



Vincent Scopelliti

INVESTIGATIONS



Following WISE Workplaces recent merger with LKA Group, VINCENT is the new Managing Director of WISE Workplace, with a wealth of knowledge and experience in government workplace investigations, service reviews and investigating ethical breaches within the not for profit sector and private industry.

Vincent is also the Managing Director of LKA Group. Since 1990 Vincent has grown the Victorian practice from a total team of five investigators to become one of Australia's largest and most professional investigation firms with over 40 full time investigators. Vincent has many years investigative experience in all facets of investigative work including workers' compensation, CTP, liability, fraud, misconduct and workplace investigations .

Vincent's wide ranging investigative experience makes him an excellent leader of WISE Workplace national professional development program.

Prior to establishing LKA Group and now WISE Workplace, Vincent had a successful career as a commercial lawyer in private legal practice for a leading Melbourne law firm. During this time, he focused on personal injuries and other general litigation matters, honing his dispute resolution and litigation skills.

Upon joining LKA , Vincent was extensively trained in investigative techniques and methods which has combined well with his career background.

As Managing Director of national service based firm, Vincent has keen insights into the employer's perspective in handling workplace misconduct and grievances.

Vincent has considerable experience in managing complex and sensitive investigations particularly those involving allegations of ethics breaches and misconduct.

Vincent has developed practical expertise in the rules of evidence, procedural fairness and the impact of employment and antidiscrimination legislation and policies on workplace investigations. Vincent combines this expertise with his specialist investigative skills, to provide services aimed at helping clients investigate workplace matters efficiently, expeditiously and fairly.

As an experienced investigator and manager Vincent has a clear understanding of the issues facing small and large entities when grievances and/or misconduct allegations are raised. These are key considerations in managing workplace investigations.

Vincent has recently worked with

Department of Human Services, Victoria

Department of Health, Victoria

Queensland Health

Department of Justice, Victoria

Redlands City Council, Queensland

Maroondah City Council, Victoria

Ambulance Victoria

Salvation Army

Country Fire Authority (Victoria)

M&K Lawyers

Professional Background

Wise Workplace

Managing Director – Current

LKA Group Pty Ltd

Managing Director 1990 - current

Lee Kelly & Associates

Victorian State Manager 1988 -1990

Home Wilkinson & Lowry

Solicitor 1986 - 1988

Qualifications and Skills

Bachelor of Science (BSc) (major in Psychology)

Monash University (1983)

Bachelor of Laws (LLB)

Monash University (1985)

Cert IV in Security (Risk Management) (2004)

Cert IV in Government (Fraud Control) (2006)

Cert III on Investigative Services (2005)

Cert IV in Training and Assessment (2008)

Court Admission/Licenses/Professional Associations

Admitted as a barrister and solicitor of the Supreme Court of Victoria and High Court of Australia (1985)

Current practicing certificate.

Investigation Licenses – VIC, QLD, NSW, TAS, WA, and SA

Victorian Law Institute member

Executive member of Australian Institute of Professional Investigators (AIPI)

Professional Experience

Workplace misconduct and case management:

- ▶ Bullying
- ▶ sexual harassment
- ▶ ongoing underperformance
- ▶ protected disclosures (whistle blowers)
- ▶ ethics
- ▶ Fraud
- ▶ Administrative reviews
- ▶ Service reviews
- ▶ Insurance investigations
- ▶ Investigation training

Investigative competencies

- ▶ Investigator team leadership
- ▶ Planning investigations
- ▶ Gathering and analysing documentary and electronic evidence
- ▶ Strategic advice on processes
- ▶ Interviewing witnesses
- ▶ Applying Briginshaw principles
- ▶ Applying rules of procedural fairness
- ▶ Preparing witness statements
- ▶ Managing whistleblowers
- ▶ Report writing
- ▶ Policy and legislative interpretation
- ▶ Making evidenced based findings
- ▶ Recommendations on disciplinary action