

Workplace Investigations Bendigo

Jolasers investigate all types of misconduct in the workplace. With us, you'll get objective, accurate reporting. Be confident about your next move.

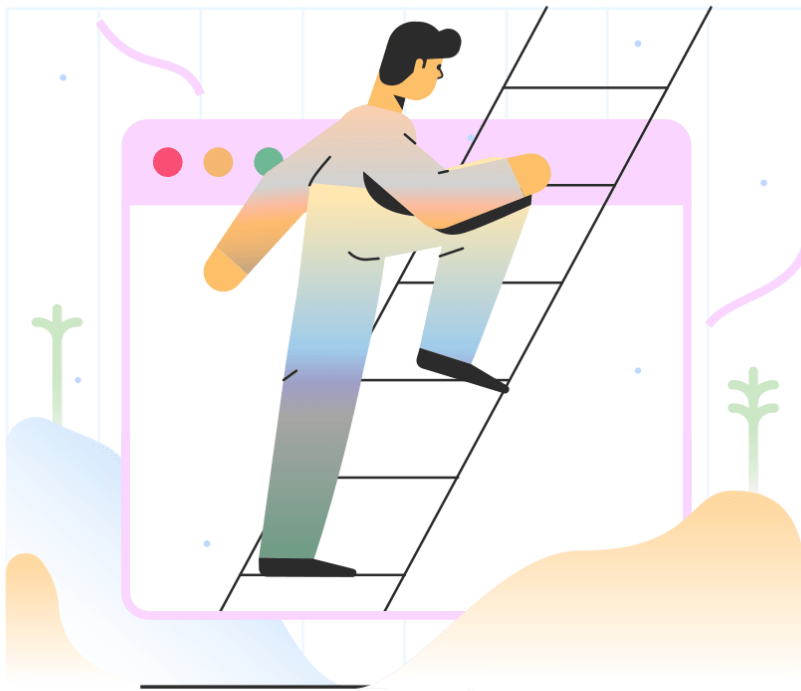
[Contact us today.](#)

Protect your business by seeking the truth.

Workplace investigations are a critical component of ensuring workplace law compliance, and protecting your reputation. If you need to conduct an investigation, call us today for a confidential consultation.

Quick and easy investigations.

We don't just investigate, we investigate with care. No matter the size of your business, our team is here to undertake complex workplace investigations with a minimum of fuss. Let us do the hard work for you.



Conduct a thorough investigation.

Conducting a thorough investigation is the best possible way to ensure that the employer can step back and remain detached. At Jolasers, we undertake all facets of an investigation so you don't have to worry about it.



We're here to help.

We are based in Bendigo, so we're always close by when you need us. We work to provide quality local service, which means we understand the culture and environment of your workplace.

FAQs

If you're an HR professional or a manager, you know how important it is to keep your workplace safe for all employees.

If you have workers that may be at risk of being exploited by their colleagues or managers, then you need to set up effective monitoring and safety protocols.

In any organization, the HR department is tasked with handling employee relations, record keeping, and general administration.

However, there are some departments that handle HR functions in more detail. For example, if your company has employees who work under dangerous conditions or if there is a risk of abuse from supervisors or team leaders, then it's best to separate these departments and hire someone specifically to manage them.

There are many problems that can arise in the workplace, whether it's sexual harassment or unfair treatment. Workplace investigations can help identify potential risks and take steps to mitigate them so everyone stays safe from exploitation.

1.What Is a Workplace Investigation?

The goal of a workplace investigation is to determine the facts of the situation, whether it be a complaint from an employee or complaints from members of the public. The investigation looks at all sides and facts of the situation and then makes a recommendation to the company (usually through HR) on how to proceed.

An investigation is not about determining fault or guilt; it's about collecting and analysing facts so you can make the best decision on how to proceed.

2.Why Perform an Investigation?

If there is a complaint from a member of the public or an employee, it's important to investigate the situation to determine what facts are in play.

Investigations can be done when an employee files a grievance with the company, when there is a risk of litigation within the company, when sexual harassment allegations have been made, or when a complaint has been made against an employee.

A workplace investigation can help you determine what happened and what facts are in play. It will also provide you with a recommendation on how to proceed, whether it be termination, retraining, or some other consequence for the employee.

In sensitive situations, it's important to investigate and look at all sides to ensure a fair and unbiased result.

3. Handling an Incident: How to Deal with a Complaint from an Employee.

If an employee has filed a grievance or complaint against the company, you want to take action immediately. This isn't a situation that you can ignore or sweep under the rug. If the complaint is valid and is a violation of company policy, then you will want to deal with it appropriately as soon as possible.

There are a few steps that you should take when an employee has filed a grievance against the company. These steps will help you gather all of the facts of the situation and determine the best course of action.

- **Gather the Facts** - When an employee files a grievance against the company, it's important that you get all of the facts of the situation. It is important to take action immediately, but it is also

important to ensure that you don't bias the situation with personal opinions.

- Conduct an Investigation - An investigation will help you gather all the facts and determine how to proceed. If the employee has filed a complaint against a colleague or manager, then you will want to separate the two during the investigation to ensure that they don't taint each other's testimonies.
- Respond to the Grievance - When you have all of the facts of the situation, it's time to respond to the grievance. You don't want to ignore the grievance and hope that it goes away; it won't. If the complaint is valid, it is important that you address it.

Jolasers can help you undertake complex Workplace Investigations in Bendigo. Click on the link to obtain more information.



Contact us today.

Email: Stephen.oliver@jolasers.com.au

Telephone: 0418 101 164

Website: [Jolasers Bendigo Workplace Investigations](#)

COMPANY

About

Jolasers have over 16 years experience undertaking complex workplace investigations throughout Victoria and southern NSW.