

# Australian Workplace Training & Investigation

## Professional profile - Phil O'Brien

Phil O'Brien is the director of AWPTI and an experienced senior corporate and workplace investigator and trainer. He has broad experience in HR management, industrial and employee relations matters in private and public sector organisations with white and blue collar workforces.

In addition to being the director of AWPTI, Phil is a consultant investigator of choice for a number of investigation and law firms in NSW, QLD and the ACT.

As a member of the NSW Police Phil developed analytical, investigative and dispute management skills, which optimised his transition to corporate and workplace investigation and HR management. Phil has managed numerous complex investigations involving serious complaints of bullying, harassment, sexual harassment, discrimination and other workplace misconduct issues such as violence in the workplace, inappropriate use of email and internet systems, breach of Code of Conduct and policies, theft, fraud and poor performance.

As a qualified lawyer and university lecturer in Law and Human Resources subjects Phil has a very clear understanding of the practical and commercial realities facing organisations when allegations of misconduct and/or grievances are raised and these are key considerations when he plans and conducts workplace investigations.

Phil combines his working knowledge of contemporary workplace investigation principles and laws, particularly those relating to procedural fairness, and key government and private sector workplace policies concerning misconduct with his specialist investigative and dispute resolution skills, to develop and provide services aimed at helping clients investigate workplace complaints and manage workplace grievances efficiently, expeditiously and fairly.

For a listing of the businesses and organisations that Phil has assisted with training and investigation services recently please see: <http://awpti.com.au/awpti-3/>

As a trainer, Phil has developed and facilitated a number of training programs including management essentials, investigator skills and workplace behaviour training.

For more details of AWPTI training programs please see: <http://awpti.com.au/training/>

### Professional Background

- Principal - Corporate & Workplace Investigator AWPTI – NSW – Current
- Consultant Investigator - Current
  - Capital Workplace Investigations – ACT
  - Evolve Workplaces – NSW/QLD
  - FCB Workplace Law – NSW
  - CLB Lawyers – NSW
  - Teddington Legal - NSW
- University of Notre Dame Sydney (current)
  - Adjunct Lecturer - School of HR & Business
  - Subjects: Employment & Business Law, HR Policy & Employment Relations
- Wise Workplace – Senior Investigator/Trainer
- NSW RMS- Investigator - HR Strategy Branch
- Bayer Healthcare – HR professional
- Bukido Martial Arts – Chief Instructor
- NSW Police Force- General Duties, Anti-theft squad, Special Operations Group

### Qualifications

- Solicitor - Admitted - Supreme Court of NSW
- Current NSW Legal Practising Certificate #60757
- Commercial Investigation Licence #411689156
- Bachelor of Laws - University of Western Sydney
- Bachelor of Arts - University of Western Sydney
- Graduate Diploma in Legal Practice - University of Western Sydney and College of Law
- Certificate IV – Training and Assessment
- Certificate IV - Government Investigations
- Certificate III - Investigation Services
- Baseline Protected Security Clearance - Commonwealth of Australia
- Member Professional AHRI
- Ombudsman of NSW – Investigating serious incidents in the disability sector

### Investigative Competencies

- Planning investigations
- Gathering and analysing evidence
- Interviewing complainants, witnesses & respondents
- Preparing witness statements
- Applying rules of procedural fairness
- Managing whistleblowers
- Report writing
- Review of workplace policies and legislative interpretation
- Management of recommendations & making evidence based findings.