

Freedom of Information Request: Our Reference CTMUHB_501_23

You asked:

May I ask a follow up question please.

Section 10.5 of the Policy allows for the appointment of an external Investigating Officer in exceptional circumstances.

Is it your understanding and approach that any such exceptional external IO appointment should be agreed with the Employee or their Staff Side Representative **before** that external appointment is made?

Our response:

It is the Health Board's understanding that in exceptional circumstances, where it is necessary to appoint an external investigating officer that there is no requirement to agree the appointment with either the employee or their trade union representative. It is the employer legal duty to appoint an independent and impartial investigating officer, whether this be from within the organisation or an external organisation.