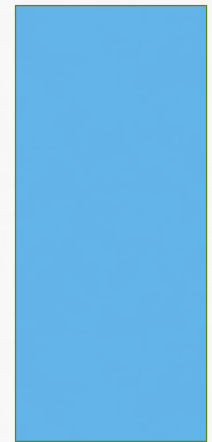
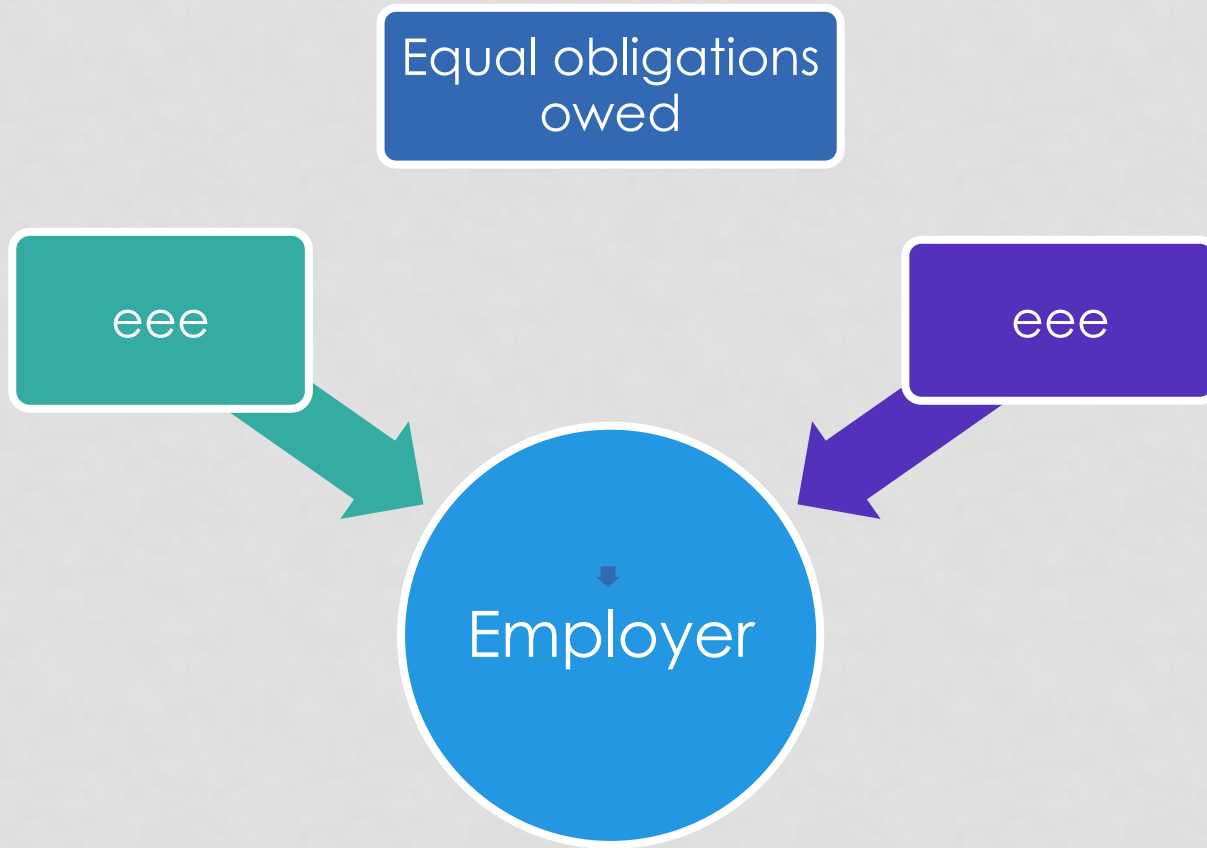


# TO INVESTIGATE...OR MEDIATE?

PAUL HUTCHESON  
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# THE EMPLOYMENT RELATIONSHIP



# BUT, WHERE A COMPLAINT IS MADE BY ONE EMPLOYEE AGAINST ANOTHER

**Complainant**



**Respondent**



# A DIFFERENT DYNAMIC

What the Employer has become



How it may feel for the employee....



# SO, ISN'T MEDIATION THE ANSWER?

- What does mediation look like (at this stage)?
  - A process involving both employees?...and employer?
- Or
- Between Employer and one employee?

# WHAT DOES INVESTIGATION LOOK LIKE?

- Natural justice
  - Investigator free from bias (actual and apparent)
  - Process where investigator hears from both sides
- Purpose of process is to determine answer to the complaint:
  - Is it made out, or not?
- Sometimes, an answer is required:
  - Health and safety
  - Wider public interest
  - People just won't play ball

# BUT WHAT ABOUT WHERE...

- Complainant says Respondent is the worst person alive, and provides numerous examples of bad behaviour.
- Respondent answers by saying that, in fact, Complainant is worst person alive, and provides her own examples....
- Investigate? Mediate?

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