



# Andrew Patterson

## INVESTIGATIONS & TRAINING



### Investigations and Investigations Management

ANDREW is a consultant for WISE Workplace. Andrew has a wealth of knowledge and experience in government codes of conduct, workplace investigations, investigations management and training. Andrew is employers' trainer of choice in matters concerning codes of conduct and investigations.

Andrew has had an extensive career in workplace investigations, change management and law enforcement spanning nearly 30 years. Since his early career as a police officer for Western Australia Police, Andrew has honed his expertise in codes of conduct, investigations and management and has developed superior training skills.

Andrew has had high-level roles with government investigative agencies including the NSW Ombudsman and the NSW ICAC. Andrew has also held high level investigative and management roles with the NSW Department of Community Services, RailCorp and Warringah Council.

Throughout his career Andrew has designed and conducted training programs particularly in relation to Codes of Conduct.

Andrew has managed highly trained and professional multi-disciplinary teams, including staff, contractors and consultants. Andrew is skilled in managing relationships with key stakeholders, including oversight agencies and providing strategic advice to executive management. Andrew has also initiated and implemented the roll out of specialist software to assist with investigations and their management.

Andrew has considerable experience in fraud and corruption and code of conduct issues such as misuse of email and internet and workplace bullying and regularly presents at national conferences and congresses on these matters.

Andrew has specialist experience in child protection matters, has convened national forums and initiated, conducted and contributed to training programs for investigations in this area.

Andrew has successfully combined his practical knowledge of contemporary workplace investigation principles and laws with his specialist investigative skills, to provide training services aimed at helping clients train all levels of staff on Code of Conduct matters and workplace investigations.

Andrew has a clear understanding of the issues facing employers when workplace grievances arise and these are key considerations when planning and delivering training courses.

### Recent Training Experience

Andrew designed and delivered all Code of Conduct training workshops at Warringah Council for 5 years, with over 1,000 staff trained face-to-face. Andrew also wrote most of the material for the Code of Conduct e-learning module.

Andrew co-designed and co-delivered the workshops for "A Bully-Free Warringah", a program that ran for 4 years with over 800 staff trained. Andrew also tailored and ran this program for all staff at Mosman Council.

Andrew also ran one-off workshops, which he designed and delivered, in relation to Public Interest Disclosures (for managers) and Workplace Investigations Training (for HR staff).

### Recent Presentations/Papers

**November 2013, Sydney** – Australian Public Sector Anti-Corruption Conference 2013 *'The key step to an ethical culture: linking workplace bullying and corruption'*

**July 2013, Melbourne** – National Public Sector Fraud and Corruption Congress *'Indicators of Misconduct and Corruption in the Workplace'*

**May 2012, Sydney** – Legalwise Local Government Seminar *'Building a positive and ethical workplace culture'*

**November 2011, Sydney** – Australian Public Sector Anti-Corruption Conference 2013 *'Building a positive and ethical workplace culture'*

### Professional Background

#### Wise Workplace

Senior Investigator- 2015

#### Warringah Council, NSW

Internal Ombudsman – 2009-2014

#### RailCorp

Manager, Workplace Conduct Unit– 2005-2009

#### Department of Community Services, NSW

Assistant Director, Child Deaths & Critical Reports Unit -2004-2005

#### ICAC, NSW

Chief Investigator, 2001-2004 (Acting Executive Director of Investigations April – July 2001)

#### NSW Ombudsman

Specialist Investigator, 1999- 2001

#### Western Australia Police Service

Police Officer – 1986- 1999 (attained rank of Detective Sergeant)

### Qualifications

#### Master of Arts (English)

*Awarded with Merit* –University of Sydney (2010)

#### Master of Ethics and Legal Studies (English)

*Awarded with Distinction* –Charles Sturt University (2006)

#### Graduate Diploma in Child Protection Investigation

Charles Sturt University (2002)

#### Bachelor of Business

(Major in HR Management) – Edith Cowan University (1998)

#### Licensed Investigator, New South Wales (No. 54141541S)

### Professional Training Experience

#### Training to all staff levels on:

- ▶ Code of Conduct matters
- ▶ Grievance and workplace dispute processes
- ▶ Misconduct and corruption
- ▶ Workplace bullying
- ▶ Public interest disclosures
- ▶ Ethical workplace cultures
- ▶ Fraud
- ▶ Child Protection investigation (**Police**)

### Training Competencies

Developing tailored training courses and materials  
Delivering training on Code of Conduct matters & workplace investigation procedures including:

- ▶ gathering and analyzing evidence
- ▶ applying *Briginshaw* principles
- ▶ applying rules of procedural fairness
- ▶ interviewing witnesses and preparing witness statements
- ▶ report writing
- ▶ workplace policy and legislative interpretation