

I set up safepeople in 2010 and clients quickly decided that we are really good at helping them sort out their 'people' problems.

Clients typically turn to safepeople when they are at their 'wits end' with how to resolve difficult situations and figure out what really happened between workers, when they need help to make tough people decisions and get it right, or when they want to improve workplace culture, performance or safety.

The work we do helps to flush out the things that are going on that management often knows nothing about. The sorts of things that workers do when they think no one is watching - like when the boss has gone home and they think they can get away with doing 'this' or not doing 'that'.

It also exposes the behaviour, practices or people that contribute to breakdowns in safety and compliance, create avoidable

risk, tolerate or condone poor behaviour or performance, bully/harass/discriminate against others, reduce overall work force performance or employee engagement, reduce customer service standards or quality of care outcomes.

It's the stuff that is symptomatic of a dysfunctional or disengaged workforce or when people are not being held accountable for their actions.

But it's not just about exposing the problem. It's about identifying and recommending the most appropriate actions/solutions for the circumstances - to cure or prevent a recurrence.

It's challenging but interesting work!

The services that clients typically come to us for are Workplace HR investigations, prevention training for discrimination, bullying and harassment, performance management, individual and team coaching, workforce culture/health audits,

safety culture or workforce climate surveys and mediation.

Our recent investigation work includes allegations of bullying, harassment, unreasonable management action, assault, sexual assault, abuse in care, procurement failures, fraud, poor performance and serious misconduct involving front line staff, middle/executive management or board members.

We often work under 'legal professional privilege' and have now worked for eight different law firms. We do the investigation and decide on the 'balance of probability' what we think is most likely to have occurred in the circumstances and then the lawyers use that as a basis on which to provide informed legal advice to their clients.

The standard of investigation required by law firms is the only standard we offer.

Since 2011, we have worked with:

Local Government (Vic)

Banyule
Casey
Greater Dandenong
Greater Geelong
Hume
Kingston
Knox
Manningham
Maribyrnong
Melbourne
Melton
Moonee Valley
Port Phillip
Stonnington
Whitehorse
Whittlesea
Wodonga
Wyndham
Corangamite
Gannawarra
Inigo
Mildura Rural
Mitchell
Moorabool
Mornington
Mt Alexander
Nillumbik
Queenscliffe
Southern Grampians
Yarra Ranges

State Government (Vic)

Country Fire Authority
Dept of Human Services
Dept of Transport
Greater Melbourne Cemeteries Trust
Grampians Wimmera Mallee Water
Southern Rural Water
Sustainability Victoria
Transport Safety Victoria

Community | Health | NFP

Aboriginal Housing Victoria
Berry St Children's Services
Ceres Environment Park
Community West
FKA Children's Services
Leadership Plus
LifeWorks
Multiple Sclerosis Limited
Northern Health
St Laurence
St Vincent de Paul
The Salvation Army
Turning Point Alcohol & Drug Centre
Yarra Community Housing
Yooralla

Resources | Construction

ATC Williams
Chemring Australia
Golder Associates (Vic, SA and NSW)

Aged Care

Allanvale Private
Altona Meadows Aged Care
Baptcare
Calvary Silver Circle
Care Connect
Catholic Homes
Community Nursing Service
Eastern Metro Community
Headley Sutton
Karana
Kare ONE
Leading Aged Services Aust
Lynden Aged Care
Nazareth Care
Northern Metro Community
Ottrey Homes
Parkglenn Retirement Village
Providence Aged Care
Quambie Park (WA)
Samarinda Aged Care
Shanagolden Aged Care
Southern Metro Community
Strathalan Community
Victoria by the Park
Weary Dunlop Retirement Village
West Haven Community
West Haven Day Respite

Lawyers

Freehills
Holding Redlich
Hunt & Hunt
Maddocks
Meerkin & Apel
Peter Vitale
Rockwell Bates
Russell Kennedy

Corporate

Aussie Bob's
Baby Bunting
Bledisloe Holdings
Cargotec (Qld)
ESS Super
Freudenberg Group
Guthey Renker
Robert Bosch (Australia)
Teleperformance
The EP Group
True Value Solar

Consultants

Logan Consulting Group
Psyfactors
The Big Canvas

Education

Deakin University