EXPLANATORY MEMORANDUM TO
The Public Interest Disclosure (Prescribed Persons) (Amendment No. 2) Order (Northern Ireland) 2025

S.R. 2025 No. 140

1. Introduction

1.1. This Explanatory Memorandum has been prepared by the Department for the Economy to accompany the Statutory Rule (details above) which is laid before the Northern Ireland Assembly.

1.2. The Statutory Rule is made under Article 67F of the Employment Rights (Northern Ireland) Order 1996 and is subject to the negative resolution procedure.

2. Purpose

2.1. This Statutory Rule updates the Schedule to the Public Interest Disclosure (Prescribed Persons) Order (Northern Ireland) 1999 (the "1999 Order").

2.2. Amendments have been made to the list of prescribed persons to whom a disclosure may be made.

3. Background

3.1. The Public Interest Disclosure (Northern Ireland) Order 1999 gives protection to “whistleblowers” who raise concerns by making a protected disclosure about dangerous or illegal activity that they are aware of in the workplace. Such protection is provided against any consequent victimisation or dismissal and is contingent on whistleblowers having acted in a responsible way in dealing with their concerns. Disclosures are protected if made to a person or body which has been prescribed by the 1999 Order.

4. Consultation

4.1. A formal, public consultation was not considered necessary, as the Order updates existing legislation, to ensure whistleblowers have the same protections across all regions of the UK.

5. Equality Impact

5.1. The Department has carried out a Section 75 screening exercise which showed no impact, direct or indirect, on any of the Section 75 groups. An Equality Impact Assessment was therefore not required.

6. Regulatory Impact

6.1. A Regulatory Impact Assessment has not been prepared for this Order as it

has no impact on business, charities or voluntary bodies.

7. Financial Implications

7.1. There are no financial implications.

8. Section 24 of the Northern Ireland Act 1998

8.1. This legislation complies with Section 24 of the Northern Ireland Act 1998 (Convention Rights, retained EU law etc.).

9. EU Implications

9.1. N/A

10. Parity or Replicatory Measure

10.1. The Order applies to Northern Ireland only. The corresponding Statutory Instrument in Great Britain is the Public Interest Disclosure (Prescribed Persons) Order 2014 (S.I. 2014/2418).

11. Additional Information

11.1. Not applicable.