

Health and Safety Legislation Consultation

Workplace (Health, Safety and Welfare) Regulations 2025

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eiriny's,



Closes 29th Dec

Opened 3 Nov 2025

Contact

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Overview

The Department of Environment, Food and Agriculture (DEFA) is reviewing and updating specific legislation to align with UK best practice. This consultation continues the process of updating IOM Health and Safety legislation and refers directly to the following draft legislation:

- **Workplace (Health, Safety & Welfare) Regulations 2025**

Recognising the potential impact on IOM businesses, DEFA will implement a phased approach designed to give businesses sufficient time to prepare for compliance. Following public consultation and incorporation of any necessary amendments, the Department aims to submit the proposed legislation to Tynwald in early 2026, with a target commencement date of 1 Aug 2028.

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.

What these Regulation do

These Regulations set out minimum standards for health, safety, and welfare in workplaces across the Isle of Man. They:

- Apply to most workplaces, except certain transport, construction, mining, and agricultural settings.
- Cover physical aspects of the workplace such as ventilation, lighting, temperature, cleanliness, and space.
- Require employers and those in control of workplaces to ensure compliance.
- Include provisions for disabled workers, rest facilities, and sanitary conveniences.
- Replace outdated provisions in three Acts of Tynwald from 1909, 1974 and 1999.

How do these Regulations compare with the current UK Legislation?

These Regulations are based on the UK **Workplace (Health, Safety and Welfare) Regulations 1992** with adaptations for the Island. Key similarities include:

- Structure and scope of duties on employers.
- Technical requirements for workplace conditions (e.g. lighting, ventilation, sanitation).
- Use of schedules for space and sanitary provision standards.

Practical Implications

- For employers and workplace managers, these Regulations mean:
 - Reviewing and updating workplace conditions to meet new standards.
 - Ensuring accessibility for disabled persons.
 - Providing adequate facilities for rest, meals, clothing storage, and sanitation.
 - Maintaining equipment and systems that affect health and safety.
 - Understanding exemptions for certain sectors (e.g. construction, transport).
- Compliance will likely require:
 - Site inspections.
 - Staff training.

What other Legislation is referred to within the Draft IOM Regulations?

The draft IOM **Workplace (Health, Safety and Welfare) Regulations 2025** refer to and interact with several pieces of legislation, both from the Isle of Man and the United Kingdom, as follows:

- The IOM **Health and Safety at Work etc. Act 1974** (as applied to the Isle of Man.
 - Referenced in the enabling powers for these Regulations (footnotes 1–3).
- The IOM **Equality Act 2017**.
 - Used to define “disabled persons” in Regulation 3(1).
- The IOM **Highways Act 1986**.
 - Referenced in Regulation 3(1) and Regulation 5(7)(a) for definitions of “public road” and “agricultural premises”.
- The IOM **Quarry (Health and Safety) Regulations 2025**.
 - Referenced in Regulation 3(1) and Regulation 4(6) for the definition and treatment of quarries.
- The IOM **Construction (Design and Management) Regulations 2025**.
 - Referenced in Regulation 4(1)(b) for exemptions related to construction sites.
- The IOM **Licensing and Registration of Vehicles Act 1985**.
 - Referenced in Regulation 4(4) for exemptions related to vehicles used for transport.
- The IOM **Sewerage Act 1999**.
 - Referenced in Regulation 22(3) and section 33 repealed by Regulation 30(c).

- The IOM **Agriculture (Safety, Health and Welfare Provisions) Act 1974**.
 - Sections 3 and 5 repealed by Regulation 30(b).
- The IOM **Factories and Workshops Act 1909**.
 - Section 19 repealed by Regulation 30(a).
- The UK **Health and Safety at Work etc. Act 1974**.
 - The original UK Act is referenced as the source of powers, and applied to the IOM with modifications.
- The UK **Vehicles Excise and Registration Act 1994**.
 - Referenced in Regulation 4(4) for exemptions related to licensed vehicles.
- The UK **Visiting Forces Act 1952**
 - Referenced in Regulation 29(2) for definitions of “home forces” and “visiting forces”.

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.

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

UK HSE **ACOP and guidance** relevant to the **Workplace (Health, Safety & Welfare) Regulations_2025** can be found here:

- [Workplace Health, Safety and Welfare – Approved Code of Practice and guidance for the Workplace \(Health, Safety & Welfare\) Regulations 1992 \(L24, 2nd edition, 2013\).](#)
 - The ACOP and guidance covers key areas such as ventilation, lighting, temperature, cleanliness, room dimensions, seating, traffic routes, sanitary conveniences, rest areas, and welfare facilities.

- [Workplace health, safety and welfare – A short guide for managers \(INDG244 Rev.2, 2007\).](#)
 - Offers an overview geared toward managers, covering essential provisions like lighting, seating, rest facilities, housekeeping, traffic routes, and drinking water.
- [UK HSE “Workplace health, safety and welfare”](#)
 - This UK HSE page outlines the UK law and provides links on shared workplaces, safety signage, emergency procedures, and associated topics.

Summary

The draft IOM **Workplace (Health, Safety and Welfare) Regulations 2025** set clear, practical expectations for employers and workplace managers. They promote healthier, safer, and more inclusive working environments by addressing everything from ventilation and lighting to welfare facilities and accessibility for disabled persons. By consolidating and updating outdated legislation, the draft Regulations offer clarity, consistency, and a strong foundation for improving wellbeing at work, helping employers meet their duties and supporting workers in every sector.

Why your views matter

This consultation gives stakeholders, industry, and the public the chance to provide feedback on the proposed “draft Regulations”. Your views will help ensure that the legislation is clear, practical, and effective in protecting workers’ health.

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 **Workplace (Health, Safety & Welfare) 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 **Workplace (Health, Safety & Welfare) Regulations 2025** legislation attached to 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)