**WHAT’S IN IT FOR ME?**



**WIIFM?** In the study of Human Resources and Occupational Health & Safety, there is a constant need to remind the students of the importance of investigating matters to ensure you have a full understanding of the topic at hand.

When they ask why, instead of saying “because you need to do it”, it is better to provide examples that demonstrate the need to do thorough workplace investigations. Some of the points I try to emphasize include:

**Due Diligence.** In case the matter goes to court, you need to be able to demonstrate due diligence. The failure to demonstrate due diligence could result in fines or even jail time for company officials.

**Building trust.** Building rapport and trust with fellow employees and managers ensures individuals will come to you in the future as they can see you take your role seriously and you have a desire to uncover all aspects of the matter in front of you.

**Do it right the first time.** When you fail to investigate an issue completely, you will often have to go back and do it over again. Why do the work twice when you can do it right the first time?

**Uncovering the iceberg.** Most often, a detailed investigation will uncover issues that are negatively impacting an individual such as finances, family, health, and workplace issues. It is your job to support employees to ensure their well-being and no repeat offences.