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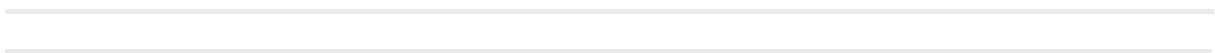


Useful information relating to handling of Disciplinary & Grievance investigations

Please pass to both your HR & Business Managers

HR Investigations

Dealing with the 'hard to handle'



The full & fair process that Disciplinary, Grievance, Harassment & Bullying Policies ensure is vital to organisational health.

However, often 'HR caseload' means a significant & sudden onus to deal with the situation as a priority whatever else needs doing.

The **situation** trusts, schools & other organisations face is actually **common**:

- When a disciplinary or grievance matter arises it can be pretty disruptive not just because people are upset but because it's really challenging to do what is necessary to resolve the issue in a timely way.
- At the same time the impact on other workload can be high – often there really is no option internally other than to drop whatever else is happening.
- The stakes can be significant & commonly situations are complex – it's often not clear to organisations how to unravel things.
- However in considering other options organisations have to feel confident that if others do the work it is in safe hands – that's not easy.

The **result** is always the same – the **potential to disrupt** organisational growth because it is impossible to know when the problem will hit.

How can you hope to cope with that?

At least one answer is to use an **independent HR Investigation Service..**

If you haven't used one before we might have something of **interest**.

We have an experienced flexible **Investigation team** available to help & especially able to tackle '**hard to handle**' cases.

We know you can't know when a problem will come so we also try to be as **responsive** as possible when needed.

Our Investigation Service can do as much or as little as is required but most often undertakes a full investigation & delivers a **complete package** including the report and case file.

The good thing is we can usually do this in a much **shorter timescale** than would otherwise be the case & that's really beneficial.

If wanted we can also **involve others** in your staffing to help **upskill** them for you as part of the process.

We are intent on offering a **square deal** where you only pay for what we do, working on clear rates which are reasonable and can also be improved the more our service is used.

The service is **synergistic** with the rest of One Wests' offer and because Investigations can be associated with Audit, Risk, GDPR & Fraud Assurance etc. we are able to tie everything together for you if something happens.

Want to know more? We would be very happy to talk.

Drop a line to us via:

steve_debruin@bathnes.gov.uk or jon_evans@bathnes.gov.uk

You might also like to check out our website: www.onewest.co.uk

Thanks & we look forward to speaking with you.

The One West Team



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Our mailing address is:

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