



**Isle of Man  
Government**

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## **CONSULTATION RESPONSES**

### **Whistleblowing (Confidential Reporting)**

#### **Policy and Guidance**

Office of Human Resources, Cabinet Office  
October 2022

# Whistleblowing Policy - Consultation

## 1. Introduction

- 1.1 The consultation exercise was designed to invite comments on the revised Whistleblowing (Confidential Reporting) Policy and Guidance to replace the current Whistleblowing Policy, which was last reviewed in 2016, following recommendations made by the Tynwald Select Committee on Whistleblowing.
- 1.2 The Whistleblowing Policy and Procedure was revised to improve the whistleblowing process by:
- i. Making it clearer who is responsible for managing a Whistleblowing concern,
  - ii. Separating the document into a statement of policy and principles and a separate appendix containing a formal procedure
  - iii. Restricting what can be subject to a Whistleblowing Concern to only those matters which in law are regarded as protected disclosures (otherwise other procedures should be used such as Fairness at Work or discipline).

The aim of the review was undertaken to have a Whistleblowing Policy and Procedure in place pending further changes that will be required in the future once revised legislative framework is in place as per the agreed recommendations of the Select Committee.

## 2. Consultation Process

- 2.1 On 7 July 2021 the consultation document was published on the Isle of Man Government Consultation Hub. Responses were invited to be submitted by 17 August 2021.
- 2.2 A total of 25 responses were received and these are listed at **Annex A**.

## 3. General Comments

- 3.1 The proposed revisions to the Policy were generally supported by consultees, who welcomed the clarity and guidance it offered on this subject.
- 3.2 Several consultees proposed additional content to support the principles of the Policy.
- 3.3 It was noted that the clear definition as to what Whistleblowing actually was and the glossary of terms contained within the policy were helpful.

## 4. Conclusions

- 4.1 Following recommendations made by the Tynwald Select Committee on Whistleblowing, the Isle of Man Government Whistleblowing Policy and Procedure has been:
- a. revised to make it clearer who is responsible for managing a whistleblowing concern,

- b. formatted to separate policy and principles from the actual procedure in order to make the document easier to understand,
- c. revised to give clear information on the restrictions regarding what can be subject to a Whistleblowing Concern to those matters which in law are regarded as protected disclosures.

## **5. Revised Whistleblowing Policy**

- 5.1 The revised Isle of Man Government Whistleblowing Policy was published on 14 October 2022.

### **Annex A**

<b>List of Respondents</b>	
1.	Department of Infrastructure
2.	The Treasury
3.	Manx Utilities
4.	Crown and External Relations Division
5.	NASUWT
6.	Association of School and College Leaders
7.	In addition 20 individuals responded