



# Workplace Conduct & Risk

Understanding and managing people is one of the most pivotal, intricate and sensitive aspects of running a successful organisation. When done well, the rewards for employers, employees and other key stakeholders are tangible.

OCM offers end to end workplace solutions encompassing staff training, WHS, investigation, mediation, workplace and facility security.



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**OCM**

# OUR WCR SERVICES



## Workplace Investigations

As an experienced provider of independent workplace investigations, we work in a discrete, timely and cost-effective manner. Our investigation services include, but are not limited to, fact finding, disciplinary, preliminary and comprehensive investigations. We consider all corporate risk areas such as misconduct and harassment, fraud and corruption, conflicts of interests and WHS / security critical incidents investigations, including occupational violence.



## Work Health and Safety

Our WHS team offer the full range of WHS services including auditing & functional reviews, WHS Management System gap analysis, development of WHS policies, procedures & checklists, WHS incident root cause analysis and critical incident investigations (incl ICAM). We support organisations to ensure compliance with all WHS obligations including due diligence, and create a work environment which reaps the benefits of a positive safety culture.



## Security consultancy

Our consultants are qualified and experienced in delivering security related services to the government and private sector. These services include risk assessments for facilities and critical infrastructure, as well as employees working in, or deployed to, high risk or uncontrolled environments. We also support organisations in the development of Security Management Plans to include strategies focused on ensuring a secure working environment.



## Training

Our team of qualified trainers are specialists in workplace conduct, workplace health and safety (WHS) and Equal Employment Opportunity (EEO).

Organisations can choose from one of our current training packages or customise a training package in areas such as investigation techniques and strategies, interviewing techniques, conduct and ethics, fraud and corruption, managing challenging behaviours and occupational violence.



## Mediation

As a neutral third party, OCM's mediators help organisations move through a structured mediation process to identify disputed issues, develop options and consider alternatives to reach an agreement. Our mediators will identify disputed issues, develop options and consider alternatives in an attempt to reach an agreement.



## OUR PEOPLE

Our experienced Workplace Conduct and Risk team understand all aspects of workplace investigations and grievance management. Each of our practitioners have a minimum of 15 years' experience covering local, state and federal government, professional practice and private enterprise.

*The difference is our people.*



## WHY OCM?

- Highly experienced
- Depth and knowledge
- Proven track record
- Quality and value
- Independent

