

**ATT TAL-2013 DWAR IL-PROTEZZJONI TA'
INFORMATUR****TAQSIM TAL-ATT**

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ABBOZZ TA' LIĠI msejjah

ATT biex jipprovdi għal proċeduri li bis-saħħa tagħhom impjegati, kemm fis-settur privat u kif ukoll fl-amministrazzjoni pubblika, jistgħu jiżvelaw informazzjoni dwar prattiċi mhux xierqa mill-prinċipali tagħhom jew minn impjegati oħra fl-impjieg tal-prinċipali tagħhom u biex jiproteġi impjegati illi jagħmlu dak l-iżvelar minn azzjoni ta' detriment.

IL-PRESIDENT bil-parir u l-kunsens tal-Kamra tad-Deputati, imlaqqgħa f'dan il-Parlament, u bl-awtorità tal-istess, ħareġ b'liġi dan li ġej:-

TAQSIMA I PRELIMINARI U ĠENERALI

Titolu fil-qosor
u bidu fis-seħh.

1. (1) It-titolu fil-qosor ta' dan l-Att hu l-Att tal-2013 dwar il-Protezzjoni ta' Informatur.

(2) Dan l-Att għandu jidhol fis-seħh f'dik id-data li l-Ministru responsabbli għall-gustizzja jista' b'avviz fil-Gazzetta jstabilixxi, u dati differenti jistgħu jiġu hekk stabbiliti għal finijiet differenti u għal disposizzjonijiet differenti ta' dan l-Att.

Tifsir.

2. (1) F'dan l-Att, kemm-il darba l-kuntest tal-kliem ma jehtiegx xort' oħra:

Kap. 497.

"amministrazzjoni pubblika" għandha l-istess tifsira mogħtija lilha bl-artikolu 2(1) tal-Att dwar l-Amministrazzjoni Pubblika;

Kap. 326.

"atti ta' korruzzjoni" għandha l-istess tifsira mogħtija lilha bl-artikolu 6 tal-Att dwar il-Kummissjoni Permanenti Kontra l-Korruzzjoni;

"awtorità" tfisser l-entitajiet preskritti li jirċievu żvelar estern, kif elenkati fl-Ewwel Skeda;

"azzjoni ta' detriment" tinkludi:

- (a) azzjoni li tikkaguna offiża, telf jew hsara; u, jew
- (b) vittimizzazzjoni, intimidazzjoni jew għoti ta' fastidju; u, jew
- (c) detriment fuq il-post tax-xogħol; u, jew
- (d) prosekuzzjoni taħt l-artikolu 101 tal-Kodiċi Kap. 9. Kriminali dwar kalunnja; u, jew;
- (e) proċeduri ċivili jew kriminali jew proċeduri dixxiplinari;

"detriment fuq il-post tax-xogħol" fir-rigward tal-ambjent tax-xogħol ta' impjegat tinkludi:

- (a) li jiġi soġġett għal kull azzjoni dixxiplinari inkluż għal ksur ta' etika jew kunfidenzjalità;
- (b) li jiġi mkeċċi, sospiż jew żgradat hlief meta ġustifikat b'mod amministrattiv jew kummerċjali għal raġunijiet organizzattivi;
- (c) li jiġi trasferit kontra l-volontà tiegħu jew jiġi miċhud trasferiment jew promozzjoni hlief meta ġustifikat b'mod amministrattiv jew kummerċjali għal raġunijiet organizzattivi;
- (d) li jiġi soġġett għal terminu jew kondizzjoni tal-impjieg jew irtirar li tinbidel jew tinżamm mibdula bi żvantaġġ għalih;
- (e) li jiġi miċhud minn riferenza jew jingħata riferenza ħażina minn prinċipal hlief fejn dan ikun ġustifikabbli fuq il-bażi tal-prestazzjoni tiegħu fuq ix-xogħol;
- (f) li ma jithalliex jiġi appuntat f'xi impjieg, professjoni jew uffiċċju; jew
- (g) li jiġi mod ieħor affettwat ħażin fir-rigward tal-impjieg, professjoni jew uffiċċju tiegħu, inkluż opportunitajiet ta' impjieg u sigurtà tax-xogħol;

"External Whistleblowing Disclosure Unit" tfisser għal dak li jirrigwarda l-amministrazzjoni pubblika, dik is-sezzjoni, dak il-korp jew dik l-unità kif tista' tiġi stabbilita sabiex taqdi d-dmirijiet

C 204

preskritti fl-artikolu 17;

"impjegat" tfisser:

(a) kull persuna li tkun għamlet jew taħdem taht kuntratt ta' servizz ma' prinċipal u tinkludi kuntrattur jew subkuntrattur li jagħmel xogħol jew jagħti servizz jew li jkun intrabat li jagħmel xi xogħol jew jagħti xi servizzi; jew

Kap. 377

(b) kull persuna li tkun intrabtet personalment li tagħmel xi xogħol jew hidma għal haddiehor, u taht id-direzzjoni u l-kontroll immedjat ta' persuna oħra, u tinkludi haddiem ta' barra, iżda teskludi xogħol jew servizz mogħti fi sfond professjonali, liema servizz japplika l-obbligu ta' segretezza professjonali skont l-Att dwar Segretezza Professjonali, meta dak ix-xogħol jew servizz ma jkunx regolat b'kuntratt ta' servizz speċifiku, u "haddiem ta' barra" tfisser persuna li lilha oġġetti, materjali jew servizzi ta' kull xorta jingħataw minn prinċipal għat-twertiq ta' kull tip ta' xogħol jew servizz meta x-xogħol jew is-servizz għandu jsir jew fid-dar tal-haddiem ta' barra jew f'xi post ieħor li ma jkunx post taht il-kontroll u direzzjoni ta' dik il-persuna l-oħra; jew

(c) kull persuna impjegata fl-amministrazzjoni pubblika, inkluż bħala membru ta' korp dixxiplinat;

(d) kull persuna li kienet impjegata hemm qabel;

(e) kull persuna li hi jew kienet sekondata mill-prinċipal; jew

Kap. 492.

(f) kull voluntier skont l-artikolu 2(1) tal-Att dwar l-Organizzazzjonijiet Volontarji ukoll meta dak ix-xogħol jew servizz ma jkunx regolat minn kuntratt speċifikat ta' servizz;

(g) kull kandidat għall-impieg, fil-każ biss meta l-informazzjoni li tikkonċerna theddida kontra l-interess pubbliku li tikkostitwixxi prattiċi mhux xierqa għet miksuba matul il-proċess tar-reklutaġġ jew f'xi stadju ta' negozjati qabel ma jigi konkluz il-kuntratt;

"informatur" tfisser kull impjegat li jiżvela lill-uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta jew lill-unità dwar rapporti ta' żvelar ta' informazzjoni protetta, skont il-każ, kemm jekk l-informazzjoni tikkwalifika jew ma tikkwalifikax bħala żvelar protett taht dan l-Att;

"korp dixxiplinat" għandha l-istess tifsira mogħtija lilha bl-

artikolu 47(1) tal-Kostituzzjoni;

"korp statutorju" tfisser kull korporazzjoni jew korp iehor magħqud imwaqqaf bil-liġi;

"kuntratt ta' servizz" tfisser:

(i) ftehim sew verbali jew bil-miktub, f'kull forma, li permezz tiegħu persuna tintrabat li toffri servizz lil jew tagħmel xogħol għal prinċipal, bi hłas; u

(ii) ftehim, ukoll jekk ikun taċitu, fejn persuna taqbel li toffri servizz għal, jew fuq it-talba ta' organizzazzjoni volontarja, mingħajr hłas;

"linji gwida" tfisser is-sett ta' regoli maħruġa minn awtorità, minn żmien għal żmien, għal iżjed implimentazzjoni tad-disposizzjonijiet ta' dan l-Att, u kull regolament maħruġa tahtu;

"membru" fir-rigward ta' korp dixxiplinat tinkludi kull persuna li taht il-liġi li tirregola d-dixxiplina ta' dak il-korp, hija soġġetta għal dik id-dixxiplina;

"Ministru" tfisser il-Ministru responsabbli għall-gustizzja;

"organizzazzjoni" tfisser kull entità legali, sew jekk ikollha jew ma jkollhiex personalità ġuridika;

"organizzazzjoni volontarja" għandha l-istess tifsira mogħtija lilha bl-artikolu 2(1) tal-Att dwar l-Organizzazzjonijiet Volontarji irrispettivament minn jekk dik l-organizzazzjoni hijiex elenkata skont l-imsemmi Att; Kap. 492.

"persuna" tfisser persuna naturali;

"prattiċi mhux xierqa" tfisser azzjoni jew serje ta' azzjonijiet meta:

(a) persuna naqset, qiegħda tonqos jew x'aktarx ser tonqos milli thares kull obbligu legali li tkun soġġetta għalih; jew

(b) s-saħħa u s-sigurtà ta' kull individwu kienet, qiegħda jew x'aktarx ser tkun fil-periklu; jew

(ċ) l-ambjent kellu, għandu jew x'aktarx ser ikollu hłasara; jew

(d) twettqet jew x'aktarx titwettaq jew x'aktarx twettqet

att ta' korruzzjoni; jew

(e) reat kriminali li sehħ, qiegħed iseħħ jew x'aktarx ser iseħħ; jew

(f) nuqqas ta' ġustizzja li sehħet, qiegħda ssehħ jew x'aktarx ser issehħ; jew

(g) tixħim li sehħ, qiegħed iseħħ jew x'aktarx ser iseħħ; jew

(h) informazzjoni li qisha turi illi xi kwistjoni li taqa' taħt xi wieħed mill-paragrafi preċedenti kienet, qiegħda jew x'aktarx ser tkun moħbija deliberatament:

Izda fl-interpretazzjoni ta' din it-tifsira għandha tigi meqjusa ir-regola *de minimis* sabiex kwistjonijiet vera żgħar jew mhux ta' importanza ma jaqawx taħt id-disposizzjonijiet ta' dan l-Att;

"prinċipal" tfisser kull persuna fiżika, organizzazzjoni ġuridika jew korp imwaqqaf bl-liġi sew jekk jifforma parti mill-amministrazzjoni pubblika jew mis-settur privat illi jissodisfa l-kriterji elenkati fit-Tieni Sked u li:

(a) jkun għamel kuntratt ta' servizz ma' impjegat; jew

(b) jimpjega jew jingagġa jew jippermetti kull persuna oħra, b'kull mod sabiex tgħin fil-qadi ta', jew twettiq tan-negożju tiegħu; jew

(c) jkun jixtieq jimpjega aktar nies,

u għandha tinkludi organizzazzjoni volontarja fir-rigward ta' voluntiera li jagħtu servizzi lil dik l-organizzazzjoni volontorja fuq bazi volontarja jew mod ieħor;

"tixħim" tfisser kull aġir bi ksur tal-artikoli 112 jew 115 jew tal-artikolu 121 safejn tigi estiża l-applikazzjoni tal-artikoli 112 u 115 tal-Kodiċi Kriminali;

Kap. 10.

"uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta" tfisser dak l-uffiċjal fi hdan l-impjieg inkarigat bit-twettiq tal-funzjonijiet preskritti bl-artikolu 12;

"Unità dwar rapporti ta' żvelar ta' informazzjoni protetta" tfisser dak l-uffiċjal, uffiċċju jew sezzjoni fi hdan awtorità li twettaq il-funzjonijiet preskritti bl-artikolu 17 u, għal dak li jirrigwarda l-amministrazzjoni pubblika u l-External Whistleblowing Disclosure Unit;

Kap. 497.

"żvelar estern" tfisser żvelar magħmul skont is-Sezzjoni 3 tat-Taqsima III;

"żvelar intern" tfisser żvelar magħmul skont is-Sezzjoni 2 tat-Taqsima III;

"żvelar protett" tfisser żvelar intern jew żvelar estern ta' informazzjoni, magħmul bil-miktub jew f'kull forma oħra li tista' tkun preskritta.

(2) Meta dan l-Att jirreferi għal kwistjoni li tista' tkun preskritta, sakemm dan l-Att ma jinnominax espressament il-persuna awtorizzata u l-mod kif issir in-nomina, dik il-kwistjoni tista' tiġi preskritta mill-Ministru permezz ta' regolamenti jew mill-awtorità permezz ta' linji gwida jew permezz ta' waħda minnhom jew kollha kif jista' jiġi stabbilit, u fil-każ ta' xi kunflitt, regolament mill-Ministru għandu jipprevali fuq linja gwida.

(3) Dan l-Att m'għandux japplika għal membri ta' korp dixxiplinat jew għal membri tas-Servizzi ta' Sigurtà jew xi persuni impjegati fis-servizz barrani, konsulari u diplomatiku tal-Gvern sakemm il-Ministru ma jagħmilx regolamenti li jirregolaw il-mod kif id-disposizzjonijiet ta' dan l-Att japplikaw għalihom, u permezz ta' hekk, il-Ministru jista' jimmodifika jew ma japplikax id-disposizzjonijiet ta' dan l-Att kif ikun neċessarju għall-finijiet tal-ħarsien tas-sigurtà nazzjonali, id-difiża, *intelligence*, l-ordni pubbliku u r-relazzjonijiet internazzjonali tal-Istat.

TAQSIMA II

PROJBIZZJONI TA' AZZJONI TA' DETRIMENT

3. Mingħajr hsara għall-eċċezzjonijiet imsemmija f'dan l-Att, minkejja kull projbizzjoni ta', jew restrizzjoni fuq, l-iżvelar ta' informazzjoni taħt xi liġi, stat ta' dritt, kuntratt, gurament jew prattika, l-ebda informatur m'għandu jkun soġġett għal xi proċeduri dixxiplinarji minħabba fil-fatt li jkun żvela din l-informazzjoni.

Projbizzjoni ta' azzjoni ta' detriment.

4. Minkejja d-disposizzjonijiet tal-Kodiċi Kriminali jew ta' kull liġi oħra, l-ebda informatur m'għandu jkun soġġett għal proċeduri ċivili jew kriminali jew proċeduri dixxiplinari talli jkun għamel dak l-iżvelar.

Żvelar protett.
Kap. 9.

L-ebda immunità fejn l-informatu kien l-awtur jew kompliċi.

5. (1) Bla ħsara għad-disposizzjonijiet tal-proviso tas-subartikolu (2) u tad-disposizzjonijiet tas-subartikoli (3) u (4), l-ebda disposizzjoni f'din it-Taqsima ma għandha tipprevjeni milli jinbdew proċeduri kriminali kontra l-informatur meta l-imsemmi informatur kien l-awtur jew kompliċi f'prattika mhux xierqa li tikkostitwixxi reat jew kontravvenzjoni taht xi ligi applikabbli qabel ma tkun għet żvelata.

(2) Bla ħsara għad-disposizzjonijiet tas-subparagrafi (ii) u (iii) tas-subartikolu (3), l-ebda disposizzjoni f'din it-Taqsima ma għandha tiġi interpretata bħala li qed tipprovdi immunità lil xi informatur dwar Prattika mhux xierqa minn xi proċeduri dixxiplinarji jew ċivili jew minn responsabbiltà li tirriżulta mill-azzjonijiet tiegħu stess.

Iżda:

(i) kull qorti, jew tribunal, li tkun qed tiehu konjizzjoni ta' proċeduri mmexxija kontra xi informatur bbażati fuq il-fatt li l-imsemmija persuna kienet l-awtur jew kompliċi f'prattika mhux xierqa li għet irrapportata mill-istess persuna għandha, meta tiġi biex tagħti s-sentenza jew tiehu deċizzjoni, għandha tqies b'mod xieraq il-fatt li l-iżvelar sar minn dik il-persuna b'dak il-mod li jidhrilha xieraq u l-piena tal-informatur tista' tiġi mnaqqsa jew maħfura u l-qorti jew it-tribunal għandha espressament tirreferi għad-disposizzjoni ta' dan l-artikolu fid-deċizzjoni tagħha; u

(ii) f'kull proċediment ċivili immexxija kontra l-informatur bbażat fuq il-fatt li l-imsemmija persuna kienet l-awtur jew kienet kompliċi f'prattika mhux xierqa li għet irrapportata mill-istess persuna, il-qorti għandha, jekk issib li l-informatur huwa responsabbli għall-ħlas ta' danni, għanda żżomm l-informatur responsabbli biss għal dik il-parti tad-danni li setgħa jikkawża u għandha, minkejja d-disposizzjonijiet tal-artikoli 1049, 1050 u 1051A tal-Kodiċi Ċivili jew ta' xi ligi oħra, ma żżommux responsabbli *in solidum* ma' oħrajn:

Iżda l-eżenzjoni mir-responsabbiltà *in solidum* ipprovduta b'dan is-subparagrafu ma tapplikax fil-każ ta' danni li jirriżultaw minn omiċidju volontarju jew minn offiża gravi fuq il-persuna; u

(iii) meta l-informatur ikun impjegat fl-amministrazzjoni pubblika u qed jitmexxew kontri proċeduri dixxiplinarji bbażati fuq il-fatt li kien l-awtur jew kien kompliċi fil-prattika mhux xierqa msemmija li għet irrapportata minnu, l-amministrazzjoni pubblika għanda tiżgura li tnaqqas l-effett tal-

piena, u għandha, fejn possibbli, ma titlobx li jiġi imkeċċa l-informatur bħala piena imposta bl-imsemmija proċeduri dixxiplinarji.

(3) Minkejja d-disposizzjonijiet ta' dan l-artikolu, meta f'proċeduri kriminali kif provdut fis-subartikolu (1) ikunu tmexxew kontra l-informatur:

(i) il-prosekuzzjoni tiddikjara fir-*records* tal-proċeduri li l-akkużat żvela prattika mhux xierqa li tikkostitwixxi reat kriminali soġġett għall-piena ta' priġunerija ta' aktar minn sena li jkun assista l-pulizija biex tiġi arrestata l-persuna jew jiġu arrestati l-persuni li kkommettew r-reat kriminali msemmi; jew

(ii) l-informatur jipprova għas-sodisfazzjon tal-qorti li r-rapport ikun b'hekk għen lill-pulizija,

il-piena għal reat bħal dan għandha tiġi imnaqqsa fir-rigward ta' priġunerija b'grad wieħed jew tnejn u fir-rigward ta' xi pieni ta' flus għandha tiġi mnaqqsa b'terz jew b'nofs:

Iżda l-qorti tista' meta tikkunsidra li ċ-ċirkostanzi tal-każ hekk jisthoqqilhom, wara li tkun semgħet x-xieħda kollha u wara li ssib l-informatur ħati tista' jew tnaqqas aktar il-piena jew teżenta l-informatur kompletament mill-piena:

Iżda wkoll meta l-qorti tapplika l-proviso ta' hawn fuq sabiex teżenta lill-informatur mill-piena kompletament, għandha tagħmel rapport lill-President tar-Repubblika fejn jiġu mnizzla r-raġunijiet tal-azzjonijiet tagħha u għandha b'mod espress tagħmel referenza għal dan l-artikolu fir-rapport tagħha.

(4) L-Avukat Ġenerali, wara konsultazzjoni mall-Kummissarju tal-Pulizija u ma' imħallef tal-qrati superjuri, li f'dak iż-żmien tal-konsultazzjoni ma jkunx imħallef assenjat biex ikollu konjizzjoni ta' każijiet kriminali, jista' jekk fil-fehma individwali tiegħu ikun sodisfatt li jkun xieraq li jsir hekk, kemm mingħajr kondizzjoni jew taħt xi kondizzjonijiet kif jidhirlu xieraq, joħroġ ċertifikat bil-miktub li jeżenta lill-informatur li għalih japplika is-subartikolu (1) mill-proċeduri kriminali, kif provdut fis-subartikolu (1) u f'każ bħal dan l-Avukat Ġenerali għandu jagħmel rapport lill-President tar-Repubblika fejn jiġu mnizzla r-raġunijiet tal-azzjonijiet tiegħu u għandu b'mod espress jagħmel referenza għal dan l-artikolu fir-rapport tiegħu.

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Projbizzjoni ta' żvelar ta' informazzjoni li tidentifika l-informatur.

6. (1) Kull uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta jew unità dwar min jiżvela informazzjoni protetta li lilhom tiġi żvelata jew riferita informazzjoni protetta ma jistgħux jiżvelaw informazzjoni li tidentifika jew tista' twassal għall-identifikazzjoni tal-informatur sakemm l-informatur b'mod esperess jagħti l-kunsens tiegħu bil-miktub sabiex tiġi żvelata l-informazzjoni.

(2) L-unità dwar min jiżvela informazzjoni protetta m'għandhiex tikkomunika l-kontenut tal-iżvelar lil dipartimenti oħra fi ħdan l-awtorità li l-unità tkun tagħmel parti minnha sakemm ma tkunx investigata debitament l-iżvelar u stabbiliet illi huwa neċessarju jew xieraq fl-interess pubbliku għat-twettiq ta' aktar investigazzjoni minn dawk id-dipartimenti l-oħra jew mal-pulizija fir-rigward ta' prattika mhux xierqa li tikkostitwixxi reat jew mal-pulizija fir-rigward ta' prattika mhux xierqa li tikkostitwixxi reat kriminali jew kontravvenzjoni taht xi liġi. Minkejja xi dispozizzjoni taht liġi oħra, l-awtorità ma għandhiex tkun ristretta b'xi mod biex tiżvela informazzjoni mal-unità dwar min jiżvela informazzjoni protetta dwar l-investigazzjonijiet tagħha minn żmien għal żmien sabiex l-unità tiddetermina jekk għandhiex kull informazzjoni rilevanti dwar il-każ li jkun taht investigazzjoni.

(3) Għandhom jinħarġu minn kull awtorità linji gwida li jelenkaw:

(a) id-dmirijiet ta' komunikazzjoni bejn l-unità dwar min jiżvela informazzjoni protetta u l-informatur u r-restrizzjonijiet fuqhom; u

(b) ir-regoli għal żvelar lil dipartimenti oħra jew lil awtoritajiet jew entitajiet oħra tal-Istat.

(4) Il-protezzjoni pprovduta f'dan l-artikolu ma għandhiex tkun soġġetta għal xi eċċezzjonijiet u l-ebda qorti ma tista' tordna l-iżvelar tal-identità ta' xi informatur mingħajr il-kunsens tiegħu.

Rikors lill-Qorti Ċivili.

7. (1) Persuna li temmen li azzjoni ta' detriment ittiehdet jew tista' tittiehed kontra tagħha bħala tpattija għal żvelar protett tista' tippreżenta rikors quddiem il-Prim' Awla tal-Qorti Ċivili għal -

(a) ordni li teħtieġ lill-persuna li hadet l-azzjoni ta' detriment li tirrimedja dik l-azzjoni; jew

(b) inibizzjoni.

(2) Il-Qorti, sakemm tiddeċiedi dwar ir-rikors taht dan l-artikolu tista':

- (a) tagħmel ordni *interim*; jew
- (b) tagħti inibizzjoni *interim*.

(3) Jekk, fid-deċiżjoni dwar ir-rikors taħt is-subartikolu (2), il-Qorti tkun sodisfatta li persuna ħadet jew bi ħsiebha tiegħu azzjoni ta' detriment kontra l-persuna bħala tpattija għal żvelar protett, il-Qorti tista':

(a) tordna lill-persuna li ħadet jew bi ħsiebha tiegħu azzjoni ta' detriment li tirrimedja dik l-azzjoni u tistabbilixxi l-ammont ta' danni, inklużi iżda mhux limitati għal, danni morali kif il-Qorti tista' tiddetermina, dovuti lill-persuna li sofriet l-azzjoni ta' detriment; jew

(b) tordna inibizzjoni taħt dawk it-termini li jidhrilha xierqa.

(4) Minkejja d-disposizzjonijiet tal-Kodiċi ta' Organizzazzjoni Kap. 12. u Proċedura Ċivili, inibizzjoni mogħtija skont is-subartikolu (3)(b) għandha tkun għal perjodu indefinit sakemm isir rikors għar-revoka tagħha u ma jkunx hemm bżonn li tiġi segwita b'azzjoni skont il-mertu. Id-disposizzjonijiet tal-artikoli 873 u 875 tal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili għandhom japplikaw għal mandati mahruġa taħt is-subartikolu (3).

(5) Id-disposizzjonijiet tal-artikoli 829 sa 838B tal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili m'għandhomx japplikaw għal inibizzjonijiet mogħtija skont is-subartikolu (3). Kap. 12.

(6) Minkejja d-disposizzjonijiet tal-Iskeda A li tinsab mal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili, ma jithallas ebda dritt tar-reġistru għall-preżentata ta' rikors ippreżentat fil-Prim' Awla tal-Qorti Ċivili mill-persuna msemmija fis-subartikolu (1) iżda jekk jintlaqa' r-rikors, l-ispejjeż jiġu dekretati kontra l-intimat. Kap. 12.

8. Kull persuna li setgħet sofriet azzjoni ta' detriment bħala rizultat li tkun għamlet żvelar protett għandha, bla ħsara għal kull dritt ieħor taħt xi liġi oħra, ikollha dritt għal kumpens għal kull danni sofferti. Dritt għal kumpens wara azzjoni ta' detriment.

TAQSIMA III ŻVELAR

SEZZJONI 1 ŻVELAR PROTETT

9. (1) Żvelar huwa żvelar protett jekk -

Żvelar protett.

(a) ikun magħmul *bona fide*; u

(b) l-informatur jemmen b'mod raġjonevoli li dak iż-żmien li sar l-iżvelar bbażat fuq informazzjoni li jkollu f'dak il-mument li:

(i) l-informazzjoni żvelata, u kull allegazzjoni fiha, huma sostanzjalment veri;

(ii) l-informazzjoni żvelata x'aktarx turi li tkun qed isseħħ prattika mhux xierqa mill-prinċipal ta' dik il-persuna, impjegat iehor tal-prinċipal tagħha jew minn persuni li jaġixxu f'isem u fl-interessi tal-prinċipal; u

(c) l-iżvlar ma jkunx magħmul għall-finijiet ta' gwadann personali.

(2) Il-protezzjonijiet mogħtija b'dan l-artikolu m'għandhomx japplikaw għal impjegat li xjentement jiżvela informazzjoni li jaf, jew raġjonevolment kien imissu jkun jaf, li hija falza u kull persuna jew organizzazzjoni, barra minn prinċipal jew uffċjali jew azzjonisti tal-istess meta organizzazzjoni, li jkunu preġudikati bl-iżvelar ta' dik l-informazzjoni falza mogħtija li tkun giet żvelata taħt dan l-Att, ma għandhiex bis-saħħa ta' dan l-Att, tfixkel il-proċeduri ta' kull azzjoni legal jew fl-infurzar ta' xi rimedju legali disponibbli lil dik il-persuna jew organizzazzjoni taħt xi liġi oħra, fir-rigward tal-imsemmi preġudizzju:

Iżda dak ir-rimedju għandu jkun disponibbli biss jekk l-identità tal-informatur gie magħruf jew b'mod iehor gie żvelat skont id-disposizzjonijiet ta' dan l-Att.

Kap. 9.

(3) Huwa reat punibbli skont l-artikolu 101 tal-Kodiċi Kriminali li persuna tipprovdi informazzjoni falza skont it-termini ta' dan l-Att.

(4) Mingħajr ħsara għad-disposizzjonijiet tas-subartikolu (3) kull persuna li intenzjonalment tipprovdi informazzjoni mhux korretta jew qarrieqa bl-intenzjoni li tagħmel ħsara lil prinċipal li ma jkollu x'jaqsam xejn ma ebda prattika mhux xierqa irrapportata kontrieh taħt dan l-Att għandha tkun hatja ta' reat, u tehel meta tinstab hatja piena ta' priġunerija minn tliet xhur sa sitt xhur u multa ta' mhux aktar minn hamest elef euro jew dik il-priġunerija u l-multa flimkien.

10. Bla ħsara għad-disposizzjonijiet tal-artikolu 6A(ċ) tal-Att dwar Segretezza Professjonali, xejn f'dan l-Att ma jawtorizza persuna biex tiżvela informazzjoni protetta bil-privileġġ professjonali legali u żvelar ta' dik l-informazzjoni mhuwiex żvelar protett għall-finijiet ta' dan l-Att.

Informazzjoni protetta bi privileġġ professjonali legali. Kap. 377.

11. (1) Żvelar magħmul b'mod anonimu m'għandux ikun ikkonsidrat bħala żvelar protett skont dan l-Att.

Żvelar magħmul b'mod anonimu.

(2) Uffiċjal li jirrapporta dwar min jiżvela informazzjoni protetta jew l-Unità dwar rapporti ta' żvelar ta' informazzjoni protetta jista' jirċievi u jipproċessa żvelar anonimu u jista' iqis dak l-iżvelar meta jkun qed jiġi determinat jekk tkunx saret prattika mhux xierqa:

Iżda meta uffiċjal li jirrapporta dwar min jiżvela informazzjoni protetta jew l-Unità dwar rapporti ta' żvelar ta' informazzjoni protetta, wara li jkunu ġew meqjusa ċ-ċirkostanzi rilevanti kollha, jiġi konsidrat illi l-informazzjoni anonima li jkunu ġew jkunu irċevew hija x'aktarx tingurja jew tkun libelluża, din l-informazzjoni ma għandhiex titqies aktar.

SEZZJONI 2 ŻVELAR INTERN

12. (1) Kull prinċipal għandu jkollu operabbli proċeduri interni biex tiġi riċevuta u trattata informazzjoni dwar prattiċi mhux xierqa magħmula fi ħdan jew minn dik l-organizzazzjoni; dawk il-proċeduri interni għandhom tal-anqas jidentifikaw il-persuna jew persuni fi ħdan l-organizzazzjoni, f'dan l-Att msejha l-"uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta", li lilhom jista' jsir żvelar protett.

Proċeduri interni biex tiġi riċevuta u trattata informazzjoni protetta.

(2) Informazzjoni dwar l-eżistenza ta' proċeduri interni, u informazzjoni adegwata dwar kif jintużaw il-proċeduri għandha tkun pubblikata b'mod estensiv fi ħdan l-organizzazzjoni u għandha tkun pubblikata mill-ġdid f'intervalli regolari.

(3) Żvelar intern huwa żvelar protett magħmul skont id-disposizzjonijiet ta' dan l-Att jekk ikun magħmul minn impjegat lil prinċipal sostanzjalment fil-mod stabbilit bi proċeduri interni mwaqqfa mill-prinċipal biex jirċievu u jittrattaw dak l-iżvelar.

13. (1) L-uffiċjal li jirrapporta dwar min jiżvela informazzjoni protetta għandu, fi żmien raġjonevoli wara li jirċievi żvelar intern, jinnotifika lill-informatur fuq l-istat tal-prattika mhux xierqa żvelata jew dawk il-kwistjonijiet kif jistgħu jkunu preskritti.

Notifika lill-informatur.

(2) Għall-finijiet tal-artikolu 16, fejn ikun jidher minn azzjoni

esterna illi azzjoni tkun ittiehdet biex tirrimedja l-prattika mhux xierqa, ma jkun neċessarju għall-uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta li jinnotifika lill-informatur.

(3) Fl-eventwalità li żvelar ta' informazzjoni protetta taht din it-Taqsima twassal biex tiġi skoperta Prattika mhux xierqa li tikkostitwixxi reat kriminali jew kontravvenzjoni taht xi liġi applikabbli, l-uffiċjal li jirrapporta dwar min jiżvela informazzjoni protetta jista' jgħaddi r-rapport li jkun irċieva lill-pulizija sabiex issir investigazzjoni fuqu:

Izda jekk is-sugġett materjali tar-rapport ikun ġie ikkoreġut l-ebda disposizzjoni ta' xi liġi ma għandha tiġi interpretata bhala li timponi obbligu fuq uffiċjal li jirrapporta dwar min jiżvela informazzjoni protetta sabiex jirrapporta dwar dan.

Żvelar intern magħmul lill-kap jew viċi kap tal-organizzazzjoni.

14. Żvelar intern jista' jkun magħmul lill-kap jew viċi kap tal-organizzazzjoni, li għandhom jitqiesu li jkunu uffiċjali li jirrapportaw dwar min jiżvela informazzjoni protetta u soġġetti għad-disposizzjonijiet tal-artikoli 6 u 13, jekk:

(a) l-organizzazzjoni m'għandhiex proceduri interni mwaqqfa u pubblikati biex tirċievi u tittratta informazzjoni dwar Prattika mhux xierqa; jew

(b) l-informatur jemmen fuq bażi raġjonevoli illi l-uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta huwa jew ser ikun involut fl-allegata Prattika mhux xierqa; jew

(c) l-informatur jemmen fuq bażi raġjonevoli li l-uffiċjal li jirrapporta dwar żvelar ta' informazzjoni protetta mhuwiex, minhabba f'xi relazzjoni jew assoċjazzjoni ma' persuna li hija jew ser tkun involuta fl-allegata Prattika mhux xierqa, persuna xierqa li lilha jsir l-iżvelar.

SEZZJONI 3 ŻVELAR ESTERN

Protezzjoni ta' żvelar estern.

15. Hlief kif provdut f'din it-Taqsima, żvelar estern għandu jkun protett biss jekk l-iżvelar intern skont is-Sezzjoni 2 ta' din it-Taqsima kien diġà magħmul jew kien hemm tentattiv li jsir.

Żvelar estern magħmul lill-Unità dwar rapporti ta' żvelar ta' informazzjoni protetta tal-awtorità.

16. (1) Żvelar estern jista' jkun magħmul lill-Unità dwar rapporti ta' żvelar ta' informazzjoni protetta tal-awtorità kif provdut fl-Ewwel Skeda jekk l-informatur jemmen b'mod raġjonevoli -

(a) illi l-kap tal-organizzazzjoni huwa jew ser ikun involut fil-prattika mhux xierqa allegata fl-iżvelar; jew

(b) illi referenza immedjata lill-awtorità hija ġustifikata minhabba fl-urġenza tal-każ li miegħu għandu x'jaqsam l-iżvelar, jew xi ċirkostanzi eċċezzjonali oħra; jew

(ċ) fiż-żmien li jagħmel l-iżvelar estern, illi hu ser ikun soġġett għal detriment fuq il-post tax-xogħol mill-prinċipal tiegħu jekk jagħmel żvelar intern; jew

(d) illi l-evidenza dwar il-prattika mhux xierqa x'aktarx ser tinheba jew tkun meqruda jekk jagħmel żvelar intern; jew

(e) illi għalkemm żvelar intern kien sar qabel, l-informatur ma kienx informat dwar l-istat tal-kwistjoni żvelata jew ikun b'mod raġjonevoli evidenti għall-informatur illi ma ttiehdet l-ebda azzjoni jew rakkomandazzjoni ta' azzjoni dwar il-kwistjoni li għandha x'taqsam mal-iżvelar fi żmien raġjonevoli wara dak l-iżvelar.

(2) Biex jiġi stabbilit għall-finijiet tas-subartikolu (1) jekk huwiex raġjonevoli għall-informatur li jagħmel l-iżvelar lill-awtorità, għandhom jitqiesu, b'mod partikolari:

(a) kemm tkun serja l-allegata Prattika mhux xierqa;

(b) jekk il-prattika mhux xierqa hijiex qed tkompli jew x'aktarx li ser ssehh fil-futur;

(ċ) jekk l-iżvelar huwiex magħmul bi ksur ta' obbligu ta' kunfidenzjalità dovut mill-impjegat lil xi persuna oħra;

(d) f'każ illi jaqa' taht is-subartikolu (1)(e), kull azzjoni li tkun ittiehdet jew huwa mistenni b'mod raġjonevoli li tkun ittiehdet mill-prinċipal bħala riżultat tal-iżvelar preċedenti; u

(e) jekk meta ġie magħmul l-iżvelar lill-awtorità, l-impjegat ħarisx xi proċedura li l-użu tagħha minnu kienet awtorizzata mill-prinċipal skont l-artikolu 12(1).

(3) Jekk persuna tagħmel żvelar lil awtorità skont din it-Taqsima, l-awtorità għandha fi żmien ħamsa u erbghin (45) ġurnata wara li tirċievi l-iżvelar, tikkonsidra u tilhaq konkluzjoni jekk huwiex xieraq li l-iżvelar jiġi magħmul b'mod estern.

(4) Jekk l-awtorità tikkonkludi li żvelar mhux suppost li sar b'mod estern allura l-awtorità għandha, fi żmien raġjonevoli li ma jaqbizx 45 jum, tinnotifika bil-mitub lill-informatur u illi għandu jsir żvelar intern skont is-Sezzjoni 2 ta' din it-Taqsima u li l-awtorità mhijiex ser titratta iżjed dak l-iżvelar.

(5) Jekk l-awtorità tikkonkludi illi żvelar sar b'mod proprju, allura l-awtorità għandha fi żmien raġjonevoli tinnotifika bil-miktub lill-persuna li għamlet l-iżvelar dwar l-istat tal-prattika mhux xierqa żvelata jew dawk il-kwistjonijiet kif jista' jiġi preskritt.

Twaqqif ta' unitajiet dwar min jiżvela informazzjoni protetta.

17. (1) L-awtoritajiet kollha msemmija fl-Ewwel Skeda għandhom iwaqqfu Unità dwar rapporti ta' żvelar ta' informazzjoni protetta.

(2) L-Unità dwar rapporti ta' żvelar ta' informazzjoni protetta għandha tkun inkarigata li tirċievi u tipproċessa kull żvelar estern li għandu x'jaqsam mal-attivitajiet tal-persuni li joperaw fi hdan is-settur regolat mill-awtorità rilevanti kif mnizzel fl-Ewwel Skeda sabiex jiġi stabbilit jekk l-iżvelar għandux jiġi riferit għal aktar investigazzjoni u l-kondizzjonijiet li taħthom dik ir-riferenza għandha ssehh.

Riferenza ta' informazzjoni lil awtorità oħra.

18. (1) Meta l-awtorità li lilha jsir l-iżvelar protett tikkonsidra li l-informazzjoni żvelata tista' tkun investigata aħjar minn awtorità oħra, jew fil-każ ta' Prattika mhux xierqa li tikkostitwixxi reat kriminali jew kontravvenzjoni ta' xi liġi oħra applikabbli mill-pulizija, l-awtorità li lilha jsir l-iżvelar protett tista', fi żmien ta' mhux aktar minn 30 ġurnata, tirreferi dik l-informazzjoni lil dik l-awtorità l-oħra jew lill-pulizija skont il-każ u tinforma debitament minnufih bil-miktub lill-informatur:

Iżda l-identità tal-informatur ma għandhiex tiġi żvelata mingħajr il-kunsens tiegħu.

(2) Żvelar protett ma jieqafx ikun żvelar protett minhabba f'li jiġi riferit għand awtorità oħra jew lill-pulizija.

TAQSIMA IV REATI U PIENI

L-użu jew it-theddid ta' vjolenza.

19. Kull persuna li, bil-ħsieb li ġġieghel lil xi persuna oħra li ma tagħmilx jew li tagħmel xi għemil li dik il-persuna l-oħra għandha jedd bil-liġi li tagħmel jew li ma tagħmilx skont id-disposizzjonijiet ta' dan l-Att, mingħajr dritt u mingħajr setgħa bil-liġi -

(a) tuża jew thedded li tuża vjolenza fuq dik il-persuna, jew fuq martu, żewġha jew uliedha, jew fuq xi persuna oħra li tgħix magħha, jew tagħmel jew thedded li tagħmel hsara lill-proprjetà tagħha;

(b) kontinwament timxi wara dik il-persuna l-oħra minn post għall-ieħor;

(ċ) tgħasses jew iddawwar id-dar jew post ieħor fejn dik il-persuna l-oħra toqgħod, jew l-inhawi ta' dik id-dar jew dak il-post;

(d) iċċaħhad lil dik il-persuna, jew b'xi mod tfixkilha fl-użu ta' xi għodod, ilbies jew proprjetà oħra ta' dik il-persuna l-oħra jew użati minnha,

tkun hatja ta' xi reat u tehel meta tinsab hatja priġunerija għal żmien ta' mhux iżjed minn tliet xhur jew multa ta' mhux iżjed minn elf u mitejn euro (€1,200) jew dik il-priġunerija u multa flimkien, bla ħsara għal piena akbar li jkun hemm għal dak ir-reat taht xi legislazzjoni oħra.

TAQSIMA V REGOLAMENTI U LINJI GWIDA

20. (1) B'żieda ma' materji li l-Ministru għandu s-setgħa biex jippreskrivi regoli taht id-disposizzjonijiet ta' dan l-Att, il-Ministru jista' minn żmien għal żmien jagħmel regolamenti b'mod generali għall-implimentazzjoni aħjar ta' dan l-Att u sabiex:

Regolamenti u linji gwida.

(i) jistabilixxi l-proċeduri interni li prinċipali għandu jkollhom rigward kif tiġi riċevuta u kif tiġi trattata Prattika mhux xierqa li jkunu saru fi hdan jew mill-organizzazzjoni;

(ii) jistabilixxi l-proċeduri li awtorità skont l-Ewwel Skeda għandu jkollha sabiex titċievi u tmexxi żvelar estern;

(iii) jistabilixxi regoli ta' żvelar bejn l-unità dwar rapporti ta' żvelar ta' informazzjoni protetta u dipartimenti oħra fi hdan l-awtorità liema unità tiffirma parti minna;

(iv) jistipula d-dmirijiet ta' komunikazzjoni bejn l-unità dwar rapporti ta' żvelar ta' informazzjoni protetta u l-informatur u restrizzjonijiet fuqhom; u

(v) jistabilixxi regoli għall-implimentazzjoni aħjar ta' dan l-Att.

(2) Awtorità tista', b'żieda ma' kull funzjoni oħra tagħha taht dan l-Att, minn żmien għal żmien toħroġ u tippubblika linji gwida fuq kull kwistjoni li dwarha l-Ministru jista' jagħmel regolamenti inklużi linji gwida li jstabilixxu l-proċeduri li jkunu disponibbli skont il-liġi lil dawk li jkunu jixtiequ li jiżvelaw Prattika mhux xierqa.

(3) Linji gwida maħruġa minn awtorità għandhom ikunu vinkolanti fuq l-organizzazzjonijiet kollha li l-attivitajiet tagħhom

huma regolati minn dik l-awtorità.

(4) Flief għal emendi għal-linji gwida li jkunu purament ta' natura amministrattiva u jkunu dikjarati b'mod espress hekk mill-awtorità, li jidhlu fis-sehh minnufih wara l-pubblikazzjoni tagħhom fuq is-sit elettroniku ufficjali tal-imsemmija awtorità, kull linja gwida ġdida jew emenda ta' linja gwida għandhom jidhlu fis-sehh fi żmien hmistax-il jum wara li jiġu publikati fuq is-sitt elettroniku ufficjali jew f'dik id-data iżjed tard kif jista' jkun hemm dikjarat.

TAQSIMA VI MIXXELLANJI

Kunflitt bejn kuntratt ta' servizz u disposizzjonijiet ta' dan l-Att.

21. Kull disposizzjoni f'kuntratt ta' servizz jew ftehim ieħor bejn impjegat u prinċipal tkun nulla safejn -

(a) tkun turi li teskludi xi disposizzjoni ta' dan l-Att, inkluż ftehim li ma jittiehdur jew ma jitkomplewx xi proċeduri taht dan l-Att jew xi proċeduri għal ksur tal-kuntratt; jew

(b) tkun turi li tipprekludi lill-impjegat jew ikollha l-effett li tiskoraġġixxi lill-impjegat milli jagħmel żvelar protett skont it-termini ta' dan l-Att.

Persuni jew klassi ta' persuni eżenti.

22. Il-Ministru jista' b'avviż fil-Gazzetta jeżenta xi persuna jew klassi ta' persuni mingħajr effett retrospettiv minn kull disposizzjoni jew xi disposizzjoni ta' dan l-Att fuq kull bażi li jidhirlu sufficjenti. Kull eżenzjoni bħal din tista' tiġi soġġetta għal dawk il-kondizzjonijiet jew tista' tiġi soġġetta sabiex tissodisfa dawk il-proċeduri, il-formalitajiet jew l-obbligi l-oħra, kif il-Ministru jista' jqies xieraq.

Applikabilità tal-Att.

23. Dan l-Att għandu japplika biss għal żvelar ta' informazzjoni li sehh wara d-dhul fis-sehh ta' dan l-Att, irrispettivament jekk il-prattika mhux xierqa, li tkun is-suġġett tal-iżvelar, tkun twettqet qabel jew wara d-dhul fis-sehh ta' dan l-Att.

TAQSIMA VII EMENDI TAL-ATT DWAR IL-PULIZIJA

Emenda tal-Att dwar il-Pulizija. Kap. 164

24. Din it-Taqsima temenda l-Att dwar il-Pulizija u għandha tintfiehmed haġa waħda mal-Att dwar il-Pulizija, hawn iżjed 'l quddiem imsejjaħ "l-Att prinċipali".

Żieda ta' artikolu ġdid mal-Att prinċipali.

25. Minnufih wara l-artikolu 90 tal-Att prinċipali għandu jiżdied l-artikolu ġdid li ġej:

"Protezzjoni ta' identità.

90A. (1) Minkejja id-disposizzjonijiet l-oħra ta' din it-Taqsima fejn il-Kummissarju hu tal-opinjoni li l-identità tal-persuna tishoqqilha li tiġi protetta, f'ċirkostanzi fejn dik il-persuna tkun se tagħti b'mod volontarju informazzjoni affidabbli u dokumenti relatati mat-twertieq ta' reat li jikkonsisti f'prattika mhux xierqa kif imfissra fl-Att dwar il-Kummissjoni Permanenti Kontra l-Korruzzjoni, liema informazzjoni u dokumenti jikkostitwixxu xhieda affidabbli li jkunu jistgħu jintużaw f'proċeduri kriminali u li jipprovdu opportunità raġonevoli fejn persuna oħra tinstab hatja ta' dak ir-reat, il-Kummissarju jista' jirrakkomanda lill-Avukat Ġenerali li dik il-persuna isirilha programm ta' ħarsien ta' xhud biss safejn u għall-finijiet sabiex l-identità tiegħu bħala sors tal-istess informazzjoni u dokumenti jiġu protetti.

(2) Jekk l-Avukat Ġenerali wara li jkun irċieva talba skont it-subartikolu (1) u jaġixxi skont il-fehma tiegħu stess, jaqbel li dik il-protezzjoni tal-identità għandha tingħata, kemm jekk soġġetta għal kondizzjonijiet jew le, l-Avukat Ġenerali għandu jorog ċertifikat għal dan il-ghan u l-Kummissarju għandu jkun intitolat li jipprotegi l-identità tal-istess persuna u li ma jagħti l-ebda informazzjoni f'kwalunkwe qorti dwar l-identità tal-imsemmija persuna fuq il-bażi tal-imsemmi ċertifikat.

(3) Meta ċertifikat kif imsemmi fis-subartikolu (2) jiġi mahruġ, l-ebda proċeduri jistgħu f'xi hin jiġu meqjusa bħala "ex officio" kontra l-persuna li lilha tkun inħarġitilha ċ-ċertifikat fuq il-bażi biss tal-informazzjoni u dokumenti forniti minn dik il-persuna lill-Pulizija.

(4) L-Avukat Ġenerali jista', jaġixxi skont il-fehma tiegħu stess, u wara konsultazzjoni mal-Kummissarju, jirrevoka dak iċ-ċertifikat, kemm mid-data oriġinali ta' meta inħareġ kif ukoll mid-data tarrevoka jekk ikun sodisfatt li l-imsemmi ċertifikat ġie akkwistat b'mod qerrieqi jew fuq il-bażi ta' materja mhux korretta jew informazzjoni qarrieqa li tkun ingħatat lill-Kummissarju mill-persuna li lilha jkun ingħata ċ-ċertifikat jew minn xi persuna għan-nom tagħha. Fit-twertieq tas-setgħat mogħtija taht dan is-subartikolu, l-Avukat Ġenerali għandu jagħti raġunijiet għad-deċizzjoni tiegħu.

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(5) Revoka magħmula skont is-subartiolu (4) għandha tkun mingħajr preġudizzju għal xi responsabbiltà kriminali jew ċivili ta' kull persuna involuta fl-akkwist tal-imsemmi certifikat b'mod qarrieqi.

(6) Xejn f'dan l-artikolu ma għandu jiġi interpretat bħala deroga minn kull dritt tal-Pulizija sabiex jipproteġu l-informaturi tagħhom b'mod ġenerali kif jista' jirriżulta minn xi liġi fis-seħh applikabbli minn żmien għal żmien."

L-EWWEL SKEDA
Awtoritajiet Preskritti li jirċievu Żvelar Estern

Taqsim 1 - Settur Privat

Awtorità	Deskrizzjoni tal-Kwistjonijiet
Kummissarju tat-Taxxi Interni	Taxxa fuq l- <i>Income</i> , Taxxa fuq il-Korporazzjoni, Taxxa fuq il-Qligh Kapitali, Taxxa tal-boll, Kontribuzzjonijiet tas-sigurtà soċjali
Korp għall-Analizi ta' Informazzjoni Finanzjarja	<i>Money laundering</i> skont l-Att kontra il- <i>Money Laundering</i>
Awtorità għas-Servizzi Finanzjarji ta' Malta	In-negozju ta' istituzzjonijiet ta' kreditu u ta' finanzi, in-negozju tal-assigurazzjoni u attivitajiet ta' intermedjarji tal-assigurazzjoni, il-provvediment ta' servizzi tal-investment u skemi ta' investment kollettiv, fondi ta' pensjonijiet u irtirar, swieq regolati, depożiti ta' siguratijiet ċentrali, it-twettiq ta' negozju out of <i>trustee</i> kemm professjonalment kif ukoll f'kapaċità personali u dawk l-oqsma oħra ta' attività jew servizzi li jistgħu jiġu mqegħda minn żmien għal żmien taħt il-kompetenza ta' superviżjoni u dik regolatarja tal-Awtorità għas-Servizzi Finanzjarji ta' Malta
Kummissarju dwar Organizzazzjonijiet Volontarji	Attivitajiet ta' ogranizzazzjoni volontarja
Kummissjoni Permanenti kontra l-Korruzzjoni	Atti ta' korruzzjoni
Ombudsman	(i) imġieba li tinvolvi riskju sostanzjali għas-saħħa u s-sigurtà pubblika jew l-ambjent illi, jekk pruvata, tkun tikkostitwixxi reat kriminali; u
	(ii) kull kwistjoni oħra li tikkostitwixxi prattici mhux xierqa u li mhumiex intiżi li jiġu rappurtati lil xi awtorità oħra.

Taqsim 2 - Amministrazzjoni Pubblika

External Whistleblowing Disclosure Unit fi hdan il-Gvern ta' Malta

IT-TIENI SKEDA*Persuni soġġetti:*

Għall-finjiet ta' dan l-Att "prinċipal" li hu soġġett għad-disposizzjonijiet ta' dan l-Att huwa:

(1) Kull ministeru tal-Gvern ta' Malta;

(2) Kull organizzazzjoni fi hdan is-settur privat li, skont l-aħħar il-kontijiet annwali jew konsolidati, jilhaq mill-inqas wieħed mill-kriterji li ġejjin:

- Medja ta' numru ta' impjegati, matul is-sena finanzjarja, ta' aktar minn 250;

- total ta' *balance sheet* li jkun aktar minn tlieta u erbgħin miljun euro (€43,000,000) u

- *annual turnover* li jkun aktar minn hamsin miljun euro (€50,000,000).

(3) Kull organizzazzjoni volontarja li tiġbor kull sena aktar minn hames mitt elf euro (€500,000) minn kollezzjonijiet pubbliċi u donazzjonijiet oħra.

Il-Ministru jista' minn żmien għal żmien jippreskrivi regolamenti, jemenda din l-Iskeda jew parti minnha għall-implimentazzjoni aħjar tad-disposizzjonijiet ta' dan l-Att jew xi regolamenti magħmula tahtu.

Għanijiet u Raġunijiet

L-għanijiet ta' dan l-Abbozz huma biex jipprovdi għal proċeduri li bis-saħħa tagħhom impjegati, kif imfissra f'dan l-Att, kemm fis-settur privat u kif ukoll fl-amministrazzjoni pubblika jistgħu jiżvelaw informazzjoni dwar prattiċi mhux xierqa mill-prinċipali tagħhom jew minn impjegati oħra fl-impjeg tal-prinċipali tagħhom u biex jipproteġi impjegati illi jagħmlu dak l-iżvelar minn azzjoni ta' detriment.

PROTECTION OF THE WHISTLEBLOWER ACT, 2013**ARRANGEMENT OF ACT**

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SECOND SCHEDULE	Subject persons	

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A BILL
entitled

AN ACT to make provision for procedures in terms of which employees in both the private sector and the public administration may disclose information regarding improper practices by their employers or other employees in the employ of their employers and to protect employees who make said disclosures from detrimental action.

BE IT ENACTED by the President, by and with the advice and consent of the House of Representatives in this present Parliament assembled, and by the authority of the same, as follows:-

PART I
PRELIMINARY AND GENERAL

Short title.

1. (1) The short title of this Act is the Protection of the Whistleblower Act, 2013.

(2) This Act shall come into force on such a date as the Minister responsible for justice may by notice in the Gazette appoint, and different dates may be so appointed for different provisions or different purposes of this Act.

Definitions.

2. (1) In this Act, unless the context otherwise requires:

"authority" means the entities prescribed to receive external disclosures, as listed in the First Schedule;

"bribery" means any conduct in violation of articles 112 or 115 or of article 121 insofar as it extends the application of articles 112 and 115 of the Criminal Code;

Cap. 10

"contract of service" means:

(i) an agreement whether oral or in writing, in any

form, whereby a person binds himself to render service to or to do work for an employer, in return for remuneration; and

(ii) an agreement, even if implied, whereby a person agrees to render services for or at the request of a voluntary organisation without remuneration;

"corrupt practices" has the same meaning as is assigned to it by article 6 of the Permanent Commission against Corruption Act; Cap. 326.

"detrimental action" includes:

(a) action causing injury, loss or damage; and, or

(b) victimisation, intimidation or harassment; and, or

(c) occupational detriment; and, or

(d) prosecution under article 101 of the Criminal Code relating to calumnious accusations and/or; Cap. 9.

(e) civil or criminal proceedings or disciplinary proceedings;

"disciplined force" has the same meaning as assigned to it in Article 47(1) of the Constitution;

"employee" means:

(a) any person who has entered into or works under a contract of service with an employer and includes a contractor or subcontractor who performs work or supplies a service or undertakes to perform any work or to supply services; or

(b) any person who has undertaken personally to execute any work or service for, and under the immediate direction and control of another person, including an outworker, but excluding work or service performed in a professional capacity to which an obligation of professional secrecy applies in terms of the Professional Secrecy Act when such work or service is not regulated by a specific contract of service and "outworker" means a person to whom articles, materials or services of any nature are given out by an employer for the performance of any type of work or service where such work or service is to be carried out either in the home of the outworker or in some other premises not being under the control and management of that other person; or Cap. 371

(c) any person in employment in the public

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administration, including as a member of a disciplined force;

(d) any former employee;

(e) any person who is or was seconded to an employer;
or

Cap. 492.

(f) any volunteer in terms of article 2 (1) of the Voluntary Organisations Act even when such work or service is not regulated by a specific contract of service;

(g) any candidate for employment only where information concerning a serious threat to the public interest constituting an improper practice has been acquired during the recruitment process or at another pre-contractual negotiating stage;

"employer" means any natural person, legal organisation or statutory body whether forming part of the public administration or the private sector who satisfies the criteria set out in the Second Schedule and who:

(a) enters into a contract of service with an employee;
or

(b) who employs or engages or permits any other person in any manner to assist in the carrying on or conducting of his business; or

(c) who seeks to employ other persons,

and shall include a voluntary organisation in relation to volunteers who render services to such voluntary organisation on a voluntary basis or otherwise;

"external disclosure" is a disclosure made in accordance with Section 3 of Part III;

"External Whistleblowing Disclosure Unit" means with respect to the public administration, such section, body or unit as may be established to carry out the functions designated in article 17;

"guidelines" means the set of rules issued by an authority, from time to time for the further implementation of the provisions of this Act, and any regulations made hereunder;

"improper practice" means an action or a series of actions whereby:

(a) a person has failed, is failing or is likely to fail to comply with any legal obligation to which he is subject; or

(b) the health or safety of any individual has been, is being or is likely to be endangered; or

(c) the environment has been, is being or is likely to be damaged; or

(d) a corrupt practice has occurred or is likely to occur or to have occurred; or

(e) a criminal offence has been committed, is being committed or is likely to be committed; or

(f) a miscarriage of justice that has occurred, is occurring or is likely to occur; or

(g) bribery has occurred or is likely to occur or to have occurred; or

(h) information tending to show any matter falling within any one of the preceding paragraphs has been, is being or is likely to be deliberately concealed:

Provided that in the interpretation of this definition due account shall be given to the *de minimis* rule so that very minor or trivial matters shall not fall under the provisions of this Act."

"internal disclosure" is a disclosure made in accordance with Section 2 of Part III;

"member", in relation to a disciplined force, includes any person who under the law regulating the discipline of that force, is subject to that discipline;

"Minister" means the Minister responsible for justice;

"occupational detriment", in relation to the working environment of an employee includes:-

(a) being subjected to any disciplinary action including for breach of ethics or confidentiality;

(b) being dismissed, suspended or demoted except where administratively or commercially justifiable for organisational reasons;

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(c) being transferred against his will or being refused transfer or promotion except where administratively or commercially justifiable for organisational reasons;

(d) being subjected to a term or condition of employment or retirement which is altered or kept altered to his disadvantage;

(e) being refused a reference or being provided with an adverse reference from his employer except where justifiable on the basis of performance;

(f) being denied appointment to any employment, profession or office; or

(g) being otherwise adversely affected in respect of his employment, profession or office, including employment opportunities and work security;

"organisation" means any legal entity, whether having legal personality or not;

"person" means a natural person;

"protected disclosure" means an internal disclosure or an external disclosure of information, made in writing or in any format which may be prescribed;

Cap. 497. "public administration" has the meaning as is assigned to it by article 2(1) of the Public Administration Act;

"statutory body" means any corporation or other body corporate established by law;

Cap. 492. "voluntary organisation" has the same meaning as is assigned to it by article 2(1) of the Voluntary Organisations Act irrespective of whether such organisation is enrolled in terms of the said Act;

"whistleblower" means any employee who makes a disclosure to a whistleblowing reporting officer or a whistleblowing reports unit, as the case may be, whether it qualifies as a protected disclosure or not under this Act;

"whistleblowing reporting officer" means such officer within an employer charged with carrying out the functions designated by article 12;

"whistleblowing reports unit" means such officer, office or

section within an authority to carry out the functions designated by article 17 and, with respect to the public administration, the External Whistleblowing Disclosure Unit.

(2) Where this Act refers to a matter which may be prescribed, unless this Act expressly designates the person authorised and the manner thereof, such matter may be prescribed by the Minister through regulations or by the authority through guidelines or by any one or all of them as may be determined, and in the case of any conflict, a regulation by the Minister shall prevail over a guideline.

(3) This Act shall not apply to members of a disciplined force, to members of the Security Service or to persons employed in the foreign, consular or diplomatic service of the Government until the Minister makes regulations regulating the manner in which the provisions of this Act will apply in their regard, and in so doing, the Minister may make not applicable or modify the provisions of this Act as necessary for the purpose of the protection of national security, defence, intelligence, public order and the international relations of the State.

PART II PROHIBITION OF DETRIMENTAL ACTION

3. Subject to the exceptions stated in this Act, despite any prohibition of or restriction on the disclosure of information under any enactment, rule of law, contract, oath or practice a whistleblower may not be subjected to detrimental action on account of having made a protected disclosure.

Prohibition of detrimental action.

4. (1) Notwithstanding the provisions of the Criminal Code or of any other law, a whistleblower who makes a protected disclosure is not liable to any civil or criminal proceedings or to a disciplinary proceeding for having made such a disclosure.

Protected disclosure
Cap. 9.

(2) The protection afforded to a whistleblower shall not be prejudiced on the basis only that the whistleblower making the disclosure was, in good faith, mistaken about its import or that any perceived threat to the public interest on which the disclosure was based has not materialised or that the person making the disclosure has not fully respected the procedural requirements of this Act or of any regulations or guidelines made under this Act.

5. (1) Subject to the provisions of the proviso to sub-article (2), and to the provisions of sub-articles (3) and (4), nothing in this Part shall prevent the institution of criminal proceedings against the whistleblower where the said whistleblower was the perpetrator or an accomplice in an improper practice which constitutes a crime or

No immunity to whistleblower if he was the perpetrator or an accomplice

contravention under any applicable law prior to its disclosure.

(2) Subject to the provisions of sub-paragraphs (ii) and (iii) of sub-article (3), nothing in this Part shall be interpreted as providing immunity to any person making a disclosure about an improper practice from any disciplinary or civil proceedings or liability arising from his own conduct:

Provided that:

(i) any court or tribunal taking cognizance of proceedings instituted against any whistleblower based on the fact that the said person was the perpetrator or was an accomplice in the improper practice reported by the said person shall, in giving its judgement or decision take into due account the fact that the disclosure was made by such person in such manner as it deems appropriate and the punishment of such whistleblower may be mitigated or remitted and the court or tribunal shall expressly refer to the provisions of this article in its judgement; and

(ii) in any civil proceedings instituted against a whistleblower based on the fact that the said person was the perpetrator or was an accomplice in the improper practice reported by the same person, the court shall, if it finds that the whistleblower is responsible for the payment of damages only hold him liable for such part of the damage as he may have caused and shall, notwithstanding the provisions of articles 1049, 1050 and 1051A of the Civil Code or of any other law, hold not him liable jointly and severally with others:

Provided that the exemption from joint and several liability provided for in this sub-paragraph shall not apply in the case of damages resulting from wilful homicide or from grievous bodily harm; and

(iii) where the whistleblower is an employee of the public administration and disciplinary proceedings are instituted against him based on the fact that he was the perpetrator or was an accomplice in the said improper practice reported by him, the public administration shall endeavour to mitigate the effects of any punishment, and shall, where possible, not seek dismissal as the punishment inflicted in the said disciplinary proceedings.

(3) Notwithstanding the provisions of this article, where in criminal proceedings as provided for in sub-article (1) instituted against a whistleblower,

(i) the prosecution declares in the records of the proceedings that the accused has disclosed an improper practice which constitutes a criminal offence liable to a punishment of imprisonment of more than one year which has helped the police to apprehend the person or persons who committed the said criminal offence; or

(ii) the whistleblower proves to the satisfaction of the court that his whistleblowing report has so helped the police,

the punishment for such crime shall be diminished as regards imprisonment by one or two degrees and as regards any pecuniary penalty by one-third or one-half:

Provided that the court may, if it considers that the circumstances of the case so merit, after hearing all the evidence and after convicting the whistleblower either further reduce the punishment or exempt the whistleblower from punishment completely:

Provided further that when it applies the above proviso to exempt the whistleblower from punishment completely the court shall make a report to the President of the Republic stating the reasons for its action and shall expressly refer to the provisions of this article in its report.

(4) The Attorney General, after having consulted the Commissioner of Police and a judge of the superior courts who at the time of the consultation is not a judge assigned to take cognizance of criminal trials, may, if in his individual judgement he is satisfied of the advisability to do so, whether unconditionally or under such conditions as he deems fit, issue a certificate in writing exempting any whistleblower to which sub-article (1) applies from any criminal proceedings as provided for in sub-article (1) and in such case the Attorney General shall make a report to the President of the Republic stating the reasons for his action and shall expressly refer to the provisions of this article in his report.

6. (1) Every whistleblowing reporting officer or whistleblowing reports unit to whom a protected disclosure is made or referred must not disclose information that identifies or may lead to the identification of the whistleblower unless the whistleblower expressly consents in writing to the disclosure of that information.

Prohibition of disclosure of information to identify the whistleblower.

(2) The whistleblowing reports unit shall not communicate the contents of the disclosure to other departments within the authority of which it forms part until it has duly investigated the disclosure and it

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has established that it is necessary or appropriate in the public interest for further investigation to be carried out by such other departments or with the police in relation to an improper practice which constitutes a crime or contravention under any law. Notwithstanding any other law, the authority shall not be restricted in any manner in sharing information with the whistleblowing reports unit about its investigations from time to time for the whistleblowing reports unit to determine whether it has any relevant information on the subject matter under investigation.

(3) Guidelines may be issued by each authority setting out –

(a) the duties of communication between the whistleblowing reports unit and the whistleblower and the restrictions thereon; and

(b) the rules for disclosure to other departments of the authority or to other authorities or entities of the State.

(4) The protection provided for in this article shall not be subject to any exceptions and no court may order the disclosure of the identity of any whistleblower without his consent.

Application to
the Civil Court.

7. (1) A person who believes that detrimental action has been taken or is imminently to be taken against him in reprisal for a protected disclosure may file an application to the First Hall, Civil Court for -

(a) an order requiring the person who has taken the detrimental action to remedy that action; or

(b) an injunction.

(2) The court, pending the final determination of an application under this article may

(a) make an interim order; or

(b) grant an interim injunction.

(3) If, in determining the application under sub-article (2) the court is satisfied that a person has taken or intends to take detrimental action against a person in reprisal for a protected disclosure, the court may:

(a) order the person who took the detrimental action to remedy that action and determine the amount of damages, including, but not limited to, moral damages as the court may

determine, due to the person who suffered the detrimental action; or

(b) grant an injunction in any terms the Court considers appropriate.

(4) Notwithstanding the provisions of the Code of Organization and Civil Procedure, an injunction granted in terms of sub-article (3)(b) shall be for an indefinite period until an application for its revocation is made and need not be followed by an action on the merits. The provisions of articles 873 and 875 of the Code of Organization and Civil Procedure shall apply to warrants issued under sub-article (3)(b). Cap. 12.

(5) The provisions of articles 829 to 838B of the Code of Organization and Civil Procedure shall not apply to injunctions granted in terms of sub-article (3)(b). Cap. 12.

(6) Notwithstanding the provisions of Schedule A of the Code of Organisation and Civil Procedure, no registry fees shall be charged on an application filed in the First Hall of the Civil Court by the person referred to in sub-article (1) but, if granted, an award on costs shall be made against the respondent. Cap. 12.

8. Any person who may have suffered detrimental action as a result of making a protected disclosure shall, without prejudice to any other right under any other law, have a right to compensation for any damage caused. Right to compensation after detrimental action.

PART III DISCLOSURES

SECTION 1 PROTECTED DISCLOSURES

- 9.** (1) A disclosure is a protected disclosure if - Protected disclosure.
- (a) it is made in good faith; and
- (b) the whistleblower reasonably believes, at the time of making the disclosure based on the information he has at that moment, that:
- (i) the information disclosed, and any allegation contained in it, are substantially true;
- (ii) the information disclosed tends to show an improper practice being committed by his employer,

another employee of his employer or by persons acting in the employer's name and interests; and

(c) the disclosure is not made for purposes of personal gain.

(2) The protections conferred by this article do not apply to an employee who knowingly discloses information which he knows or ought to reasonably know is false and any person or organisation, other than the employer or officers or shareholders of the same when an organisation, which is prejudiced by the disclosure of such false information given in a disclosure made under this Act shall not by virtue of this Act be hindered in the exercise of any legal action or in the enforcement of any legal remedy available to that person or organisation under any other law in respect of the said prejudice:

Provided that such remedy shall only be available if the identity of the whistleblower has been obtained or otherwise disclosed in accordance with the provisions of this Act.

Cap. 9.

(3) It shall be an offence punishable in accordance with article 101 of the Criminal Code to knowingly provide false information in terms of this Act.

(4) Without prejudice to the provisions of sub-article (3) any person who intentionally provides incorrect or misleading information with the intention of harming an employer who is innocent of any improper practice reported against the said employer under this Act shall be guilty of an offence against this Act and shall be liable on conviction to a punishment of imprisonment from three to six months and to a fine (*multa*) not exceeding five thousand euro or to both such fine and imprisonment.

Information protected by legal professional privilege. Cap. 377.

10. Saving the provisions of article 6A (c) of the Professional Secrecy Act, nothing in this Act authorises a person to disclose information protected by legal professional privilege and a disclosure of such information is not a protected disclosure for the purposes of this Act.

Anonymously made disclosures.

11. (1) Disclosures made anonymously shall not be considered as protected disclosures in terms of this Act.

(2) A whistleblower reporting officer or whistleblowing reports unit may receive and process an anonymous disclosure and may take such a disclosure into account in determining whether an improper practice has occurred:

Provided that where the whistleblower reporting officer or

the whistleblowing reports unit, after having taken into account all the relevant circumstances consider that the anonymous information received by them is likely to be defamatory or libellous they shall discard such information.

SECTION 2 INTERNAL DISCLOSURES

12. (1) Every employer must have in operation internal procedures for receiving and dealing with information about improper practices committed within or by that organisation; such internal procedures must at least identify the person or persons within the organisation, in this Act referred to as the whistleblowing reporting officer, to whom a protected disclosure may be made.

Internal procedures for receiving and dealing with protected information.

(2) Information about the existence of the internal procedures, and adequate information on how to use the procedures must be published widely within the organisation and must be republished at regular intervals.

(3) An internal disclosure is a protected disclosure made in accordance with the provisions of this Act if it is made by an employee to an employer substantially in the manner established by internal procedures established by the employer for receiving or dealing with such disclosures.

13. (1) The whistleblowing reporting officer must, within a reasonable time after receiving an internal disclosure, notify the whistleblower of the status of the improper practice disclosed or such matters as may be prescribed.

Notice to whistleblower.

(2) For the purposes of article 16, where it is apparent from external action that action has been taken to rectify the improper practice it will not be necessary for the whistleblowing reporting officer to notify the person who made the disclosure.

(3) In the event that a disclosure under this Part leads to the detection of an improper practice which constitutes a crime or contravention under any applicable law, the whistleblowing reporting office may refer the report received to the police for investigation thereof:

However, should the subject matter of the report have been rectified no provision of any law shall be interpreted as imposing an obligation on the whistleblowing reporting officer to report such matter.

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Internal disclosure may be made to the head or deputy head of the organisation.

14. An internal disclosure may be made to the head or deputy head of the organisation, who is hereby deemed to be the whistleblowing reporting officer and subject to the provisions of articles 6 and 13, if:

(a) the organisation has no internal procedures established and published for receiving and dealing with information about an improper practice; or

(b) the whistleblower believes on reasonable grounds that the whistleblowing reporting officer is or may be involved in the alleged improper practice; or

(c) the whistleblower believes on reasonable grounds that the whistleblowing reporting officer is, by reason of any relationship or association with a person who is or may be involved in the improper practice alleged in the disclosure, not a person to whom it is appropriate to make the disclosure.

SECTION 3 EXTERNAL DISCLOSURES

Protection of external disclosure.

15. Except as provided in this Part, an external disclosure shall only be protected if an internal disclosure in accordance with Section 2 of this Part has already been made or attempted to be made.

External disclosure made to the whistleblowing reports unit.

16. (1) An external disclosure may be made to the whistleblowing reports unit of the authority as provided in the First Schedule if the whistleblower believes on reasonable grounds –

(a) that the head of the organisation is or may be involved in the improper practice alleged in the disclosure; or

(b) that immediate reference to the authority, is justified by the urgency of the matter to which the disclosure relates, or some other exceptional circumstances; or

(c) at the time he makes the external disclosure, that he will be subjected to an occupational detriment by his employer if he makes an internal disclosure; or

(d) that it is likely that evidence relating to the improper practice will be concealed or destroyed if he makes an internal disclosure; or

(e) that although an internal disclosure has previously been made, the whistleblower has not been informed on the status of the matter disclosed or it is reasonably evident to the

whistleblower that there has been no action or recommended action on the matter to which the disclosure relates within a reasonable time from the making of the disclosure.

(2) In determining for the purposes of sub-article (1) whether it is reasonable for the whistleblower to make the disclosure to the authority, regard shall be had, in particular, to:

(a) the seriousness of the alleged improper practice;

(b) whether the improper practice is continuing or is likely to occur in the future;

(c) whether the disclosure is made in breach of a duty of confidentiality owed by the employer to any other person;

(d) in a case falling within sub-article 1 (e), any action which the employer has taken or might reasonably be expected to have taken as a result of the previous disclosure; and

(e) whether in making the disclosure to the authority, the employee complied with any procedure whose use by him was authorised by the employer in accordance with article 12 (1).

(3) If a person makes a disclosure to an authority in accordance with this Part, the authority must within forty-five (45) days after receiving the disclosure consider and reach a conclusion as to whether it is appropriate for the disclosure to be made externally.

(4) If the authority concludes that a disclosure should not have been made externally, then it must within a reasonable time, not exceeding 45 days, notify in writing the whistleblower that an internal disclosure in accordance with Section 2 of this Part must be made and that it will not be dealing further with the disclosure.

(5) If the authority concludes that a disclosure has been properly made, then it must within a reasonable time notify in writing the person who made the disclosure of the status of the improper practice disclosed or such matters as may be prescribed.

17. (1) All authorities referred to in the First Schedule shall set up a whistleblowing reports unit.

Setting up of
whistleblowing
reports unit.

(2) The whistleblowing reports unit shall be charged with receiving and processing any external disclosures relating to the activities of persons operating within the sector regulated by the relevant authority as set out in the First Schedule so as to determine

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whether the disclosures should be referred for further investigation and the conditions under which such referral should take place.

Reference of information to another authority.

18. (1) Where the authority to whom a protected disclosure is made considers that the information disclosed can be better investigated by another authority or in the case of an improper practice which constitutes a crime or contravention under any applicable law by the police, the authority to whom the disclosure is made may, within not more than 30 days, refer that information to such other authority or the police, as the case may be, and immediately inform in writing the whistleblower accordingly:

Provided that the identity of the whistleblower shall not be disclosed except with his prior consent in writing.

(2) A protected disclosure does not, by reason of its referral to another authority or the police, cease to be a protected disclosure.

PART IV OFFENCES AND PENALTIES

Threatens to use violence.

19. Any person who, for the purpose of compelling any other person to abstain from doing or to do any act which such other person has a legal right to do or to abstain from doing under the provisions of this Act, wrongfully or without legal authority –

(a) uses or threatens to use violence against such person, or the wife, husband or child of such person, or a member of his household, or causes or threatens to cause damage to his property;

(b) persistently follows such other person from place to place;

(c) watches or besets the house or other place where such other person resides or the approaches to such house or place;

(d) deprives such person, or in any matter hinders him in the use of, any tools, clothing or other property owned or used by such other person,

shall be guilty of any offence and be liable on conviction to imprisonment for a period not exceeding three months or to a fine (*multa*) not exceeding one thousand and two hundred euro (€1,200) or to both such imprisonment and fine, without prejudice to any heavier punishment to which the offence may be liable under any other enactment.

PART V
REGULATIONS AND GUIDELINES

20. (1) In addition to the matters on which the Minister is empowered to prescribe rules under the provisions of this Act, the Minister may from time to time make regulations, generally for the better implementation of this Act and to:

Regulations and
guidelines.

(i) establish the internal procedures which employers must have in operation for receiving and dealing with information about improper practices committed within or by that organisation;

(ii) establish the procedures which an authority in terms of the First Schedule needs to have in place to receive and process external disclosures;

(iii) lay down the rules for disclosure between the whistleblowing reports unit and the other departments within the authority of which the whistleblowing reports unit forms part;

(iv) set out the duties of communication between the whistleblowing reports unit and the whistleblower and the restrictions thereon; and

(v) lay down rules for the better implementation of this Act.

(2) An authority may, in furtherance of any of its functions under this Act, from time to time issue and publish guidelines on all matters in respect of which the Minister may issue regulations including guidelines setting out the procedures which are available in terms of law to those who wish to disclose an improper practice.

(3) Guidelines issued by an authority shall be binding on all organisations whose activities are regulated by such authority.

(4) Except for amendments to the guidelines which are purely administrative in nature, and are expressly declared to be so by the authority, which come into force immediately upon the posting thereof on the official website of the said authority, any new guidelines or amendments to guidelines shall come into force on the lapse of fifteen days after they are posted on the official website of the authority or on such later date as may be stated therein.

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**PART VI
MISCELLANEOUS**

Conflict between contract of service and the provisions of this Act.

21. Any provision in a contract of service or other agreement between an employer and an employee is void in so far as it-

(a) purports to exclude any provision of this Act, including an agreement to refrain from instituting or continuing any proceedings under this Act or any proceedings for breach of contract; or

(b) purports to preclude the employee or has the effect of discouraging the employee from making a protected disclosure in terms of this Act.

Persons or class of persons exempt.

22. The Minister may by notice in the Gazette exempt any person or class of persons without retrospective effect from all or any of the provisions of this Act on any ground which to him may seem sufficient. Any such exemption may be made subject to such conditions or to the fulfilment of such other procedures, formalities or obligations, as the Minister may deem appropriate.

Applicability of this Act.

23. This Act shall apply to disclosures of information made after the coming into force of this Act, irrespective of whether or not the improper practice being the subject of a disclosure has occurred before or after the coming into force of this Act.

**PART VII
AMENDMENTS TO THE POLICE ACT**

Amendment of the Police Act. Cap. 164

24. This Part amends the Police Act and it shall be read and construed as one with the Police Act, hereinafter in this Part referred to as "the principal Act".

Adds new article to the principal Act.

25. Immediately after article 90 of the principal Act there shall be added the following new article:

"Protection
of identity.

90A. (1) Notwithstanding the other provisions of this Title where the Commissioner is of the opinion that the identity of a person merits to be protected, in circumstances where such person is willing to give the Police reliable information and documents relating to the commission of a crime consisting of a 'corrupt practice' as defined in the Permanent Commission Against Corruption Act which information and documents constitute reliable evidence which can be used in criminal proceedings and which provide a reasonable chance of conviction of another person for the commission of such an offence, he may recommend to the Attorney General that such person be admitted to the witness protection programme only to the extent and for the purpose that his identity as the source of the said information and documents be protected.

(2) If the Attorney General after receiving a request in accordance with sub-article (1) and acting in his own individual judgement, agrees that such protection of identity should be granted, whether subject to conditions or unconditionally, he shall issue a certificate to that effect and the Commissioner shall be entitled to protect the identity of the said person and not to give any information in any court on the identity of the said person on the basis the said certificate.

(3) When a certificate as referred to in sub-article (2) is issued, no proceedings may at any time be taken 'ex officio' against the person in favour of whom the certificate is issued only on the basis of the information and documents supplied by that person to the Police.

(4) It shall be lawful for the Attorney General acting in his own individual judgement and after consulting the Commissioner to revoke the said certificate, either from the original date of issue or from the date of revocation if he is satisfied that the said certificate was obtained fraudulently or on the basis of materially incorrect or misleading information having been given to the Commissioner by the person in whose favour the certificate was issued or by any other person on his behalf. In exercising his power under this sub-article the Attorney General shall give reasons for his decision.

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(5) A revocation made in terms of sub-article (4) shall be without prejudice to any criminal or civil liability of any person involved in wrongfully obtaining the said certificate.

(6) Nothing in this article shall be interpreted as a derogation from any right of the Police to protect its informers in general as may result from any law in force or applicable from time to time."

FIRST SCHEDULE
Authorities Prescribed To Receive External Disclosures

Part 1 – Private Sector

Authority	Description of Matters
Commissioner of Inland Revenue	Income tax, corporation tax, capital gains tax, stamp duties, national insurance contributions.
Financial Intelligence Analysis Unit	Money laundering in terms of the Prevention of Money Laundering Act.
Malta Financial Services Authority	The business of credit and financial institutions, the business of insurance and the activities of insurance intermediaries, the provision of investment services and collective investment schemes, pensions and retirement funds, regulated markets, central securities depositories, the carrying out of trustee business either in a professional or a personal capacity and such other areas of activity or services as may be placed from time to time under the supervisory and regulatory competence of the Malta Financial Services Authority.
Commissioner for Voluntary Organisations	Activities of a voluntary organisation
Permanent Commission Against Corruption	corrupt practices
Ombudsman	(i) Conduct involving substantial risk to public health or safety or the environment that would if proved, constitute a criminal offence; and (ii) All matters which constitute improper practices and which are not designated to be reported to any other authority

Part 2 – Public Administration

External Disclosure Whistleblowing Unit within the Government of Malta

SECOND SCHEDULE

Subject Persons:

For the purposes of this Act, an "employer" who is subject to the provisions of this Act is

- (1) Each ministry of the Government of Malta;
- (2) Any organisation within the private sector which, according to its last annual or consolidated accounts, meets at least **two** of the following criteria:
 - an average number of employees, during the financial year, of more than 250;
 - a total balance sheet exceeding forty-three million euro (€43,000,000); and
 - an annual turnover exceeding fifty million euro (€50,000,000).
- (3) Any voluntary organisation which annually raises more than five hundred thousand euro (€500,000) from public collections and other donations.

The Minister may from time to time prescribe regulations, amend this Schedule or any part thereof, for the better implementation of the provisions of this Act and any regulations made thereunder.

Objects and Reasons

The objects of this Bill are to provide for procedures in terms of which employees, as defined by the Act, in both the private sector and the public administration may disclose information regarding improper practices by their employers or other employees in the employ of their employers and to protect employees who made said disclosures from detrimental action.