



Belinda Stenhouse

INVESTIGATIONS



BELINDA is an Investigator for WISE Workplace with a wealth of knowledge and experience in public sector workplace misconduct matters, industrial relations and employment law. Belinda also has post graduate qualifications in mediation and dispute resolution, which have enhanced her expertise in developing achievable and appropriate strategies for resolution of unfair dismissal and discrimination claims.

Belinda's career has spanned both legal and investigative practices where she has developed keen analytical, forensic and communication skills. Most recently, she has investigated matters concerning allegations of discrimination, bullying and harassment, sexual harassment, inappropriate use of email and internet systems, and fraud.

Belinda has a clear understanding of the practical and legal realities facing organisations when grievances and/or allegations of misconduct are raised and these are key considerations when she is engaged in workplace investigations.

Belinda has combined her practical knowledge of contemporary workplace investigation principles and laws, particularly those relating to procedural fairness and evidence, with her specialist investigative skills, to provide services aimed at helping clients investigate workplace matters efficiently, expeditiously and fairly.

Given Belinda's broad experience in employment and industrial law, particularly with matters concerning misconduct, she is a valuable asset to any investigation team.

Professional Background

WISE Workplace

Investigator -2015- current

ACT Health

Canberra – Senior Investigator - 2012-2014

Public Sector Workforce Relations

South Australia, Industrial Relations Adviser – 2010-2011

Workcover SA

Contract Manager, Technical Services, 2009 -2010

Department of Health

South Australia, Property Consultant, Asset Services -2009

Bader Saud Al Bader and Partners

Kuwait Associate, International Division - 2007-2008

New Zealand Defence Force

Legal Officer, New Zealand Army Legal Services – 2004-2007

Qualifications

Masters in Mediation and Conflict Resolution

University of South Australia (2011)

Graduate Diploma in Business Studies (Dispute Resolution)

Massey University, New Zealand (2009)

Legal Professionals, Course

New Zealand Law Society (2003)

Bachelor of Laws

University of Otago (2003)

Bachelor of Arts (English)

University of Otago (2003)

Court Admissions

Supreme Court of South Australia

Admission as a Barrister and Solicitor, May 2009.

High Court of New Zealand

Admission as a Barrister and Solicitor, May 2004.

Professional Experience

Workplace misconduct and case management:

- ▶ bullying and harassment
- ▶ theft
- ▶ abuse in care
- ▶ protection disclosures (whistle Blowers)
- ▶ grievance and complaint management
- ▶ administration reviews
- ▶ workplace mediations
- ▶ discipline and grievance processes
- ▶ sexual harassment
- ▶ fraud

Investigative Competencies

- ▶ planning investigations
- ▶ gathering and analysing documentary and electronic evidence
- ▶ strategic advice on processes
- ▶ exercising statutory powers to obtain information and manage resources effectively
- ▶ applying *Briginshaw* principles
- ▶ applying rules of procedural fairness
- ▶ interviewing witnesses
- ▶ preparing witness statements
- ▶ report writing
- ▶ workplace policy development and interpretation
- ▶ making evidence-based findings
- ▶ recommendations on disciplinary action
- ▶ timely and effective client communication
- ▶ managing whistleblowers
- ▶ investigation team leadership