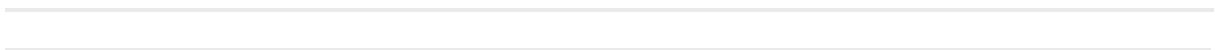




**Please pass to both your HR & Business  
Managers**

# **Independent Investigation Services**

**Do you see trouble on the horizon .....?**



## Sometimes getting some support from ‘outside’ is simply the right thing.

This is often the case in things that relate to **Disciplinary**, **Grievance** especially where there are problematic wider team issues.

Because of demand we are **adding** to our service with additional expertise to help.

Before deciding, of course, some **flexibility** & an intelligent **appraisal** of what is happening is important. There can be a vast difference on the appropriate approach depending on what has happened.

For definite choosing the **right approach** is critical but so is getting the **right people** to work on the problems for you.

Sometimes that is well served from ‘within’ but increasingly organisations are recognising the value of **independent** investigation.

That is because there is usually a need to resolve matters as **efficiently** as possible & there is huge advantage if it can be done without **compromising** day to day business and indeed future business plans.

Also, many situations are **complicated** & it takes the input of **experienced** people to sort things out. Sometimes the **availability** of resource from within just doesn’t allow for that.

Independence also scores well in terms of **developing trust** from individuals involved where they are most concerned to be heard & have the chance to say what they feel.

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At a time when those involved may also **feel vulnerable** this is understandable. Because it works well organisations are looking to utilise services like our own which undertake **independent** investigations.

**Most commonly their experience when they do this is the same.**

**Typically:**

- Disruption to everyone involved is lower
- Impact on business development is reduced
- Issues are resolved more efficiently with better outcomes
- Using a 'safe pair of hands' reduces potential for appeal & indeed potential tribunal

**Happily, not everyone needs us all the time but the bottom line is we are here to help when you do.**

We have an **experienced** flexible Investigation team available to work with you & **especially** able to tackle cases which are **challenging**.

Of course, no one knows when a problem will come so we also try to be as **responsive** as possible when it does. However – our services are in demand so if you see something on the horizon it is best to talk to us early.

Our Investigation Service most often undertakes a **full investigation** & delivers a complete package including the report and case file. However, we are happy to chat if something different is needed.

We are intent on offering a **square deal** where you only pay for what we do and we work on clear rates which are reasonable.

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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](mailto:steve_debruin@bathnes.gov.uk)

You might also like to check out our website: [www.onewest.co.uk](http://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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