Most employers will need to conduct investigations, hearings or appeals from time to time be they related to matters such as bullying, harassment or sexual harassment in the workplace, disciplinary/dismissal, redundancy, or a special investigation, for example, as a result of an alleged fraud, financial irregularities, suspicious overtime claims, breaches of ethics, conflicts of interest and so on.

Investigations are Complex

Some investigations, hearings and appeals can be complex, time-consuming and stressful. The outcome from an investigation, hearing or appeal can have wide-ranging implications for both the organisation and the individuals involved. It is vital that they are conducted in compliance with legal standards, thoroughly and in accordance with best-practices and principles of natural justice.

Legal requirements are becoming more complex and more onerous on the employer every day. Recent case law and determinations about the right of parties to an investigation to cross-examine other parties, only increases the complexity even further. It is essential that investigations, hearings and appeals are carried out in a professional and competent manner and in compliance with the law and natural justice principles.

While an employer will more often than not have such competent persons internally and especially where the facts are not complex, sometimes, organisations may simply ‘run out of’ such persons internally or deem that it is appropriate to have an external, independent, third-party to conduct an investigation, hearing or appeal. The external investigator has the added advantage of not knowing the parties and also being less affected by the issue under investigation. This takes away the risk of allegations of bias in favour of one party or another.

Skills and Experience – You’re in Safe Hands

We have a number of senior people in-house, and some associates/specialists externally, who are experienced, professional and thorough in conducting investigations, hearings and appeals. They have the knowledge, skills and confidence to conduct the most challenging investigations, hearings and appeals, prepare a clear, concise, and well analysed report, which results in findings they can stand over.

Our structured investigation, hearing and appeal process, helps employers feel safe in external hands, while getting the job completed promptly, at all times fully compliant with the relevant law and with the assurance that their report and findings will stand up to scrutiny in court and other proceedings.
Our investigators have a clear insight and understanding of the legal framework within which they operate and of working in unionised environments and the involvement of legal professionals. Our investigators carry out their investigations in a professional manner, are able to obtain and secure the necessary written evidence in compliance with the law and prepare robust investigation reports able to withstand rigorous scrutiny.

CollierBroderick works with many large public sector and private sector organisations to deliver a prompt, professional report and findings.

In-Depth Experience

We have been selected by the Office of Government Procurement, following a rigorous tendering procedure, to conduct Workplace Investigations under their External Workplace Investigations Protocol.

In the past several years’ we have conducted many investigations under Dignity at Work, and Disciplinary policies and other situations e.g. financial irregularities, fraud, overtime claims, etc. for several Departments, semi-state bodies, universities and Institutes of Technology, ETB’s, hospitals, and so on.

We have acted as an External Appeals Officer under the Civil Service Disciplinary Code for Departments of State.

In the private sector, we have conducted investigations under the Dignity at Work and Disciplinary/Dismissals policy for several large organisations and SME’s, and many special investigations regarding financial matters and other irregularities.

Our work also involves conducting and supporting Disciplinary Hearings and Appeals in this sector.