

Whistleblowing Report – Where are we now?

Since leaving a government department role at Infrastructure in May this year, I have spoken to and met many whistle-blowers who wanted to share their experiences of the system.

Some are past cases and others are going through the process now. I have been clear with them all that I cannot get involved in individual cases but will use the shared information in a report to highlight the ongoing issues. Again, I won't go in to specific cases but present the common findings.

More on this later but it is best to start this report by looking back to the establishment of a Select Committee of Tynwald to review the effectiveness of Government's current whistleblowing policy and any relevant legislation.

This was formed on 20th March 2018 with Mrs Edge MHK, Mrs Sharpe MLC and Mrs Poole-Wilson elected to the Committee.

Mrs Edge became the Chair.

Here is a link to all to the Committee's final report from December 2020 with all the relevant evidence gathered:

[Committee Report Template - Clean \(tynwald.org.im\)](https://www.tynwald.org.im/spfile?file=/business/pp/Reports/2020-PP-0199.pdf)

<https://www.tynwald.org.im/spfile?file=/business/pp/Reports/2020-PP-0199.pdf>

There were a series of conclusions and recommendations made:

We conclude the evidence we have heard and seen suggests that the experience of whistle-blowers in the Isle of Man is similar to that in other places and that more needs to be done to protect them from retaliatory behaviour.

We conclude that where concerns are raised in the public interest, there is rarely any personal benefit; it is therefore appropriate that protection from detriment is available.

RECOMMENDATION 1 - The Manx legislation regarding protected disclosures should be amended to include a public interest test and vicarious liability for employers.

We conclude that, there is a requirement to mitigate the risk of conflicts of interest and to simplify the regulations relating to prescribed persons in our Island community.

We conclude that there is a poor level of compliance with the Isle of Man Government Whistleblowing policy and it is not fit for purpose; this is, at least in part, due to the fact that it is poorly articulated. Cases take too long to resolve and often the initial concern appears lost in protracted investigations about who is to blame. Failure to provide feedback to the person who has reported a concern leads to a perception that issues are being ignored or covered up.

RECOMMENDATION 2 - The Isle of Man Government Whistleblowing policy and guidance should be rewritten to encourage reporting of concerns, make it clear and accessible to the lay person and remove duplication.

RECOMMENDATION 3 - The Isle of Man Government Whistleblowing policy training must be compulsory with a refresher session completed every five years.

We conclude that given the complexity, and apparent lack of understanding of protected disclosures, that consideration should be given to raising the time limit for lodging related complaints in the Employment and Equality tribunal to six months.

We conclude that this system, where a person risks losing their home in order to seek compensation for loss of earnings in a situation where they have

suffered a detriment due to raising a concern, is failing; it fails the whistleblower who, in addition to incurring significant legal costs, with little prospect of recovery, may suffer many months of anxiety and disruption to their lives for which they can receive a maximum of £5,000 personal compensation; it also fails the employer who, as well as incurring significant administrative and legal costs in dealing with the case, is losing a member of staff who was prepared to speak up about a concern.

We conclude that addressing public interest concerns is a priority and independent monitoring is required to ensure matters have been properly investigated and the conclusion reached is that with which a reasonable person would agree; any disciplinary matter should be dealt with separately once the concern has been addressed.

We conclude that it is important that all parties in a whistleblowing case are provided with access to personal support; mediation and other processes, which allow difficulties in relationships and personal stress to be addressed, are important but they must run alongside a robust process for addressing the public interest concerns raised.

We conclude the aim must be to have a culture where it is normal to raise concerns and for them to be addressed; however, this is not the experience of people we heard from and does not appear to be what happened in a number of cases we reviewed.

We conclude that although regulatory and inspection organisations require government funding there is a need for all such bodies to be identified and placed at arm's length like the Information Commissioner or Manx Industrial Relations Service.

We conclude that formal oversight is a tried and tested method of making organisations deal responsibly with issues they would rather ignore.

RECOMMENDATION 4 - That the Council of Ministers report to Tynwald by May 2021 with plans to establish an independent Isle of Man Government Concerns at Work service by January 2022 to oversee the management of all

public concerns raised in Isle of Man Government, and to review all non-disclosure agreements, to ensure that any concerns raised have been addressed and to report annually to Tynwald.

We conclude that in order to provide adequate protection for all whistleblowers, from the point at which a disclosure is made, the legal provision in the Isle of Man needs to be removed from employment law and placed on a separate statutory footing.

RECOMMENDATION 5 - That legislation for an all-encompassing statutory framework, to encourage the raising of public interest concerns, the provision of monitoring and support, protection for whistleblowers and penalties for non-compliance, is included in the Isle of Man Government 2021-22 legislative programme; and the independent Isle of Man Government Concerns at Work service expanded to provide the required oversight for the whole Island.

The Council of Ministers responded in February 2021 and here is a link to the full reply:

<https://www.tynwald.org.im/spfile?file=/business/opqp/sittings/20182021/2021-GD-0007.pdf>

The matter was debated in Tynwald at the February 2021 sitting – here is a link to the Order Paper:

<https://www.tynwald.org.im/spfile?file=/business/opqp/opqp/2021-PP-0018.pdf>

Here is the Hansard recording of the above debate in Tynwald:

<https://www.tynwald.org.im/spfile?file=/business/OPHansardIndex1821/7045.pdf>

In summary, what eventually was voted through, with the appropriate amendments is as follows:

AMENDED RECOMMENDATION 1 - The Manx legislation regarding protected disclosures should be amended to include a public interest test. The Department for Enterprise will consult on whether the Manx legislation should also be amended to include vicarious liability for employers and whether there need be good faith attaching to a disclosure.

RECOMMENDATION 2 - The Isle of Man Government Whistleblowing policy and guidance should be rewritten to encourage reporting of concerns, make it clear and accessible to the lay person and remove duplication.

RECOMMENDATION 3 - The Isle of Man Government Whistleblowing policy training must be compulsory with a refresher session completed every five years.

AMENDED RECOMMENDATION 4 - That Tynwald is of the opinion that as an interim measure the Tynwald Auditor General shall oversee the management of public interest concerns raised by public sector employees and workers stationed within Departments, Boards and Offices of Government to ensure that any such concerns raised have been addressed; to review the reasons for any cessation of employment or engagement with a whistleblowing element, to ensure that the original public interest concerns have been addressed; and to report annually to Tynwald and that the Tynwald Auditor General will be adequately resourced to do this.

AMENDED RECOMMENDATION 5 - That the Cabinet Office and the Department for Enterprise should jointly consult during 2021/22 on an all-encompassing statutory framework for Whistleblowing to cover: (a) encouraging the raising of public interest concerns, (b) the provision of monitoring and support, (c) protection for whistleblowers and penalties for non-compliance, and (d) the possible creation of an Isle of Man Concerns at Work service to provide oversight for the whole Island and that as part of the

development of a new statutory framework, the Government should consult staff sides’.

As a follow-up I asked the following written question:-

The Member for Arbory, Castletown and Malew (Mr Glover MHK) to ask the Minister for Enterprise - What progress there has been with implementing the Recommendations of the Select Committee of Tynwald on Whistleblowing approved by Tynwald in February 2021?

“There were five recommendations ultimately approved by Tynwald following the debate on the report of the Select Committee of Tynwald on Whistleblowing in February 2021, of which two covered areas of responsibility for the Department for Enterprise.

In respect of Recommendation 1: “The Manx legislation regarding protected disclosures should be amended to include a public interest test. The Department for Enterprise will consult on whether the Manx legislation should also be amended to include vicarious liability for employers and whether there need be good faith attaching to a disclosure.”

The Department for Enterprise consulted in the summer of 2022 on a number of amendments to the Employment Act 2006, including the amendments referred to in this recommendation. The review of consultation responses was published in January 2023 and the amendments referred to in this recommendation are contained in the Employment (Amendment) Bill 2023 which, as the Honourable Member will be aware, had its first reading in the House of Keys on 27 June 2023.

In respect of Recommendation 5: “That the Cabinet Office and the Department for Enterprise should jointly consult during 2021/22 on an all-encompassing statutory framework for Whistleblowing to cover: a) encouraging the raising of public interest concerns, b) the provision of monitoring and support, c) protection for whistleblowers and penalties for non-compliance, and d) the possible creation of an Isle of Man Concerns at Work service to provide

oversight for the whole Island; and that as part of the development of a new statutory framework, the Government should consult staff sides.”

In summer 2022, in addition to consulting on the amendments referred to in Recommendation 1, the Department consulted on a new statutory framework for whistleblowing. In the consultation response published in January 2023, the Department outlined that the proposals relating to a new statutory framework required further consideration as to whether they are appropriate to the Isle of Man’s circumstances.

Furthermore, some of the proposals, such as the creation of an Office for Whistleblowers, would require specific resources to be identified by Government. The Department intends to bring forward further legislation in relation to employment-related matters later in this administration and the proposals relating to a new statutory framework will be reviewed further at that time.”

<https://www.tynwald.org.im/spfile?file=/business/BusinessHansardIndex2126/W-202301-0777.pdf>

I also had a virtual meeting on Friday 4th August with the Tynwald Auditor General Stephen Warren over the Amended Recommendation 4 (it was virtual because his flight from London was cancelled).

Mr Warren was very clear his responsibilities are placed on him by Tynwald and not by government or the Council of Ministers, which backed up my understanding of the role.

I pointed out the motion was voted through by Tynwald and places an onus on him.

Mr Warren has since replied as follows – “I plan to interpret the responsibility to report ‘annually’ as to cover the financial year to 31 March so I plan to report on the arrangements in place for the year ending 31 March 2024 before the summer recess.”

We now move to the current situation.

At the House of Keys sitting on Tuesday 13th June, I asked:

“The Hon. Member for Arbory, Castletown and Malew, Mr Glover, to ask the Minister for the Cabinet Office – How many employment tribunal and whistleblowing cases are currently in progress in each Government Department, Office and Boards?”

The eventual answer arrived in an email sent at 19:16 on Friday 16th June and the following table provides a summary of the situation at that time:

Department, Board or Office	Current Employment Tribunal Claims	Current Whistleblowing Cases
AG Chambers	0	0
Cabinet Office	0	0
Clerk of Tynwald's Office	1	0
CURA	0	0
Enterprise	0	0
Education, Sport & Culture	3	0
Environment, Food & Agriculture	0	1
Health & Social Care	3	1
Home Affairs and Justice	0	1
Infrastructure	63	1
Financial Intelligence Unit	0	0
Financial Services Authority	0	0
Gambling Supervision Commission	0	0
General Registry	0	0
Manx Care	7	1
Manx National Heritage	0	0

Manx Utilities	6	0
Office of Fair Trading	0	0
Post Office	0	0
Public Sector Pensions Authority	0	0
Road Transporting Licensing Committee	0	0
Treasury	0	0

In summary, as at 16th June 2023, there were 83 employment tribunal claims and 5 whistle-blowing cases. For context, the Infrastructure figure is high as the employment tribunal cases include each individual bus driver case.

I also submitted a written question to Cabinet Office on 30th June 2023 which was answered on 28th July 2023:

The Hon. Member for Arbory, Castletown and Malew (Mr Glover) to ask the Minister for the Cabinet Office – How many settlement agreements entered into with former employees in each of the last five years has included a non-disclosure agreement?

The Minister for the Cabinet Office (Ms Lord-Brennan): The number of settlement agreements entered into with former employees in each of the last five years which has included a non-disclosure agreement (NDA) is as follows:

Year	Settlement Agreements with former employees which included an NDA
2018/19	24
2019/20	26
2020/21	25
2021/22	15
2022/23	29

As per the Employment Act 2006, financial settlements are progressed under the auspices of the Manx Industrial Relations Service (MIRS) to ensure fairness for all parties involved. Due to the sensitive nature of settlements, it is standard practice for MIRS to use non-disclosure, commonly referred to as confidentiality clauses, in settlement agreements, a practice which MIRS recommends. However, consideration is given on a case by case basis as to whether a non-disclosure agreement clause or confidentiality clause is essential.

Over the summer and autumn, I have met with several whistleblowers who have either gone through a lengthy process or are still going through this lengthy process.

Several common themes emerged:

- Feeling ostracised from the moment of bringing a case forward
- Delays to the maximum to allow the process to run its maximum course
- A feeling this is done to make them give up or accept a deal
- A whistle-blowers full evidence not being presented – only partially presented
- A lack of understanding amongst managers and senior staff about the whole whistleblowing process
- A lack of transparency, openness and understanding
- A lack of accountability where a problem was identified with a person named in the claim – often they were moved elsewhere in a department to make the problem go away.
- A distrust of the Office of Human Resources.

Indeed, many of the issues found by the original select committee findings still ring alarmingly valid now – this was section 36 of the executive summary:

We agreed to keep all individual submissions, whether in writing or in person, confidential, but we heard from a sufficient number of people, some of whom were content to let us use their direct quotes, to be able to identify some common themes including:

Most respondents did not feel supported by their employer when they raised issues of concern and reported being subject to retaliatory behaviour;

“I had never been so frightened and worried for the people. It had just been absolutely ... This is just a disaster waiting to happen and being laughed off by management;”

“What I know is that the current system is very difficult and there is no support. Even at this stage now – so I have gone through an investigation. No one has come to me and said, ‘Are you all right?’ No one in my Department has said, ‘Do you need time out to go and sort this?’ Nothing. I am doing it at home so I can do my function at work and it is hours at home trying to trawl through e-mails, trying to build a framework of what has been done, so there is no assistance in this at all;”

“Throughout this process I have had very little support from government, I was not kept up to date with the investigation as per the Whistleblowing policy;”

“I thought it was cruel what they did to me, and to this day I will never forget what they have done to me.”

Over half over the respondents had contacted the Manx Industrial Relations Service and, almost all who had, reported its advice and support was helpful;

“I went to HR originally and they were unable to give me advice on that matter. I then went to Industrial Relations. They were much more forthcoming and told me this was actually a whistleblowing concern and therefore I should follow the process, which I did.”

Public sector workers who accessed the staff welfare service found them similarly supportive;

Most public sector workers reported the priority for the Office of Human Resources appeared to be to provide support to the employer;

Some respondents commented on the length of time taken for issues to be processed and some mentioned not being kept informed of progress; some had copious amounts of papers relating to their case;

“I started on this process two years ago and it has taken until this time for an investigation to come about;”

“There was an investigation. To my knowledge there was an investigation. And myself and the union had to fight to find out what had happened, because I was told not to ask any questions, not to chase it up, just to back off. Even though it was me who raised the concerns.”

Most respondents were concerned about the effect on future employment prospects, having raised issues; and most respondents had left the employment where they had raised issues;

“Yes, as soon as I went to go down the route of whistleblowing, I knew that my career would be ... Whether I stay or go, my career will not progress, because I will be viewed as a whistle-blower within the Department. The Department revolves around having team members and I will not be seen as being a team member;”

“I felt like my name was mud. I felt like I had been utterly discredited but luckily for me at ... we know what ... is like. We have got a few staff who have had similar problems and they took me, because they believed in me – thank God.”

There was a perception of a lack of independence; including where an inquiry was conducted by another officer, even if they were from another Department;

“My line manager did not take it any further. So therefore I had to go to seek who was the whistleblowing representative of my Department;”

“I think the contact needs to be outside the Department. Having it internal, it is too easily swayed, shall we say; “

“I think that actually it should go to a different ... Each Department should have a whistleblowing connection within another Department. That would then be out with any problems you would have with any internal politics that way;”

“Mine has now gone into an independent oversight. So it has been pushed forward outside of Government and is now being overseen by a lawyer to review it, which will give a fair process because it was involving too many senior officers;”

“Anything inside the Department, it was too much of an issue for most officers to think, ‘I don’t want to be involved in this.’ That is the impression I got;”

The biggest areas of concern are in Infrastructure with the bus drivers and in social care.

There is legislation coming forward to make our whistleblowing process fit for purpose – and we must take great care in getting this right.

However, we must also change the culture.

The Employment Act 2006, in lay person’s terms, states:

Qualifying disclosures are disclosures of information which the worker reasonably believes tend to show one or more of the following matters is either happening now, took place in the past, or is likely to happen in the future:

Criminal offence

Breach of a legal obligation

Miscarriage of justice;

Danger to the health or safety of any individual;

Damage to the environment;

Deliberate covering up of information tending to show any of the above five matters.

All of the above are serious matters.

The experience of people who raise matters still appears to fall well short of the standards of good governance. Here is a reminder of what should be expected from a 2013 report by the UK charity Public Concern at Work (now Protect):

“Effective whistleblowing arrangements are a key part of good governance. A healthy and open culture is one where people are encouraged to speak out, confident that they can do so without adverse repercussions, confident that

they will be listened to, and confident that appropriate action will be taken. This is to the benefit of organisations, individuals and society as a whole.”

I look forward to reaction from members, particularly the three on the original select committee, before deciding what further areas and avenues to explore.

UPDATE – AUGUST 2025

The Department for Enterprise has brought forward proposed changes to employment law:

[Changes to employment law enter legislative branches](#)

The area concerning whistleblowing is as follows:

Whistleblowing

A number of changes to clarify and improve the law in relation to whistleblowing, including:

- The introduction of a public interest test;
- The introduction of vicarious liability to prevent detrimental treatment of whistle-blowers by other employees on behalf of an employer;
- Removal of the requirement that a disclosure be made in good faith;
- Provision to make clear that a protected disclosure has been made;
- Power to make regulations to require prescribed persons to report on whistleblowing cases;
- Power for interim relief.

A copy of the Bill, as amended by the House of Keys is below:

[Employment \(Amendment\) Bill 2023](#)

Royal Assent was given on 15 Oct 2024.

On 1st April 2025 the list of prescribed persons for whistleblowing in the Isle of Man was expanded:

[List of prescribed persons for whistleblowing to expand if approved by Tynwald](#)

Unfortunately, the link at the bottom of the page to employment right does not work so here is another working link to the area around whistleblowing:

[Isle of Man Government - Whistleblowing changes](#)

Please note Tynwald members are not included as prescribed persons but can help steer people in the right direction.

The Chief Minister was asked about whistleblowing at the June 2025 sitting of Tynwald and I have copied the draft Hansard of what was said below:

“The President: *We move on to Question 23, and I call on the Hon.Member for Onchan, Ms Edge.*

Ms Edge: *Thank you, Mr President. I would like to ask the Chief Minister, what improvements have taken place in the treatment of whistleblowers and in working culture more generally since May 2023.*

The President: *I call on Ard-shirveishagh to reply.*

The Chief Minister (Mr Cannan): *Mr President, let me take the matter of whistleblowing first. The Government’s whistleblowing policy affords protection for those who report suspicions of major wrongdoing. For example, criminal offences, legal breaches, serious risks to health and safety and so on. It is vital that we do so, and taking whistleblowing seriously is one important element to a culture of openness, integrity and accountability.*

Since 2022-23, the Office of Human Resources has recorded four whistleblowing cases. This does not make the Government complacent, however, and we need to continue to encourage staff to have the confidence to report. Recent improvements include, firstly, following the recommendation made in the Independent Review of the Government’s Management of the Ranson Case report to Tynwald in January 2024, there have been changes in the way litigation cases have been handled, which may include a protected disclosure.

These are handled to ensure that any conflicts are identified and managed. Secondly, the updated whistleblowing policy, which was put in place in October 2022, is currently being reviewed to take into account recent changes to

employment legislation relating to the duty to report for prescribed persons, interim relief, precarious liability, and the introduction of a public interest test.

The review also aims to further simplify the language used in the policy to make it more user-friendly and to ensure it is clear how staff can raise a concern.

Mr President, the integrity line also remains available to employees as an avenue to report any major wrongdoings involved in the public service.

This is operated by Crimestoppers, an independent organisation which has strict protocols in place to protect the anonymity of those raising concerns.

Moving on to the broader point about working culture, I will highlight some key improvements made via our public service Great Place to Work programme since May 2023.

Over 2,000 staff participated in a government-wide survey and their feedback has been used to directly shape our actions. The survey has also informed the launch of a new performance development framework supported by online tools, training webinars, and face-to-face sessions to help managers and staff have more meaningful conversations about performance and development.

A culture maturity model was introduced in 2024 to help Departments assess their current state and identify areas for improvement. Leadership engagement has been a priority with conferences and workshops helping to align senior teams around cultural goals.

More recently, the Office of Human Resources has refreshed and revised the public service people strategy, which has been through extensive consultation and is now moving into implementation. This strategy sets out a clear direction for how we support, recognise and develop people across our public service.

Overall, these actions have been about creating a more open, supportive and higher-performing culture, one where staff feel valued, heard and empowered to contribute to public service excellence.

The President: Supplementary, Ms Edge.

Ms Edge: Thank you, Mr President. I thank the Chief Minister for saying what he thinks has happened for the culture for whistleblowers.

Previously, back in 2023, when you stated that you were going to really look at this and it was a serious thing, what evidence have you or the Council of Ministers received to say that the culture for whistleblowers particularly, has changed and has improved.

I am surprised to hear there are only four cases. I perhaps know of at least four. But would he also commit to circulating the survey results of the 2,000 staff so that Hon. Members in here can have an understanding of what the true issues that our staff are reporting back?

The President: *Ard-shirveishagh to reply.*

The Chief Minister: *All I can go from is the evidence in terms of the data that has been processed.*

Hon Members know we have made significant improvements under this Government in terms of handling of whistleblowing and in terms of the, I hope, integrity of that particular service.

There have been 23 complaints that were raised via the integrity line in 2022-23, 40 complaints were raised in 2023-24, and 27 have been received in 2024-25.

All these complaints have or are being dealt with.

In terms of specific whistleblowing cases, there was one case in 2022-23, two cases in 2023- 24, and one case in 2024-25.

I can tell the Hon. Member that three of those cases were closed in 2024, which I would presume to indicate have been successfully closed by a mutual agreement, and, of course, in 2024-25 there is one case that is currently being investigated.

I take comfort from the fact that there has been a clear indication, a move to ensure that whistleblowers have adequate protection around them if they need to inform the integrity line or anybody else under that protected disclosure mechanism of issues within the public service.

I take comfort from the fact that we have also enhanced and delivered our training, but also our governance in terms of operational management co-ordination among all levels of public service.

The President: Supplementary, Ms Edge.

Ms Edge: Thank you, Mr President.

I will start with the whistleblowing cases and then I will come on to the integrity line. The whistleblowing cases, it is clear to me that the Office of Human Resources is not recording people that have raised whistleblowing concerns.

I am not saying they are definitely whistleblowing concerns, but it is very clear to me and to all the people that contact me that them figures are not accurate.

So the culture clearly has not changed for whistleblowers in my opinion.

I would ask you to check those figures and OHR need to check all their emails and see if whistleblowing is mentioned.

Then I want to move on to the integrity line and are you not concerned at the figures, that they are clearly going up?

In 2024-25 you said it was 27, I just feel that the integrity line – what happens with those reports? Are they actually then being fed into the right processes or are they just being shut down by inexperienced managers, which you have talked about, they need a lot of training?

I would say, yes, they do and I would like to see what that training is.

I am very concerned that is only one whistleblowing case in 2024-25.

The President: Ard-shirveishagh to reply.

The Chief Minister: Well, of course, one needs to strike a balance by having an open process where staff feel confident to be able to report complaints versus a concern about potentially the number of level of complaints.

In 2023-24 there were 40 complaints raised and this year arguably we could be approximately trending on the same sort of level.

Bear in mind, of course, there are 7,500 full-time equivalent workers in Government. That is a lot of people and arguably 40 complaints about issues within their department or the way that the issues have been dealt with or perhaps relations with managers could be argued is actually potentially to be expected in that scale of workforce.

The important thing is that we do have reporting mechanisms. We have clearly identified and been very transparent about the whistleblowing cases, the numbers of actual whistleblowing cases.

The Hon. Member knows it is a very sensitive subject and, of course, we are completely open through the executive reporting mechanisms, through the integrity line, to dealing with these concerns and ensure that they have been properly handled.

The Hon. Member will know – if she wants them, I am going to start listing them all – that we have made a number of changes to our employment legislation regarding whistleblowing to add further protection and weight to people who raise these sorts of concerns.

The President: *Supplementary, Mr Glover.*

Mr Glover: *Gura mie eu, Eaghtyrane.*

The Chief Minister mentioned that three of the four whistleblowing cases have been mutually settled. Just for clarity, is he referring to non-disclosure agreements?

The President: *Ard-shirveishagh to reply.*

The Chief Minister: *No, I am just responding to the question in terms of how many whistleblowing cases there have been and in terms of the fact that those cases have been closed.*

I think it is important, Mr President, that I do emphasise that this is, like everything else, an ongoing process and that this Government in particular has taken positive steps forward.

We have got a new public interest test for protected disclosures, we have got removal of the good-faith requirement, making it easier for individuals to come forward without fear that their motives will be scrutinised, extension of vicarious liability, meaning employers may now be held responsible for detrimental treatment of whistleblowers, interim relief, a mechanism whereby, if the Employment and Equality Tribunal considers there is good chance of an unfair dismissal as a result of making a protected disclosure being successful, it may

order the complainant is either reinstated or the complainant is paid by their employer while the case proceeds, and an expanded list of prescribed persons.

Hon. Members, it is impossible to go into detail about every single case. There is a lot at stake here within these types of cases, and of course they need to be properly investigated, and handled professionally and appropriately on all sides of the coin.

The President: Supplementary, Ms Edge.

Ms Edge: Thank you, Mr President.

Can the Chief Minister confirm whether Manx Care's whistleblowing complaints are included in those figures or if they have been kept outside?

Also the MUA and any of those big organisations that are not direct departmental. That might be why the figure is a bit skewed.

I just want to say to the Chief Minister, the culture around whistleblowers that I have supported is certainly not changing.

I am happy that the legislation is coming in, but the key thing is, and one of the recommendations from the late Attorney General – and I believe the Attorney General has now employed somebody specialist in this area – is going to them too late and not stopping it early.

I think this is a key area that the culture in Government needs to change.

If somebody talks about whistleblowing, protect that individual, listen to them, and make sure it does not go any further would be my aim.

However, I can prove to you that the treatment of whistleblowers throughout our Government, and I am happy to come and meet you with regards to this, has not changed.

It is of detriment, in my opinion, to people's health, etc., because of the lengthy process that is being dragged out.

If the learned Attorney was involved earlier, and these Departments did not think they were the managers that could deal with it, you might see less of them coming forward.

But I am still shocked that there are only four, but it could be that you have not got all of the figures if it is Manx Care or the MUA, etc. Thank you.

The President: *Ard-shirveishagh to reply.*

The Chief Minister: *I will confirm that exact detail to the Hon. Member. My understanding is that I have the complete list of Government whistleblowing cases.*

I will confirm to the Hon. Member whether, in fact, there is any truth to that insinuation that there may be some other cases that have not been reported effectively this morning.

So I will ensure that that is brought forward to the Hon. Member.

The second point she raises, I take these matters incredibly seriously.

If she can prove to me that whistleblowing cases are not being handled appropriately, then I would ask her please to write to me so that this is properly documented and I can then respond properly, effectively, and professionally to her as to my response and the Government's response to her documentation of evidence of proof.

I think the important thing to bear in mind, Mr President, we are in the business of improvements. We have been in the business of improvements.

We have taken a number of actions to improve matters in this sphere and we continue to listen to views on whether there can be further improvements made.

I would ask the Hon. Member to document that and I will respond."

There has been a response from the chief minister to Tynwald members regarding which parts of government and boards were included in the figures read out in Tynwald – it is detailed below:

During Question 23 at the June sitting of Tynwald, regarding improvements in the treatment of whistleblowers and working culture, the Chief Minister committed to circulating whether Manx Care was included in the whistleblowing complaints figures.

I can confirm that the following Departments, Boards and Offices are included within the recorded whistleblowing cases:

Attorney General Chambers

Cabinet Office

Communications and Utilities Regulatory Authority

Department of Environment, Food and Agriculture (including the Office of Fair Trading)

Department of Education, Sport and Culture

Department for Enterprise

Department of Home Affairs

Department of Health and Social Care

Department of Infrastructure

Financial Intelligence Unit

General Registry

Gambling Supervision Commission

Manx Care

Manx National Heritage

Public Sector Pensions Authority

Public Services Commission

Treasury

However, I can also confirm that neither the Manx Utilities Authority nor the Isle of Man Post Office are included within the recorded whistleblowing figures.

In concluding this update and having spoken to more people since this report was first produced, there is little if any confidence or trust in using the Integrity Line – this remains a fundamental issue.

The other area which keeps reoccurring is the playing out the process to the maximum length which often has morale, financial and health consequences for the person bringing the complaint.

An example of this is the recent Review Order in the Employment and Equality Tribunal case between the complainant Zodwa Theresa Taylor and the respondent Manx Care.

The text of the review carried out by the Chairman Douglas Stewart is in the link below:

[Review Order - Taylor 3rd September 2025.pdf](#)