



Stewart Rainnie

INVESTIGATIONS



STEWART is a Senior Investigator for WISE Workplace. He is employers' investigator of choice in a wide range of matters, having conducted over 50 workplace investigations for Federal and State government agencies, not for profit and private sector clients.

Prior to joining WISE, Stewart had a lengthy career as a detective with the NSW Police attaining the rank of Inspector. With the NSW Police he specialised in investigations and the management of internal investigations, including assisting with the development of policy and procedures for internal disciplinary models. Stewart completed NSW Police training in complaints management, conciliation of complaints and management of workplace tensions. During this time, Stewart developed superior investigative, communication and dispute resolution skills.

Stewart has recently investigated matters concerning allegations of discrimination, bullying and harassment, sexual harassment, fraud in inappropriate use of email and drug use in the workplace.

Stewart has considerable experience in managing complex and sensitive investigations including those where the alleged events occurred many years ago, there are numerous witnesses and many documents.

Stewart has a clear understanding of the practical and commercial realities facing small and large entities when grievances and/or allegations of misconduct are raised and these are key considerations when he plans and conducts workplace investigations.

Stewart has combined 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 services aimed at helping clients investigate workplace matters and manage workplace grievances efficiently, expeditiously and fairly.

Stewart has recently worked with

Ambulance Service of NSW
Danebank Anglican School for Girls
Department of Ageing, Disability & Home Care
Department of Defence
Department of Environment Climate Change & Water (NSW)
Independent School Association
National Parks and Wildlife
NIDA (National Institute of Dramatic Arts)
RSPCA
Sydney Catchment Management Authority
Work Cover

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

Workplace misconduct investigations and case management:

- ▶ fraud
- ▶ theft
- ▶ bullying and harassment
- ▶ graffiti
- ▶ protected disclosures
- ▶ misuse of employer resources
- ▶ inappropriate use of email and internet
- ▶ drug use in the workplace

Disciplinary and grievance processes

Management inquiries

Workplace mediations

Human resource management recommendations - OH&S, industrial relations, training and internal communications

Corporate and government communications

Investigative Competencies

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