

# Grievances, Workplace investigations and Protected Disclosures

## CPD Training



### Course Information

#### START TIME

9.15am

#### DELIVERY

Virtual

Serious issues in the workplace such as bullying, harassment and whistleblowing must all be handled professionally. In recent years, many employers have seen an increase in the number of workplace harassment complaints with a corresponding need to conduct a thorough and legally sound investigation.

Mishandled or incomplete investigations cost money and time and can impact credibility. Unfortunately, the consequences of an improper investigation can be serious including reaching the wrong result, having difficulty supporting an outcome or even facing a lawsuit for a negligent investigation.

This Grievances, Workplace Investigations and Protected Disclosures course is a one-day program that effectively equips human resources professionals with the ability to recognise, investigate and report the findings of crucial workplace investigations.

### Course Content

- Complaints, grievances and disclosures - reflecting statutory definitions in policies and processes
- Dealing with a grievance what do the Courts expect of a reasonable employer?
- Recent case law and developments
- Best practice in workplace investigations
- Understanding terms of reference, implementing procedural transparency and avoiding legal challenges
- Applying fair procedures and natural justice and balancing rights of stakeholders
- Protected Disclosures - preparing for new legislation
- EU Directive 2019/1937 and Protected Disclosures (Amendment) Bill 2021 (Heads of Bill) - what changes are required before December 2021?
- Protection for whistle-blowers strengthened - extension from employees, to non-executive directors, self-employed persons, contractors, volunteers, trainees and shareholders.
- Preparing your organisation's processes for compliance.

### Who Should Attend

This CPD course will be of interest but not limited to employers, HR managers, health and safety managers, managers, supervisors.

### Certification

On completion of this one-day training course, you will receive your Certificate of Attendance. Please note certificates are issued at the close of the training course to participants on completion of the course.

Please check directly with your association or awarding body to see how many points they will award.

### Cost

An 'Early Bird' discounted rate of €465 is currently available. This training course normal rate is €565.