

National Conference

Safety

OHS



NATIONAL SAFETY CONFERENCE

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Conducting Privileged and Confidential Internal Investigations Into Serious Workplace Incidents

Many of the decisions that have awarded damages against the employer for a 'poorly handled' investigation have arisen from a failure to follow and comply with procedural fairness. Do you know how to conduct an investigation the right way'

Why Should You Attend This Conference'

In the hours and days immediately following a serious workplace accident, it is critical that any organization starting an investigation take precautionary measures to ensure the results of the investigation are covered by privilege. As any employer experiencing the tragedy of a serious workplace accident knows, post-accident investigations matter for many reasons. Carrying them out properly is essential. Failing to do so can result in:

- Ineffective corrective action with the possibility of unsafe conditions continuing to exist or it can lead to another accident.
- Financial and criminal liability for any injury and/or fatality.
- Potential fines, stop-work orders, or other business impacting penalties
- Increased risk of further civil liabilities in any future legal actions.

Get Guidance From Experts

In the current business environment, how companies investigate potential misconduct can affect that company's reputation and financial viability almost as much as the alleged conduct/incident itself. Consistent principles and procedures must be followed whenever serious workplace incidents are

investigated. Few people in any corporation are trained investigators. Even if you have business experience conducting interviews and obtaining information from employees and others, you may not have actively participated in many workplace investigations. The techniques and goals of these investigations are often different. Following the procedures presented in this conference ensures that each of your investigations is conducted in a professionally consistent manner and will yield the best results.

Who Should Attend'

If you own/run a business, have a role in occupational health & safety, HR, or employee relations, you need to know how to properly conduct privileged and confidential investigations the right way.

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