



# Stewart Rainnie

## TRAINING



STEWART is a Senior Investigator for WISE Workplace. He has conducted over 50 workplace investigations for Federal and State government agencies, not for profit and private sector clients.

Stewart is an experienced trainer in matters concerning workplace grievances, misconduct and investigation procedures.

Prior to joining WISE Stewart had a lengthy career as a detective with the NSW Police attaining the rank of Inspector. During this time he specialised in investigations and the management of internal investigations. He was involved in the development and presentation of training for Potential Crime Investigators and the introduction to Detectives Training Course.

Stewart completed NSW Police training in complaints management, conciliation of complaints and management of workplace tensions. He worked on the development and presentation of a new internal disciplinary model for the NSW Police. This involved presenting the model across the State to all levels of senior and executive management.

On retiring from the NSW Police, Stewart lectured at the School of Policing, Charles Sturt University. He presented Master lectures and tutorials in all aspects of investigation, interviewing and crime scene management.

With WISE, Stewart has presented training programs on workplace investigations and misconduct management to human resource professionals and managers.

Stewart combines his practical 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 mediation skills, to develop and provide through WISE, training services aimed at helping clients with their workplace investigations and grievances.

Stewart has a clear understanding of the issues facing employers when workplace grievances arise and these are key considerations when he plans and conducts training courses.

### ***Stewart has recently worked with***

AHRI (Australian Human Resources Institute) in the delivery of a nation wide training program to human resource professionals on investigating workplace misconduct.

### ***Professional Background***

#### **WISE Workplace**

Senior Investigator 2007 - current

#### **Charles Sturt University**

Lecturer 2007 - 2008

#### **NSW Police Force**

- ▶ Duty Officer (Inspector) Shoalhaven LAC 2002 - 2006
- ▶ Crime Manager/ Investigations Manager Shoalhaven LAC 1999 - 2001
- ▶ Team Leader/Beat Commander, General Duties Kogarah LAC 1996 - 1998
- ▶ Criminal Investigation duties - Patrol Level/Major Crime Task Force/Crime Commission/Internal Affairs 1982 - 1991
- ▶ Australian National Medal 1995
- ▶ Australian National Medal - First Clasp 2006
- ▶ NSW Police Medal - 25yr clasp 2005

### ***Qualifications***

#### **BA (Criminal Justice)**

Charles Sturt University 1993

#### **Certificate IV Investigation Services**

Australian Securities Academy 2011

#### **Graduate Certificate in Management**

Wollongong University 1998

#### **Certificate IV Training and Assessment**

Australian Securities Academy 2011

### ***Professional Experience***

#### **Training to HR professionals on:**

- ▶ grievance and workplace dispute processes
- ▶ misconduct investigations
- ▶ investigative interviewing

#### **Training and Development of Internal Police Training**

- ▶ all aspect of criminal investigation & relevant law to trainee detectives

#### **Lecturing**

- ▶ investigative interviewing
- ▶ investigation procedures and management

### ***Training Competencies***

Developing tailored training courses and materials

Creating close industry liaisons

Delivering training on workplace investigation procedures including:

- ▶ gathering and analysing documentary and electronic evidence
- ▶ applying Briginshaw principles
- ▶ applying rules of procedural fairness
- ▶ interviewing witnesses
- ▶ preparing witness statements
- ▶ report writing
- ▶ workplace policy and legislative interpretation
- ▶ making evidence-based findings
- ▶ recommendations on disciplinary action
- ▶ managing whistleblowers
- ▶ workplace policy and legislative interpretation