



Department for the
Economy
www.economy-ni.gov.uk

Guide to the

Public Interest Disclosure

(Northern Ireland) Order 1998
(amended October 2017)



Contents

Introduction	1
What is whistleblowing?	1
Persons who may be protected against unfair dismissal or being subjected to detriment.....	1
What can be disclosed?	3
Qualifying disclosures	3
Disclosures about wrongdoing in the United Kingdom or overseas	3
Disclosures that involve an offence	3
Circumstances in which disclosures are protected ('a protected disclosure')	4
Making a qualifying disclosure to the employer or via internal procedures	4
Making a qualifying disclosure to a prescribed person	4
Making a qualifying disclosure to a legal adviser.....	5
Making a qualifying disclosure to a Minister	5
Making a qualifying disclosure to others.....	5
Making a qualifying disclosure about an exceptionally serious failure	6
Disclosures about health and safety matters.....	7
Contractual duties of confidentiality.....	7
Raising a grievance	8
Industrial tribunals and remedies	9
The role of the prescribed person	10
Who is a prescribed person?.....	10
What is the purpose of the prescribed person?	10
Beyond the role of the prescribed person.....	10
What happens once a disclosure has been reported to a prescribed person?....	10
Managing the whistleblower's expectations.....	11
Annual duty to report.....	11
Prescribed Persons legislation	12
Appendix 1	13
List of Prescribed Persons	13
Appendix 2	25
Advice and Information	25

Introduction

This is a short guide to the Public Interest Disclosure (Northern Ireland) Order 1998¹ ('the Order'), which protects workers who 'blow the whistle' about wrongdoing. The Order amends the Employment Rights (Northern Ireland) Order 1996², and makes provision about the kinds of disclosures which may be protected; the circumstances in which such disclosures are protected; and the persons who may be protected.

The guide is intended to give general guidance only, and should not be regarded as a complete or authoritative statement of the law. Readers should be aware of the possibility of developments in case law that might affect the rights described.

What is whistleblowing?

In general, workers should be able to make disclosures about wrongdoing to their employer, so that problems can be identified and resolved quickly in organisations. Many employers have internal procedures which can be used or adopted for the purpose of facilitating disclosures.

Whistleblowing (or 'making a disclosure') is the term used when a worker passes on information concerning wrongdoing, usually in the workplace. When a whistleblower makes a disclosure to a prescribed person (see the section '[Making a qualifying disclosure to a prescribed person](#)' on page 4) the issue is escalated beyond the employer, as those with investigatory and regulatory functions can consider acting upon the information that has been disclosed to them. In particular, whistleblowers can provide an important source of information to prescribed persons, which will enable prescribed persons to gain a greater understanding of the sectors they regulate/oversee.

Persons who may be protected against unfair dismissal or being subjected to detriment

The provisions introduced by the Order protect most workers from being subjected to a detriment by their employer. Detriment is not defined, but may take a number of forms, such as denial of promotion, facilities, or training opportunities which the employer would otherwise have offered. Employees who are protected by the provisions may make a claim for unfair dismissal if they are dismissed for making a protected disclosure. Workers who are not employees may not claim unfair dismissal; however, if their employer has terminated their contract because they made a protected disclosure, the workers may instead make a complaint that they have been subjected to a detriment.

¹ S.I. 1998/1763 (N.I. 17)

² S.I. 1996/1919 (N.I. 16); as amended by sections 13 to 17 of, and Schedule 3 to (only in relation to the repeals for the Employment Rights (Northern Ireland) Order 1996 (NI 16)), the Employment Act (Northern Ireland) 2016

'Worker' has an especially broad meaning in the case of whistleblowing. As well as employees, it also includes agency workers and people who aren't employed, but are training with employers. Student nurses and student midwives who undertake work experience as part of a course of education or training approved by, or under arrangements with, the Nursing and Midwifery Council fall within the definition of worker for the purpose of protected disclosure. Some self-employed people may be considered to be workers for the purpose of whistleblowing, if they are supervised or work off-site.

What can be disclosed?

Qualifying disclosures³

Certain kinds of disclosures qualify for protection ('qualifying disclosures'). Qualifying disclosures are disclosures of information which the worker reasonably believes are made in the public interest and tend to show that one or more of the following matters is happening now, took place in the past, or is likely to happen in the future:

- a criminal offence;
- a breach of a legal obligation;
- a miscarriage of justice;
- a danger to the health or safety of any individual;
- damage to the environment; or
- a deliberate covering up of information tending to show any of the above matters.

It should be noted that in making a disclosure, the worker must have held a reasonable belief that the information disclosed tends to show one or more of the offences or breaches listed above (referred to as 'relevant failures'). The belief need not be correct - it might be discovered subsequently that the worker was in fact wrong - but the worker must show that it was a reasonable belief in the circumstances at the time of disclosure.

Disclosures about wrongdoing in the United Kingdom or overseas⁴

Protection under the provisions applies even if the qualifying disclosure concerns a relevant failure which took place overseas, or where the law applying to the relevant failure was not that of the United Kingdom.

Disclosures that involve an offence⁵

Disclosure of information by a worker is not a qualifying disclosure if, in making it, the worker commits an offence (e.g. if disclosure was prohibited under the Official Secrets Act 1989⁶).

³ S.I. 1996/1919 (N.I. 16) Article 67B(1)

⁴ S.I. 1996/1919 (N.I. 16) Article 67B(2)

⁵ S.I. 1996/1919 (N.I. 16) Article 67B(3)

⁶ S.I. 1989 c.6

Circumstances in which disclosures are protected ('a protected disclosure')

Making a qualifying disclosure to the employer or via internal procedures

A qualifying disclosure will be a protected disclosure where it is made:

- (a) to the worker's employer, either directly to the employer or by procedures authorised by the employer for that purpose; or
- (b) to another person whom the worker reasonably believes to be solely or mainly responsible for the relevant failure.

Disclosure to the employer will, in most cases, ensure that concerns are dealt with quickly and by the person who is well placed to resolve the problem. In some small companies this may be the owner; but an authorised procedure will be helpful. An existing company procedure may suffice, or such procedures could perhaps be adapted; for example to facilitate confidential disclosures by workers. Internal procedures that are simple to use, readily accessible, and which workers are encouraged to use are more likely to result in disclosure of concerns to the employer first, rather than externally. Employers will wish to consider the best way to secure trust and confidence in such procedures to ensure that they will be used, perhaps by involving the workforce, or their representatives.

Making a qualifying disclosure to a prescribed person⁷

Workers who are concerned about wrongdoing or failures can make disclosures to a person or body which has been prescribed by the Public Interest Disclosure (Prescribed Persons) Order (Northern Ireland) 1999⁸ for the purpose of receiving disclosures about the matters concerned. If a worker makes a qualifying disclosure to such persons or bodies, it will be a protected disclosure provided the worker:

- reasonably believes that the information, and any allegation it contains, is *substantially true*; and
- reasonably believes the disclosure is being made to the right 'prescribed person' (e.g. breaches of health and safety regulations can be brought to the attention of the Health and Safety Executive for Northern Ireland).

A list of prescribed bodies, the description of matters for which they are prescribed, and contact details are shown in [Appendix 1](#). The persons and bodies listed have statutory functions and can provide authoritative advice and guidance to workers about matters properly disclosed to them.

⁷ S.I. 1996/1919 (N.I. 16) Article 67F

⁸ S.R. 1999 No. 401

Making a qualifying disclosure to a legal adviser⁹

A qualifying disclosure will be a protected disclosure if it is made to a legal adviser in the course of obtaining legal advice.

However, a disclosure of information, which would be protected because of legal professional privilege, cannot be a qualifying disclosure if made by the legal adviser (or, say, a typist in the adviser's office) to whom the information was disclosed in the course of obtaining legal advice¹⁰.

Making a qualifying disclosure to a Minister¹¹

A qualifying disclosure made by a worker, employed in a government-appointed organisation, such as a non-departmental public body, will be a protected disclosure if made to a government Minister (either directly or via departmental officials).

Making a qualifying disclosure to others

A qualifying disclosure will be a protected disclosure if the following conditions are met:

Firstly, the worker must:

- reasonably believe that the information, and any allegation contained in it, is *substantially true*;
- **not act for personal gain**; and
- act reasonably, taking into account the circumstances.

In addition, one or more of the following conditions must be met:

- the worker reasonably believed that the employer would subject them to a detriment if disclosure were to be made to the employer or to a prescribed person;
- in the absence of an appropriate prescribed body, the worker reasonably believed that disclosure to the employer would result in the *destruction or concealment of information* about wrongdoing;
- the worker had *previously disclosed* substantially the same information to the employer or to a prescribed person.

The industrial tribunal will decide whether the worker acted reasonably, in all the circumstances, but in particular will take into account:

⁹ S.I. 1996/1919 (N.I. 16) Article 67D

¹⁰ S.I. 1996/1919 (N.I. 16) Article 67B(4)

¹¹ S.I. 1996/1919 (N.I. 16) Article 67E

- *the identity of the person to whom the disclosure was made* (e.g. it may be more appropriate to disclose to a professional body that has responsibility for standards and conduct in a particular field, such as accountancy or medicine, than to the media);
- the *seriousness* of the relevant failure;
- whether the relevant failure *is continuing or is likely to occur again*;
- whether the disclosure breaches the *employer's duty of confidentiality* to others (e.g. information that is made available by the worker may contain confidential details about a client);
- *what action has or might reasonably be expected to have been taken* if a disclosure was made previously to the employer or a prescribed person; and
- whether the worker complied with any *internal procedures* approved by the employer if a disclosure was made previously to the employer.

Making a qualifying disclosure about an exceptionally serious failure¹²

If a worker believes the disclosure is about an exceptionally serious failure in a workplace, the worker does not need to go through the normal channels and can publicly blow the whistle straight away.

The conditions given for blowing the whistle to others will not apply, if the worker:

- reasonably believes that the information disclosed, and any allegation contained in it, is *substantially true*;
- does **not** *act for personal gain*; and
- acts reasonably, taking into account the circumstances.

Also, it must be reasonable for the worker to make the disclosure in view of all the circumstances, having regard in particular to the *identity of the person to whom the disclosure is made*.

It is not enough for something to be an exceptionally serious failure in the worker's opinion alone (e.g. if the worker doesn't agree with a working practice). It must be a matter of fact that something is a genuinely serious failure. An example could be an exceptionally serious health and safety risk that is putting workers' lives at risk.

¹² S.I. 1996/1919 (N.I. 16) Article 67H

Disclosures about health and safety matters

The Employment Rights (Northern Ireland) Order 1996 already provides protection for employees who, in certain circumstances, raise concerns about, or take action in connection with health and safety matters (see Articles 68, 68A and 132 of that Order). For example, the 1996 Order already provides that it is unfair to dismiss employees who act to protect themselves or others from serious and imminent danger.

Protection is provided, as explained above, to any worker who discloses information about a health or safety danger in accordance with the provisions. Clearly, where there is a recognised health and safety representative present, the worker should normally tell the representative about the problem, as it is part of the representative's role to raise such matters with the employer. The existing health and safety protections in the Employment Rights (Northern Ireland) Order 1996, and the provisions introduced by the Order, are therefore complementary.

Contractual duties of confidentiality¹³

Any agreement between a worker and employer, which would prevent the worker from making disclosures protected by the provisions, is void. This applies to any agreement between the employer and worker (it might be a term in a contract of employment or a separate agreement) including agreements settling claims under the provisions.

¹³ S.I. 1996/1919 (N.I. 16) Article 67J

Raising a grievance

It is good practice, where possible, to attempt to resolve problems in the workplace through discussion. General advice on how to do this is set out in the Code of Practice on Disciplinary and Grievance procedures, published by the Labour Relations Agency¹⁴. Information can also be obtained from the Agency's helpline (see [Appendix 2](#) for contact details).

It is important to note, however, that employees do not have to raise a grievance in order to make a protected disclosure.

¹⁴ <https://www.lra.org.uk/publications/agency-publications/advice-and-guidance-on-employment-matters/codes-of-practice/disciplinary-and-grievance-procedures-3rd-april-2011>

Industrial tribunals and remedies

Workers protected by the provisions (including employees) can complain that they have been subjected to detriment by their employer for making a protected disclosure. As noted earlier, 'employees' can make a claim of unfair dismissal; 'workers' who are not employees, and whose contracts have been terminated for making protected disclosures, can claim that they have been subjected to a detriment.

Where a worker is subjected to a detriment by a co-worker in the course of the co-worker's employment with the employer, on the ground that the worker made a protected disclosure, such detriment will be actionable against both the employer and the co-worker.

It should be noted that in order to benefit from protection, whistleblowing claims must satisfy a public interest test and disclosures which can be characterised as being of personal rather than public interest will not be protected. Claimants must also show that they held the belief that the disclosure was in the public interest and was reasonable in the circumstances.

As with many other claims to industrial tribunals, the complaint should normally be made within three months of the dismissal or detriment. The tribunal can also consider a complaint made outside the three-month time limit (either by an employee or by a 'worker'), if the tribunal believed it was not reasonably practicable for the complaint to have been made within the time limit, and that the complaint has been made within a further period as the tribunal considers reasonable.

For unfair dismissal claims, interim relief may also be available, provided the claim is made within seven days of the effective date of the termination of employment.

Where a tribunal finds that a complaint of unfair dismissal is justified, it will order re-instatement or re-employment, or the payment of compensation. Where a tribunal finds a complaint that a worker has been subjected to a detriment well-founded, it will make a declaration to that effect and may order the payment of compensation. However, should a tribunal find that the prescribed disclosure has not been made in good faith it may reduce any award it makes to the worker by no more than 25 per cent.

The role of the prescribed person

Who is a prescribed person? (see the section “[Making a qualifying disclosure to a prescribed person](#)’ on page 4)

The prescribed person provides workers with a mechanism to make their public interest disclosure(s) to an independent body that may be able to act on them.

The Public Interest Disclosure (Prescribed Persons) (Amendment) Order (Northern Ireland) 2014¹⁵ sets out a list of organisations and individuals that a worker may approach outside their workplace to report suspected wrongdoing.

What is the purpose of the prescribed person?

There is an implied role for prescribed persons to play in the whistleblowing process. This role is influenced by the statutory functions specific to each body. The organisations and individuals on the list will have been designated as prescribed persons because they have an authoritative or oversight relationship with the sector, often as a regulatory body.

Beyond the role of the prescribed person

The prescribed person is not responsible for deciding whether the individual who has made the disclosure qualified for protection. However, this will be ultimately decided by an industrial tribunal in contested cases.

What happens once a disclosure has been reported to a prescribed person?

It can be a difficult decision for whistleblowers to make disclosures, especially if they fear a loss of employment by taking the action. Therefore, the prescribed person will have to manage the initial contact sympathetically with the whistleblower, clarify and understand the nature of the disclosure and then take a decision about what further information or action may be required.

All disclosures should be dealt with on a case-by-case basis and to a defined set of policies and procedures, ensuring a consistent approach. The policies and procedures will ensure that whistleblowing staff within the prescribed persons’ organisations is confident in handling whistleblowers and their concerns in a confidential manner.

In so far as their statutory functions beyond the whistleblowing legislation permit, prescribed persons can look into a disclosure and recommend how an employer could rectify the problems they find, either in relation to the employer’s whistleblowing policies and procedures or in relation to the issues which form the substance of the whistleblowing report(s). Depending on statutory powers

¹⁵ S.R. 2014 No. 48

some prescribed persons may be able to take enforcement action should they find evidence of wrongdoing.

Managing the whistleblower's expectations

Prescribed persons should realise that they are often hearing from anxious and distressed individuals, who fear reprisal as a result of making a disclosure, and also the perception that no action will be taken if they do not make the decision to 'blow the whistle'. The whistleblower's concerns will have to be alleviated and trust and confidence built upon.

Therefore, it is good practice for the prescribed person to:

- set out clear policies and procedures - publish information on the processes followed for disclosures raised with them, how they investigate and how information provided by whistleblowers is used;
- set realistic expectations - by clearly explaining the statutory powers and remit of the prescribed person to the whistleblower, the whistleblower will have more realistic expectations of the prescribed person and will be less likely to feel that the disclosure has been ignored;
- ensure confidentiality - it should be made clear to the whistleblower what can and cannot be promised with regards to confidentiality;
- accept anonymity – in some circumstances individuals may not wish to provide their details. Prescribed persons should accept completely anonymous reports; and
- provide feedback - It is important where possible to provide feedback to the whistleblower, but policy should also set out what restrictions there may be for providing feedback to the whistleblower.

Clear contact details should also be readily available, so that the whistleblower can easily approach the relevant prescribed person.

Annual duty to report

Following commencement of section 15 of the Employment Act (Northern Ireland) 2016¹⁶ and further consultation, the Department may make regulations to require prescribed persons to report annually on disclosures of information made to them by workers. This measure will increase transparency in the way that whistleblowing disclosures are dealt with and raise confidence among whistleblowers that their disclosures are taken seriously. Producing annual reports highlighting the number of disclosures received and how they were taken forward will go some way to assure individuals who blow the whistle that action is taken in respect of their disclosures.

¹⁶ 2016 c.15 (N.I.)

Prescribed Persons legislation

The persons prescribed by the Department for the Economy to whom disclosures of information may be made under the Order, and the description of matters in respect of which they are prescribed, are shown in [Appendix 1](#).

The organisations and individuals on the list usually have been designated as prescribed persons because they have an authoritative or oversight relationship with the sector, often as a regulatory body.

The list of Prescribed Persons has been amended in line with The Public Interest Disclosure (Prescribed Persons) (Amendment) Order (Northern Ireland) 2014, which came into operation on 6 April 2014¹⁷. This list is currently being revised.

¹⁷ S.R. 2014 No. 48

Appendix 1

List of Prescribed Persons and description of matters in respect of which they are prescribed (as of 6 April 2014):

Certification Officer for Northern Ireland

Certification Office
10-16 Gordon Street
BELFAST
BT1 2LG

Fraud, and other irregularities, relating to the financial affairs of trade unions and employers' associations.

Telephone: 028 9023 7773
Email: info@nicertoffice.org.uk
Website: www.nicertoffice.org.uk

Civil Aviation Authority

Secretary and Legal Adviser
CAA House
45-59 Kingsway
LONDON
WC2B 6TE

Compliance with the requirements of civil aviation legislation, including aviation safety and aviation security.

Telephone: 020 7379 7311 (legal adviser)
0330 022 1500 (main)
Email: infoservices@caa.co.uk
Website: www.caa.co.uk

Competition and Markets Authority

Victoria House
37 Southampton Row
London
WC1B 4AD

Matters concerning the sale of goods or the supply of services, which adversely affect the interests of consumers. Competition affecting markets in the United Kingdom.

Telephone: 020 3738 6000
Email: general.enquiries@cma.gsi.gov.uk
Website: www.gov.uk/cma

Comptroller and Auditor General for Northern Ireland

Northern Ireland Audit Office
106 University Street
BELFAST
BT7 1EU

The proper conduct of public business, value for money, fraud and corruption in relation to the provision of centrally funded public services and health service bodies.

Telephone: 028 9025 1000
Email: info@niauditoffice.gov.uk
Website: www.niauditoffice.gov.uk

Criminal Cases Review Commission

5 St Philip's Place
BIRMINGHAM
B3 2PW

Telephone: 0121 233 1473
Email: info@ccrc.x.gsi.gov.uk
Website: www.ccrcc.gov.uk

Investigation of alleged or suspected miscarriages of justice from the criminal courts of England, Wales and Northern Ireland and from the Military Court and Service Civilian Court, and where appropriate, referral of cases to the relevant appeal court.

Department of Agriculture, Environment & Rural Affairs

Dundonald House
Upper Newtownards Road
Ballymiscaw
BELFAST
BT4 3SB

Telephone:
0300 200 7852 (General)
0300 200 7845 (Environment)
0300 200 7843 (Farming)
0300 200 7844 (Fisheries)
0300 200 7847 (Forests)
0300 200 7860 (Inland Fisheries)

Email: daera.helpline@daera-ni.gov.uk
Website: www.daera-ni.gov.uk

Matters relating to-

- (a) acts or omissions which have an actual or potential effect on the flows in watercourses or on drainage of land;
- (b) acts or omissions which have an adverse or potentially adverse effect on fish in the sea and fish health;
- (c) acts or omissions which have an adverse or potentially adverse effect on forests;
- (d) acts or omissions which could breach or potentially breach the Northern Ireland Cross-Compliance verifiable standards; and
- (e) acts or omissions which have an adverse or potentially adverse effect on animal health, veterinary public health or animal welfare.

Department of Agriculture, Environment & Rural Affairs

Inland Fisheries
Klondyke Building
Cromac Street
BELFAST
BT7 2JA

Telephone: 028 9025 8825
0300 200 7860
Email: daera.helpline@daera-ni.gov.uk
Website: www.daera-ni.gov.uk

Acts or omissions which have an adverse or potentially adverse effect on inland fisheries or on migratory eels, salmon or trout.

Department for the Economy

Netherleigh
Massey Avenue
BELFAST
BT4 2JP

Telephone: 028 9052 9900

Email: dfemail@economy-ni.gov.uk
Website: www.economy-ni.gov.uk/contact

Matters relating to-

- (a) compliance with the requirements of consumer protection and fair trading legislation; and
- (b) fraud or misconduct involving companies which are in compulsory liquidation, creditors' voluntary liquidation, administration or administrative receivership.

Department of Agriculture, Environment & Rural Affairs

Inland Fisheries
Klondyke Building
Cromac Street
BELFAST
BT7 2JA

Telephone: 028 9025 8825
0300 200 7860

Email: daera.helpline@daera-ni.gov.uk
Website: www.daera-ni.gov.uk

Acts or omissions which have an actual or potential effect on the environment or the management or regulation of the environment including those relating to pollution.

Department for Communities

Level 2
The Lighthouse Building
Gasworks Business Park
Ormeau Road
BELFAST
BT7 2JB

Telephone: 0300 200 7821
Website: www.communities-ni.gov.uk/contact

Matters relating to-

- (a) the registration and operation of registered social landlords, including their administration of public and private funds and management of their housing stock;
- (b) fraud and other misconduct in relation to the administration and payment of Urban Regeneration and Community Development grants.

Director of the Serious Fraud Office

2-4 Cockspur Street
LONDON SW1Y 5BS
Telephone: 020 7239 7272,
020 7239 7152

Email: public.enquiries@sfo.gsi.gov.uk
Website: www.sfo.gov.uk

Serious or complex fraud and corruption.

Financial Conduct Authority

Financial Conduct Authority
25 The North Colonnade
Canary Wharf
London
E14 5HS

Telephone: (UK) 0300 500 8082
(Abroad) +44 207 066 1000
Email: firm.queries@fca.org.uk
consumer.queries@fca.org.uk
Website: www.fca.org.uk

The listing of securities on a stock exchange; prospectuses on offers of transferable securities to the public; the carrying on of investment business or of insurance business; the operation of banks and building societies, deposit – taking businesses and wholesale money market regimes; the operation of friendly societies, benevolent societies, working men’s clubs, specially authorised societies, and industrial and provident societies; the functioning of financial markets and investment exchanges; money laundering, financial crime, and other serious financial misconduct, in connection with activities regulated by the Financial Conduct Authority.

Food Standards Agency

10c Clarendon Road
BELFAST
BT1 3BG

Telephone: 028 9041 7700
Email: helpline@foodstandards.gsi.gov.uk
Website: www.food.gov.uk

Matters which may affect the health of any member of the public in relation to the consumption of food and other related matters concerning the protection of the interests of consumers in relation to food.

General Chiropractic Council

44 Wicklow Street
London
WC1X 9HL

Telephone: 020 7713 5155
Email: enquiries@gcc-uk.org
Website: www.gcc-uk.org

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

General Dental Council

37 Wimpole Street
London
W1G 8DQ

Telephone: 020 7167 6000
Website: contactus.gdc-uk.org

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

General Medical Council

3 Hardman Street
Manchester
M3 3AW

Telephone: 0161 923 6602
Email: gmc@gmc-uk.org
Website: www.gmc-uk.org

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

General Osteopathic Council

Osteopathy House
176 Tower Bridge Road
London
SE1 3LU

Telephone: 020 7357 6655
Email: info@osteopathy.org.uk
Website: www.osteopathy.org.uk

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

Health and Care Professions Council

Park House
184 Kennington Park Road
London
SE11 4BU

Telephone: 0300 500 6184
Email: secretariat@hcpc-uk.org
Website: www.hcpc-uk.co.uk

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

Health and Safety Executive for Northern Ireland

83 Ladas Drive
BELFAST
BT6 9FR

Telephone: 080 0032 0121 or
028 9024 3249
Email: mail@hseni.gov.uk
Website: www.hseni.gov.uk

Matters which may affect the health or safety of any individual at work; matters which may affect the health or safety of any member of the public, arising out of, or in connection with, the activities of persons at work.

Her Majesty's Revenue and Customs

Information Governance
HM Revenue and Customs
100 Parliament Street
LONDON

Value added tax, insurance premium tax, excise duties and landfill tax.
The import and export of prohibited or restricted goods.

SW1A 2BQ

Website: www.gov.uk/contact-hmrc

Income tax, corporation tax, capital gains tax, petroleum revenue tax, inheritance tax, stamp duties, national insurance contributions, statutory maternity pay, statutory sick pay, tax credits, child benefits, collection of student loans and the enforcement of the national minimum wage. Matters relating to the Commissioners' functions as the supervisory authority for estate agents pursuant to regulation 23(1)(d)(vii) of the Money Laundering Regulations 2007.

Information Commissioner NI

3rd Floor
14 Cromac Place
Belfast
BT7 2JB

Compliance with the requirements of legislation relating to data protection and to freedom of information.

Telephone: 030 3123 1114 or
028 9027 8757

Email: ni@ico.org.uk

Website: ico.org.uk

Local government auditors appointed by the Department for Communities from the staff of the Northern Ireland Audit Office

The Chief Local Government Auditor
Northern Ireland Audit Office
106 University Street
BELFAST
BT7 1EU

The proper conduct of public business, value for money, fraud and corruption in district councils, joint committees, the Northern Ireland Local Government Officers' Superannuation Committee and the Local Government Staff Commission for Northern Ireland.

Telephone: 028 9025 1000

Email: info@niauditoffice.gov.uk

Website: www.niauditoffice.gov.uk

Northern Ireland Commissioner for Children and Young People

Equality House
7-9 Shaftesbury Square
BELFAST
BT2 7DP

Matters relating to the safeguarding and promotion of the rights and best interests of children and young people.

Telephone: 028 9031 1616

Email: info@niccy.org

Website: www.niccy.org

Northern Ireland District Councils

Individual Council numbers listed in The Phone Book or at www.nidirect.gov.uk

Matters which may affect the health or safety of any individual at work; matters which may affect the health or safety of any member of the public, arising out of or in connection with the activities of persons at work. Compliance with the requirements of consumer protection legislation. Compliance with the requirements of food safety legislation.

Northern Ireland Human Rights Commission

Temple Court
39 North Street
BELFAST
BT1 1NA

Matters which engage human rights.

Telephone: 028 9024 3987
Email: info@nihrc.org
Website: www.nihrc.org

Northern Ireland Social Care Council

7th Floor
Millennium House
19-25 Great Victoria Street
BELFAST
BT2 7AQ

Matters relating to-

- (a) the registration and regulation of social workers and social care workers under the Health and Personal Social Services Act (Northern Ireland) 2001; and
- (b) the regulation of education and training in social work and social care work.

Telephone: 028 9536 2600
Email: info@niscc.hscni.net
Website: www.niscc.info

Nursing and Midwifery Council

23 Portland Place
London
W1B 1PZ

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

Telephone: 020 7637 7181
Email: UKenquiries@nmc-uk.org
Website: www.nmc.org.uk

Office of Communications Northern Ireland

2nd Floor
Landmark House
5 Cromac Quay
The Gasworks
Ormeau Road

Matters relating to-

- (a) the provision of electronic communications networks and services and the use of the electromagnetic spectrum;

BELFAST
BT7 2JD

Telephone: 028 9041 7500
Email: ofcomnorthernirelandoffice@ofcom.org.uk
Website: www.ofcom.org.uk

- (b) broadcasting and the provision of television and radio services;
- (c) media ownership and control;
- (d) competition in communications markets; and
- (e) postal services regulation.

Office of Qualifications and Examinations Regulation

Northern Ireland Office
2nd Floor
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Matters in relation to which the Office of Qualifications and Examinations Regulation exercises functions under the Apprenticeships, Skills, Children and Learning Act 2009.

Telephone: 028 9033 0706 or
030 0303 3344
Email: infolni@ofqual.gov.uk
Website: <http://ofqual.gov.uk>

Pensions Regulator

Napier House
Trafalgar Place
BRIGHTON
BN1 4DW

Matters relating to occupational pension schemes and other private pension arrangements including matters relating to the Pensions Regulator's objective of maximising compliance with the duties under Chapter 1 of Part 1 (and the safeguards in sections 50 and 54) of the Pensions (No. 2) Act (Northern Ireland) 2008.

Telephone: 0845 600 0707 or
0345 600 5666
Website: www.thepensionsregulator.gov.uk
Email: customersupport@thepensionsregulator.gov.uk

Pharmaceutical Society Northern Ireland

73 University Street
Belfast
BT7 1HL

- Matters relating to-
- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
 - (b) any activities not covered by (a) in relation to which the Council has functions.

Telephone: 028 9032 6927
Email: info@psni.org.uk
Website: www.psni.org.uk

Prudential Regulation Authority

20 Moorgate
London
EC2R 6DA

Telephone: 020 3461 7000
Email:
PRA.FirmEnquiries@bankofengland.co.uk
Website: www.bankofengland.co.uk

The carrying on of investment business or of insurance business; the operation of banks and building societies, deposit-taking businesses and wholesale money market regimes; the operation of friendly societies, benevolent societies, working men's clubs, specially authorised societies, and industrial and provident societies.

Registrar of Credit Unions and Industrial and Provident Societies

Department for the Economy
Adelaide House
39-49 Adelaide Street
BELFAST
BT2 8FD

Telephone: 028 9025 7977
Email: registry.info@economy-ni.gov.uk
Website: www.economy-ni.gov.uk/contacts/registry-credit-unions-and-industrial-provident-societies

The operation of credit unions and industrial and provident societies.

Regulation and Quality Improvement Authority

9th Floor
Riverside Tower
5 Lanyon Place
BELFAST
BT1 3BT

Telephone: 028 9051 7500
Email: info@rqia.org.uk
Website: https://www.rqia.org.uk

Matters relating to the quality, safety, and availability of health and social care services provided by statutory, independent, community and voluntary providers in Northern Ireland.

Secretary of State for Business, Energy and Industrial Strategy

1 Victoria Street
London
SW1H 0ET

Telephone: 020 7215 5000
Email: enquiries@beis.gov.uk
Website:
www.gov.uk/government/ministers/secretary-of-state-for-business-energy-and-industrial-strategy

Matters relating to fraud and other misconduct, in relation to companies, investment business, insurance business, or multi-level marketing schemes (and similar trading schemes).

Secretary of State for Transport (Maritime and Coastguard Agency)

Secretary to the Executive Board
Maritime and Coastguard Agency
Spring Place
105 Commercial Road
SOUTHAMPTON
SO15 1EG

Compliance with merchant shipping law, including maritime safety.

Telephone: 0203 817 2000
Email: infoline@mcga.gov.uk
Website:
www.gov.uk/government/ministers/secretary-of-state-for-transport

The Bank of England

Threadneedle Street
LONDON
EC2R 8AH

The functioning of clearing houses.

Telephone: 020 7601 4878
Email: enquiries@bankofengland.co.uk
Website: www.bankofengland.co.uk

The Charity Commission for Northern Ireland

257 Lough Road
Lurgan
CRAIGAVON
BT66 6NQ

The proper administration of charities and of funds given or held for charitable purposes.

Telephone: 028 3832 0220
Email:
admin@charitycommissionni.org.uk
Website: www.charitycommission.org.uk

The Financial Reporting Council Limited and its Conduct Committee

8th Floor
125 London Wall
LONDON
EC2Y 5AS

Matters relating to—
(a) the independent oversight of the regulation of the accountancy, auditing and actuarial professions;
(b) the independent supervision of Auditors General (as defined in section 1226 of the Companies Act 2006);
(c) the monitoring of major audits (as defined in section 525 of that Act for the purposes of that section or section 522, or paragraph 13(10) of Schedule 10 to

Telephone: 020 7492 2300
Email: enquiries@frc.org.uk
Website: www.frc.org.uk

that Act for the purposes of that paragraph);

- (d) the registration of third country auditors (as defined in section 1261 of that Act);
- (e) compliance with the requirements of legislation relating to accounting and reporting;
- (f) the investigation of the conduct of auditors, accountants and actuaries and the holding of disciplinary hearings in public interest cases (as defined in paragraph 24 of Schedule 10 to that Act); and
- (g) the determination of sanctions against auditors (as defined in paragraph 23 of Schedule 10 to that Act).

Treasury

1 Horse Guards Road
LONDON
SW1A 2HQ

Telephone 020 7270 5000

Email:

public.enquiries@HMTreasury.gsi.gov.uk

Website:

<https://www.gov.uk/government/organisations/hm-treasury>

The carrying on of insurance business.

Northern Ireland Authority for Utility Regulation

Queens House
14 Queen Street
BELFAST
BT1 6ED

Telephone 028 9031 1575

Email: info@uregni.gov.uk

Website: www.uregni.gov.uk

Matters relating to-

- (a) the regulation of the generation, transmission, distribution and supply of electricity, and activities ancillary to these matters;
- (b) the regulation of the conveyance, storage and supply of gas through pipes, and activities ancillary to these matters;
- (c) the regulation of the abstraction, treatment, distribution and supply of drinking water to the public and activities ancillary to these matters; and

- (d) the regulation of the collection, treatment and disposal of waste water and sewage sludge and activities ancillary to these matters.

The Loughs Agency of the Foyle, Carlingford & Irish Lights Commission

22 Victoria Road
LONDONDERRY
BT47 2AB

Acts or omissions which have an adverse or potentially adverse effect on inland fisheries or on migratory salmon or trout.

Telephone 028 7134 2100
Email: general@loughs-agency.org
Website: www.loughs-agency.org

The General Optical Council

10 Old Bailey
LONDON
EC4M 7NG

Matters relating to-

- (a) the registration and fitness to practice of a member of a profession regulated by the Council; and
- (b) any activities not covered by (a) in relation to which the Council has functions.

Telephone: 020 7580 3898
Email: goc@optical.org
Website: www.optical.org

A person (“person A”) carrying out functions, by virtue of legislation, relating to relevant failures falling within one or more matters within a description of matters in respect of which another person (“person B”) is prescribed by this Order, where person B was previously responsible for carrying out the same or substantially similar functions and has ceased to be so responsible.

Matters falling within the description of matters in respect of which person B is prescribed by this Order, to the extent that those matters relate to functions currently carried out by person A.

Appendix 2

Advice and Information

Labour Relations Agency (LRA)

The LRA operates a helpline which deals with queries about employment matters, including the rights and obligations arising out of employment law. The service is available to any individual or organisation free of charge. Any worker who contacts the LRA will wish to bear in mind the distinction between seeking information about the provisions of the Public Interest Disclosure (Northern Ireland) Order 1998, and the requirements attached to making a protected disclosure, as explained in the section [Circumstances in which disclosures are protected \(a 'protected disclosure'\)](#) on page 4 of this guide.

The LRA may be contacted at the following addresses:

HEAD OFFICE
2-16 Gordon Street
Belfast
BT1 2LG

REGIONAL OFFICE
1-3 Guildhall Street
Londonderry
BT48 6BB

Telephone: 028 9032 1442
Website: www.lra.org.uk
Email: info@lra.org.uk

Telephone: 028 7126 9639

Public Concern at Work (PCaW)

PCaW is an independent organisation which can provide guidance and training to employers on whistleblowing and can also offer free advice to employees unsure of whether or how to raise a concern about workplace wrongdoing. PCaW may be contacted at the following address:

Public Concern at Work
7-14 Great Dover Street
LONDON
SE1 4YR

Telephone: 020 3117 2520 (general enquiries and helpline)
020 7404 6609 (Whistleblowing Advice Line)
Website: www.pcaw.org.uk
Email: whistle@pcaw.org.uk (Whistleblowing)
services@pcaw.org.uk (Business Support)

Further information:

e-mail: **employment.rights@economy-ni.gov.uk**

website: **www.economy-ni.gov.uk**



Department for the

Economy

www.economy-ni.gov.uk