 - (d) it is in a suitable location.

26 Facilities for changing clothing

SI1992/3004/24

- (1) Suitable and sufficient facilities must be provided for any person at work in the workplace to change clothing in all cases where —
 - (a) the person has to wear special clothing for the purpose of work; and
 - (b) for reasons of health or propriety, the person cannot be expected to change in another room.
- (2) Without limiting paragraph (1), the facilities mentioned in that paragraph will not be suitable unless they include separate facilities for, or separate use of facilities by, men and women where necessary for reasons of propriety and the facilities are easily accessible, of sufficient capacity and provided with seating.

27 Facilities for rest and to eat meals

SI1992/3004/25

- (1) Suitable and sufficient rest facilities must be provided at readily accessible places.
- (2) Rest facilities provided by virtue of paragraph (1) must —
 - (a) where necessary for reasons of health or safety include, in the case of a new workplace, an extension or a conversion, rest facilities

- provided in one or more rest rooms, or, in other cases, in rest rooms or rest areas; and
- (b) include suitable facilities to eat meals where food eaten in the workplace would otherwise be likely to become contaminated.
- (3) Rest rooms and rest areas must —
- (a) include suitable arrangements to protect non-smokers from discomfort caused by tobacco smoke; and
 - (b) be equipped with —
 - (i) an adequate number of tables and adequate seating with backs for the number of persons at work likely to use them at any one time; and
 - (ii) seating which is adequate for the number of disabled persons at work and suitable for them.
- (4) Suitable facilities must be provided for any person at work who is a pregnant woman or nursing mother to rest.
- (5) Suitable and sufficient facilities must be provided for persons at work to eat meals where meals are regularly eaten in the workplace.

28 Disabled persons

SI1992/3004/25A

Where necessary, those parts of the workplace (including in particular doors, passageways, stairs, showers, washbasins, lavatories and workstations) used or occupied directly by disabled persons at work must be organised to take account of such persons.

29 Exemption certificates

SI1992/3004/26 [and drafting]

- (1) The Department may, in the interests of national security, by a certificate in writing exempt any of the home forces or any visiting force from the requirements of these Regulations and any exemption may be granted subject to conditions and to a limit of time and may be revoked by the Department by a further certificate in writing at any time.
- (2) In this regulation —
 - (a) **“the home forces”** has the same meaning as in section 12(1) of the Visiting Forces Act 1952 (of Parliament) (interpretation of Part I), as it applies to the Island⁶; and
 - (b) **“visiting force”** has the same meaning as it does for the purposes of any provision of Part I (visiting forces) of the Visiting Forces Act 1952 (of Parliament) as it applies to the Island.

⁶ SD 1962/0170.

30 Repeals

The following are repealed —

- (a) Section 19 (statutory nuisances) and section 21 (factories and workshops to be kept ventilated) of the Factories and Workshops Act 1909;
- (b) Section 3 (general provisions as to sanitary conveniences and washing facilities) and section 5 (power of department to secure maintenance and cleanliness of sanitary conveniences) of the Agriculture (Safety, Health and Welfare Provisions) Act 1974; and
- (c) Section 33 (provision of sanitary conveniences in workplace) of the Sewerage Act 1999.

MADE

CLARE BARBER

Minister for Environment, Food and Agriculture

SCHEDULE**PROVISIONS APPLICABLE TO FACTORIES WHICH ARE NOT NEW
WORKPLACES, MODIFICATIONS, EXTENSIONS OR CONVERSIONS**

[Regulations 12 and 22]

PART 1 — SPACE

SI1992/3004/Sch1/Part1

1. No room in the workplace must be so overcrowded as to cause risk to the health or safety of persons at work in it.
2. Without limiting paragraph 1, the number of persons employed at a time in any workroom must not be such that the amount of cubic space allowed for each is less than 11 cubic metres.
3. For the purposes of this Part, in calculating the amount of cubic space in any room no space more than 4.2 metres from the floor should be taken into account and, where a room contains a gallery, the gallery must be treated for the purposes of this Schedule as if it were partitioned off from the remainder of the room and formed a separate room.

PART 2 — NUMBER OF SANITARY CONVENIENCES

SI1992/3004/Sch1/Part2

4. In workplaces where females work, there must be at least 1 suitable water closet for every 25 females for use by females only.
5. In workplaces where males work, there must be at least 1 suitable water closet for every 25 males for use by males only.
6. For the purposes of this Part, in calculating the number of males or females who work in any workplace, any number not itself divisible by 25 without fraction or remainder must be treated as the next number higher than it which is so divisible.

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

These Regulations are derived from the Workplace (Health, Safety and Welfare) Regulations 1992 (of Parliament) [SI 1992/3004]. These Regulations impose requirements with respect to the health, safety and welfare of persons in a “workplace”, defined in regulation 3(1).

The Regulations do not apply to a workplace which is or is in or on a ship (regulation 4(1)(a)). Nor do they impose requirements with respect to —

- (a) stability and solidity (regulation 6);
- (b) electrical installations;
- (c) emergency routes and exits;
- (d) fire detection and fire fighting;
- (e) thermal insulation (regulation 9(2)(a)); and
- (f) first aid rooms or equipment.

The Regulations are disapplied in relation to construction sites and sites where mineral exploration or extraction is undertaken. The application of specified regulations is modified in their application to temporary work sites, specified means of transport and specified parts of agricultural undertakings (regulation 4).

Requirements are imposed upon employers, persons who have, to any extent, control of a workplace, and persons who are deemed to be the occupiers of factories for the purposes of that regulation (regulation 5).

The Regulations impose requirements with respect to —

- (a) the stability and solidity of workplaces in a building (regulation 6);
- (b) maintenance of workplaces (including equipment etc.) (regulation 7);
- (c) ventilation of enclosed workplaces (regulation 8);
- (d) temperature indoors and the provision of thermometers (regulation 9);
- (e) lighting (including emergency lighting) (regulation 10);
- (f) cleanliness of workplaces, furniture, furnishings and fittings; the ability to clean the surface of floors, walls and ceilings; and the accumulation of waste materials (regulation 11);
- (g) room dimensions and unoccupied space (regulation 12 and Part 1 of the Schedule);
- (h) the suitability of workstations (including workstations outdoors) and the provision of suitable seats (regulation 13);
- (i) the condition of floors (regulation 14);

- (j) the condition and arrangement of routes for pedestrians or vehicles (regulations 14 and 19);
- (k) protection from falling objects and from persons falling from a height or falling into a dangerous substance (regulation 15);
- (l) the material or protection of windows and other transparent or translucent walls, doors or gates and to them being apparent (regulation 16);
- (m) the way in which windows, skylights or ventilators are opened and the position they are left in when open (regulation 17);
- (n) the ability to clean windows and skylights (regulation 18);
- (o) the construction of doors and gates (including the fitting of necessary safety devices) (regulation 20);
- (p) escalators and moving walkways (regulation 21);
- (q) the provision of suitable sanitary conveniences (regulation 22 and Part 2 of the Schedule);
- (r) the provision of suitable washing facilities (regulation 23);
- (s) the provision of a supply of drinking water and of cups or other drinking vessels (regulation 24);
- (t) the provision of suitable accommodation for clothing and of facilities for changing clothing (regulations 25 and 26);
- (u) the provision of suitable facilities for rest and to eat meals (regulation 27); and
- (v) the provision of suitable facilities for disabled persons (regulation 28).

The Department may grant exemption from the requirements of the Regulations in the interests of national security (regulation 29).

The Regulations also repeal —

- (a) Section 19 (statutory nuisances) and section 21 (factories and workshops to be kept ventilated) of the Factories and Workshops Act 1909;
- (b) Section 3 (general provisions as to sanitary conveniences and washing facilities) and section 5 (power of department to secure maintenance and cleanliness of sanitary conveniences) of the Agriculture (Safety, Health and Welfare Provisions) Act 1974; and
- (c) Section 33 (provision of sanitary conveniences in workplace) of the Sewerage Act 1999.