

INDEPENDENT WORKPLACE INVESTIGATIONS

Facts | Evidence | Findings

When concerns have reached the formal stage,
confidence in the facts matters.

Trained investigator since 2000. Over 25 years'
investigative experience.

Reports recognised by employment lawyers for
their quality and thoroughness.

The goal is not to prove a theory. It is to establish
what can reasonably be concluded from the
facts and evidence.

Cathy Doherty
The People Navigator ®
+(0) 775 115 1000



When confidence in the investigation matters

Not every investigation provides the confidence that decision-makers need.

An effective investigation should establish what can reasonably be concluded from the facts and evidence.

In an era where concerns, grievances and responses can be prepared with the assistance of AI, the importance of properly exploring the underlying evidence has never been greater.

A well-written allegation is not evidence.

When an independent investigator may be appropriate

- Confidence in the original investigation has been lost
- Senior employees are involved
- Accounts differ significantly
- Impartiality could be questioned
- Internal capacity is limited
- Confidence in the findings is essential

Working with Employment lawyers, HR professionals, people teams and HR consultants.

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