STATUTORY RULES OF NORTHERN IRELAND

2026 No. [ ]

EMPLOYMENT

[DRAFT] The Public Interest Disclosure (Prescribed Persons) (Amendment) Order (Northern Ireland) 2027

Made - - - - [date]

Coming into operation [date]

The Department for the Economy makes the following Order in exercise of the powers conferred by Article 67F of the Employment Rights (Northern Ireland) Order 1996(**1**) and now vested in it(**2**).

Citation and commencement

1. This Order may be cited as the Public Interest Disclosure (Prescribed Persons) (Amendment) Order (Northern Ireland) 2027 and shall come into operation on [date] 2027.

Amendment

2.—(1) The Schedule to the Public Interest Disclosure (Prescribed Persons) Order (Northern Ireland) 1999(**3**) is amended in accordance with paragraphs (2) to (5).

(2) At the appropriate place insert—

"Creative Industries Independent Standards Authority(**4**)	Matters relating to compliance with the Creative Industries Independent Standards Authority's Standards as they have effect on [date] 2027(**5**) (including in relation to harassment (sexual or otherwise), discrimination, victimisation and risks to health or safety), by individuals or organisations in the film, television, music and theatre industries.".

(**1**) S.I. 1996/1919 (N.I. 16); Article 67F was inserted by Article 3 of the Public Interest Disclosure (Northern Ireland) Order 1998 (S.I. 1998/1763 N.I. 17) and amended by section 14(1)(c) of the Employment Act (Northern Ireland) 2016 (c.15 (N.I.))

(**2**) The functions of the Department of Economic Development under the Employment Rights (Northern Ireland) Order 1996 were transferred to the Department of Higher and Further Education, Training and Employment by Article 4(b) of, and Schedule 2, Part 2 to, the Departments (Transfer and Assignment of Functions) Order (Northern Ireland) 1999 (S.R. 1999 No. 481). The Department of Higher and Further Education, Training and Employment was renamed the Department for Employment and Learning by section 1(1) of the Department for Employment and Learning Act (Northern Ireland) 2001 (c.15 (N.I.)), and following the dissolution of that department by section 1(10) of the Departments Act (Northern Ireland) 2016 (c.5 (N.I.)), its functions under the Employment Rights (Northern Ireland) Order 1996 were transferred to the Department for the Economy by Article 6(1)(c) of the Departments (Transfer of Functions) Order (Northern Ireland) 2016 (S.R. 2016 No. 76)

(**3**) S.R. 1999 No. 401; amended by S.I. 2013/472, S.I. 2014/631, S.I. 2017/516, S.I. 2017/692, S.I. 2017/1064, S.I. 2017/1127, S.R. 2022 No. 72, S.R. 2022 No. 290, S.I. 2024/107, S.I. 2024/705, S.R. 2025 No. 13 and S.R. 2025 No. 140

(**4**) The Creative Industries Independent Standards Authority is a company limited by guarantee registered in England and Wales (registered under the company name: The Creative Industries ISA, Company No.14615723)

(**5**) The Creative Industries Independent Standards Authority (CIISA) Standards dated February 2025 can be accessed at https://ciisa.org.uk/wp-content/uploads/2025/02/CIISA-Standards-Framework-2025.pdf. This online version constitutes the official version. Arrangements for inspection of a physical copy are a matter for the CIISA

(3) In the entry relating to the Financial Conduct Authority, in Column (2) (descriptions of matters)—

(a) at the end of paragraph (u), omit "and";

(b) after paragraph (u), insert—

"(w) the conduct of providers of a post-trade risk reduction service within the meaning given by the Glossary of the FCA Handbook(**6**) made by the Financial Conduct Authority under the Financial Services and Markets Act 2000(**7**) as it has effect on [date]

(x) the conduct of cryptoasset businesses registered under the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017(**8**); and

(y) the conduct of persons subject to designated activity rules made under section 71N of the Financial Services and Markets Act 2000 by virtue of regulations 14, 15 and 17 of the Public Offers and Admissions to Trading Regulations 2024(**9**).".

(4) In the entry relating to the Office of Communications, in Column (2) (descriptions of matters)—

(a) at the end of paragraph (f), omit "and";

(b) at the end of paragraph (g), for "." substitute "; and";

(c) after paragraph (g), insert—

"(h) any activities not covered by (a) to (g) in relation to which the Office of Communications has functions.".

(5) At the appropriate place insert—

"Security Industry Authority(**10**)	Matters relating to the functions of the Security Industry Authority relating to— (a) offences under the Private Security Industry Act 2001(**11**); (b) whether an individual or business is fit and proper for the purpose of holding a licence or obtaining approval from the Security Industry Authority; and (c) conduct which may undermine the regulation of security operatives and approved providers of security industry services under the Private Security Industry Act 2001.".

(**6**) The Handbook made by the Financial Conduct Authority is available on https://handbook.fca.org.uk/handbook. This includes the Glossary referred to. Copies can be obtained from the Financial Conduct Authority, 12 Endeavour Square, London, E20 1JN, where they are also available for inspection

(**7**) 2000 c.8

(**8**) S.I. 2017/692 amended by the Financial Services and Markets Act 2000 (Cryptoassets) Regulations 2026 (S.I. 2026/102)

(**9**) S.I. 2024/105

(**10**) The Security Industry Authority was established by section 1 of the Private Security Industry Act 2001 (c. 12)

(**11**) 2001 c.12

Sealed with the Official Seal of the Department for the Economy on [date].

[name]
A senior officer of the Department for the Economy

EXPLANATORY NOTE

(This note is not part of the Order)

This Order amends the Schedule to the Public Interest Disclosure (Prescribed Persons) Order (Northern Ireland) 1999 (S.R. 1999 No. 401) (the "1999 Order").

The Employment Rights (Northern Ireland) Order 1996 (the "1996 Order") provides protection for workers who suffer a detriment or are dismissed as a result of making a protected disclosure. A protected disclosure is a qualifying disclosure within the meaning of Article 67B of the 1996 Order made in accordance with Articles 67C to 67H of that Order. Article 67F of the 1996 Order provides that protection applies where a worker makes a qualifying disclosure to a person prescribed under the 1999 Order, and reasonably believes that the failure disclosed falls within the matters in respect of which that person is prescribed and that the information disclosed, and any allegation contained in it, is substantially true. The Schedule to the 1999 Order lists the prescribed persons and the matters in respect of which they are prescribed for the purposes of Article 67F.

This Order amends the Schedule to the 1999 Order to include the Creative Industries Independent Standards Authority and the Security Industry Authority as prescribed persons. It also updates the descriptors of matters in respect of which the Financial Conduct Authority and the Office of Communications are prescribed.

A regulatory impact assessment has not been produced for this Order as no significant impact on the private, voluntary or public sectors is foreseen. A section 75 screening exercise was completed and concluded that a full Equality Impact Assessment was not required.