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Please pass to both your HR & Business Managers

Struggling to handle Disciplinary or Grievance issues?

***Our independent Investigation service
can help.***



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

That's where we come in & our independent Investigation service can help.

Reassuringly anyone finding themselves in this situation is **not** alone!

The issues 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 & an independent review is especially important.

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**.

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

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. Our rates are clear and reasonable.

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.

No issues right now? That's great but do think of us if something happens!

You can 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 seeing if we can be of some help.

The One West Team



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Our mailing address is:

One_West@bathnes.gov.uk

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