

# Workforce Investigations for Healthcare Employers



**It is critical for healthcare employers to deal effectively with sensitive grievances, misconduct, bullying or whistle-blowing allegations. Bevan Brittan will support you to manage, learn from and deliver effective workforce investigations.**

Health regulators are raising the agenda for inclusive, compassionate and person-centred workforce investigations. National and local leaders are focusing on improving people practices through 'Just Culture' and Workforce Race Equality Standard initiatives.

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## How we can help

Bevan Brittan provide strategic and operational support to healthcare organisations, to deliver swift and fair workforce investigations.

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## Expert External Investigations

Workforce investigations can be a significant drain on your organisation's time and resources.

Our Associates Network provides experienced workforce investigators, who deliver demonstrably independent and objective investigations. This can include taking full ownership, from initial scoping of the issues through to witness interviews, a final report, and giving evidence at hearings or Tribunals. For certainty this can be offered at a fixed fee.

Our investigators are expertly trained to deliver swift, fair outcomes, both for individuals and your organisation.

## Supporting Your Investigations

Our specialist employment lawyers support at every point of your investigation for flexible or fixed fees, including:

- Staff and witness interviews
- Advice on process, strategy and tactics
- Legally privileged risk analysis in view of findings
- Clear recommendations on how to proceed
- Compliance with local procedures, and adherence to best practice guidance (including ACAS, GMC and NMC), 'Just Culture' principles, the Workforce Race Equality Standard, and the recommendations of the NHS Improvement Advisory Group
- Mediation and without prejudice negotiations
- Decision-making methodology
- Provision of template documentation such as investigation reports and correspondence.
- Navigation through confidential and/or Data protection issues (including Subject Access Requests).

We can also be on-hand to provide dedicated support on an 'as needed' basis to guide the investigator through the process.

Our employment lawyers specialise in handling doctors' and dentists' conduct and capability investigations under Maintaining High Professional Standards.

## Learning the Lessons – Knowledge and Skills Transfer

### Fixed Fee Training Packages

Our specialist employment lawyers have a wealth of experience from advising and supporting healthcare clients. We are able to deliver tailored, cost-effective, interactive and practical training sessions for managers, investigators, boards and panels regarding:

- The role of the investigator
- Conducting a fair process and legal compliance
- Making effective decisions, including whether to suspend an employee
- Adhering to employment law, best practice and the expectations of health regulators
- Taking a person-centred approach and supporting health and wellbeing
- Culture change and leadership development interventions

### Policy Review

We will work with you to jointly review and rework your existing policies and procedures, to put you in the best possible position and comply with best practice and regulatory expectations and recommendations.

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## Meet the team



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I have no doubt that without the support we have received from you and your organisation, that we would not be as far ahead on our improvement journey – a huge thank you!

I really have valued your support, and confidence in dealing with tough periods – but who wants easy!

**James Devine, Chief Executive  
Medway NHS Foundation Trust**

Birmingham | Bristol | Leeds | London

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