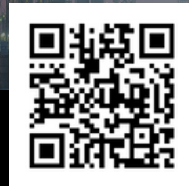


KNOWING WHEN TO BRING IN AN EXTERNAL INVESTIGATOR



This checklist is designed to help you determine whether your organisation should bring in an external investigator.

- Complexity of the Situation** - The incident involves multiple parties, and our internal resources may become overwhelmed in handling its complexity.
- Conflict of Interest Concerns** - There is a risk of internal bias or perceived bias due to personal connections among internal stakeholders.
- High-Profile or Sensitive Cases** - The incident is high-profile or sensitive and has the potential to impact the organisation's reputation.
- Lack of Internal Expertise** - Specialised skills are needed in areas like health and safety, industrial relations, or industry-specific regulations, which are not readily available internally.
- Legal Compliance and Risk Mitigation** - There is a need to ensure that the investigation process complies with legal requirements to address potential legal ramifications.
- Preserving Objectivity** - Internal investigations may strain relationships among employees and management, and there is a need to preserve objectivity.
- Resource Efficiency** - We are concerned about the potential costs associated with internal investigations and believe external investigators could provide cost-effective solutions.
- Employee Concerns and Confidentiality** - Employees may be hesitant to share information internally due to fear of reprisals, and external investigators may better ensure employee confidentiality.
- Timeliness and Focus** - There is a need for a swift and focused examination, and engaging external investigators would allow them to concentrate solely on the investigation.
- Neutral Third-Party Perception** - Internal trust has been eroded, and bringing in an external investigator as a neutral third party could help rebuild confidence among employees and stakeholders in the fairness of the investigation.



**WORKPLACE
CONDUCT**



**SAFETY
INCIDENTS**



**SYSTEM
IMPROVEMENT**