

MH+A

INVESTIGATIONS

“MH+A ARE EXCEPTIONALLY GOOD AT INVESTIGATING COMPLEX, SENSITIVE ISSUES AND ALLEGATIONS.

THEIR INVESTIGATIVE WORK IS INSIGHTFUL, INCISIVE AND INCREDIBLY THOROUGH.

THE REPORTS THEY PREPARE ARE ROBUST, PRECISE AND BALANCED - PROVIDING CLEAR ADVICE ON NEXT STEPS AND LESSONS THAT COULD BE LEARNT.”

Matthew Kelly
Partner, Eversheds

We work with clients to conduct forensically thorough, robust and balanced investigations into serious and complex matters of concern.

Our approach

Whilst tailoring our approach to each client context, through all of our investigative work we:

- + Establish simple, robust, governance and communication arrangements to ensure that investigations are not compromised in any way.
- + Establish a nuanced understanding of the concerns to be investigated, including real clarity about what should be out of scope unless or until agreed otherwise.
- + Establish a clear understanding of the organisational and regulatory context including e.g. disciplinary procedures, sector-specific external regulations and legal requirements.
- + Use a wide range of investigative activities – and think carefully about how we sequence them - to ensure that we get to the facts as quickly as possible.
- + Conduct interviews and communicate with colleagues in a manner which makes them feel respected and comfortable to share with us all relevant insights and information.
- + Prepare a detailed, evidenced, final report that can underpin any subsequent disciplinary, employment tribunal and / or legal process.
- + Provide our clients with insightful advice on lessons learnt and specific actions which could be taken to improve the organisation's position.

We also provide clients with the wider handling advice they need to ensure that legal, reputation and other risks for the organisation and its people are mitigated.

Our team

Our team includes colleagues with substantial experience of complex, sensitive investigations.

- + **Matt Hamnett** is the founder of MH+A. He is an experienced chief executive and professional advisor who has overseen investigations into serious cases of malpractice and misconduct. He is also expert in how organisations can best handle and respond to investigations into serious matters of concern. He is a Chartered Fellow of the CIPD.
- + **Steve Lazenby** is a hugely experienced HR practitioner and Chartered Fellow of the CIPD. Through his career as both in-house practitioner and external professional advisor, Steve has overseen hundreds of investigations. He is particularly expert in the handling of HR casework related to investigation - including at senior levels.
- + **Alison Wild** is an advanced HR practitioner with almost 30 years' experience working at senior levels in HR functions, overseeing investigations and managing associated HR casework.

As required by a given piece of work, we also draw on colleagues expert in digital, data analytics and other specialist areas to make sure that our investigations are comprehensive and robust.

Our credentials

Wrongly administered medication

Steve was engaged to investigate when a vulnerable student had been wrongly administered prescribed medication by their education institution. He led the investigation and engagement with the student's parents for his client. Having completed a thorough investigation, he prepared a detailed report which underpinned the disciplinary process and engagement with regulators. A member of staff was dismissed; they did not appeal or lodge a claim.

Sex discrimination and harassment

Steve was engaged by a corporate client to investigate allegations of sex discrimination and harassment against a senior director. He interviewed relevant staff, reviewed correspondence and other documentation before preparing a detailed report – including advice on lessons learnt. He then worked alongside the HR team to manage the disciplinary process – the outcome of which was the termination of the individual's employment. They did not appeal.

Mismanagement and maladministration

Matt and Steve were asked to investigate allegations of malpractice which had been made by an external regulator. They oversaw forensic audit work; reviewed complex performance data; interviewed relevant staff; and, produced a very detailed report on their conclusions, advice on engagement with the regulator and improvement actions. They then worked with the client's legal advisors to support the disciplinary process.

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Engaging MH+A

If you would like to discuss how we can help you conduct investigations into complex, sensitive issues please do contact us.

Public sector clients can engage us via Crown Commercial Services frameworks – meaning you can access our support quickly when required.

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