

“Dealing with that HR Matter”

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With the workplace becoming an increasingly challenging environment for both staff and management alike, with grievances and allegations of inappropriate behavior on the rise, it's time to take control.

Adjuster Corp has conducted countless investigations into Human Resource (HR) disputes Australia wide and have successfully managed these workplace disputes within the guidelines of procedural fairness and natural justice.

Companies today need to ask the question, **“What are HR issues costing if left undealt with?”**. HR issues can manifest quickly and before too long create a corrosive work environment.

By failing to address HR matters in a timely manner, experience shows it can have a catastrophic impact not just on your company, but the victims reporting the situation, witnesses and other personal within the company.

Acting as an independent, external investigations firm, we are only influenced by the evidence. Our findings are based on the facts derived from evidence obtained by way of procedural fairness and the process of natural justice.



Recent Fair Work Commission rulings have demonstrated the need for companies to remain impartial and undertake investigations without bias. For this reason, many companies engage external professional investigators to ensure bias is not alleged, ensuring investigative findings are upheld by the regulator.

Companies more than ever need to identify early the signs of inappropriate behavior in the workplace. Data from 2017 Infographic “Safe Work Australia” confirmed the following:

- One in three women who claim for a mental disorder stated it involved harassment or bullying
- One in five men who claim for a mental disorder stated it involved harassment or bullying
- Workers who report being sworn or yelled at in the workplace: 37%
- Workers who experienced unfair treatment due to gender: 11%
- Workers who report being physically assaulted or threatened by patients or clients: 22%
- Mental disorder claims that are caused by harassment, bullying or exposure to violence: 39%

- Mental stress claims as a result from exposure to occupational violence: 15%
- Mental stress claims made by workers aged 20-27 years were from exposure to workplace violence: 26%

Adjuster Corp investigators are experts at navigating Fair Work Commission and Fair Work Ombudsman frameworks.

Adjuster Corp is now servicing New Zealand

We are pleased to advise that two of New Zealand's biggest insurers are now enjoying the full suite of investigative services offered by Adjuster Corp.

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