

Independent Investigations



ADR Group is able to provide experienced consultants who will visit your organisation to carry out investigations that are totally independent. The investigation could be for a disciplinary, grievance, bullying, harassment, discrimination or any other employee related matter.

Any independent investigation will ensure the matter is dealt with speedily, fairly and without bias. A full report on the findings will be provided with conclusions and recommendations so that your organisation can make an informed decision about any further action to be taken.

There could also be considerable savings for your organisation both financially and in terms of senior management time. Often managers can spend a great deal of time arranging meetings with staff and then interviewing them over a number of weeks whenever an investigation is necessary. An independent investigation will ensure the matter is dealt with quickly. In addition, the time an employee is suspended could be considerably reduced which will in turn lead to less disruption in the workplace as the matter will be dealt with quickly.

An independent investigation into an employee related matter will also indicate to all concerned that your organisation is doing everything possible to treat the matter seriously and is prepared to be open to the outcome of the investigation.

ADR Group's Workplace Mediation services provide an effective, immediate and cost-effective mechanism for managing disputes in your organisation.

The Gibbons Report on Workplace Dispute Resolution in the UK concluded that the 2004 Dispute Resolution Regulations had failed and should be repealed. The report recommended that future measures should be simpler, more cost effective and more flexible and in particular, that the use of mediation should be increased. The new Employment Act repeals the 2004 procedures and introduces a Code of Practice which encourages the early resolution of workplace disagreements through flexible and simple procedures.

For further information relating to this service, or you wish to discuss how this can be implemented in your company, please contact ADR Group on +44 (0) 117 946 7180.