

# WORKPLACE INVESTIGATIONS

## *The FiveSeven Way*



In a climate of changing workplace laws, and serious implications for getting it wrong, a well conducted Workplace Investigation is a valuable asset. The process must be efficient, have a strong foundation in Procedural Fairness, afford Natural Justice and stand up to scrutiny by Fair Work, a Tribunal or even a Court.

### **EXPERIENCE COUNTS.**

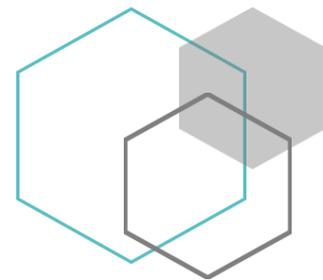
Undertaking a Workplace Investigation can be one of the most challenging aspects of an internal HR role. Mistakes can happen when the investigator is not properly trained, they are inexperienced, they lack true independence perhaps as a result of previous matters, or they are simply under pressure to resolve matters quickly.

FiveSeven is committed to undertaking sound Workplace Investigations, with quality reporting and outcomes. Our investigators are trained and skilled in not only the investigation process, but the practice of making appropriate factual findings and recommendations where there are workplace concerns or allegations.

- Workplace Bullying
- Sexual Harassment
- Discrimination
- Inappropriate Behavior
- Misconduct
- Reportable Conduct

Our Consultants have extensive experience working across a range of industries and sectors locally, nationally and internationally:

- Aged & Disability Care
- Professional Services
- Mining
- Rail & Logistics
- Construction & Engineering
- Education & Child Care



## So, WHAT MAKES US DIFFERENT?

We understand that every business is different. Our Workplace Investigations methodology has been developed to ensure that we can provide a robust, compliant and thorough process for our clients and their stakeholders. Our investigations are aligned to our internal Investigation Quality Standards to ensure defensible and reliable outcomes.



## WE ARE THERE FOR YOU WHEN THE INVESTIGATION IS OVER

After the Final Report has been submitted, FiveSeven will be there to assist you with finalising the matter. We will be there during the difficult conversations and help you make the hard decisions. We will assist you to implement the recommendations from the investigation and provide you with advice when you need it.

## BUT WAIT...THERE IS MORE!

FiveSeven will help your business solve complex problems, faster. Whether it is an Investigation or support with tough workplace conversations, we are committed to providing you with simple and effective solutions:

- ◆ Conducting Workplace Investigation Reviews
- ◆ Advice on Workplace Investigations Process (Mentoring)
- ◆ Designing Workplace Investigation Processes
- ◆ Training in Workplace Investigations, Decision Making and Disciplinary Processes
- ◆ Workplace Audits & Workforce Feedback Surveys
- ◆ Project Management of Investigation Recommendations and Outcomes

**JUST ASK. WE SOLVE.**