



MJM

STRENGTHENING THE VALUE OF INSURANCE®

Workplace Investigations

MJM Corporate Profile

Often when there is a disruption in the workplace, senior management have to drop everything to find the underlying reasons of why the disruption has been caused by an employee.

Harassment and privacy cases often need immediate response, costing the company thousands of dollars in lost business and hours of lost time.

MJM can help.

We have been involved in a number of internal investigations for high-profile corporate and government clients, conducting workplace investigations.

In addition to conducting interviews on behalf of our corporate client and factual statement taking, MJM also provides surveillance in order to gather hard-copy evidence of fraud or other misdemeanours. Sometimes this investigation is completed prior to an internal enquiry of the employee's grievance and consequent, disciplinary action.

Our process involves establishing the facts, identifying the legitimacy of the claim and interviewing witnesses and possible suspects. MJM always present clear findings and can propose a resolution once the allegations and facts are assessed.

All information is documented for the client's reference.

We ensure privacy and confidentiality is maintained throughout the entire investigation.

MJM can also carry out background checks, credit reports, employment verification, reference verification, motor vehicle reports and workers compensation.

MJM has worked with many of Australia's leading self-insured companies, managing the investigation of their workers compensation and liability claims.

In many cases, we have saved our clients thousands of dollars.

MJM conduct the following investigations for our corporate clientele:

- Investigate complaints and allegations of misconduct including claims of harassment, discrimination, inappropriate workplace conduct and unethical behaviour, under performance, fraud, long term sickness caused by work related stress and breaches relating to drugs, alcohol, and safe working practices.
- Perform compliance reviews of the complaints handling system and its processes to ensure that the principles and practices are ethical.
- Monitor disciplinary investigations and provide feedback to Corporate HR Groups, HR Managers and Business Group Managers on issues arising.
- Make suggestions on strategies or changes to policies, and procedures to deal with such issues.

MJM also investigate the serious issues of embezzlement, industrial disputes and intellectual property disputes including the use of trade marks.

Founded in 1988, MJM is a world-class leader in providing an extensive range of investigative products and services to Insurers, Self-insured Corporations, Third Party Administrators and many of the nation's pre-eminent law firms. MJM focuses on delivering true value to its clients so that, collectively, there is an immediate advantage for all stakeholders.

The intrinsic value of MJM is in the range of customised business models and carefully designed programs that it offers each and every client. These models and programs utilise MJM's proprietary software programs, CaseTrak® and Viper21®.

As a client of MJM you will have access to quality, national and international field investigations, comprehensive SIU programs, strategic anti-fraud planning, innovative educational courses, extensive web based case management and a range of professional consulting services unmatched in the market today.

HEAD OFFICE NSW:

Level 3, 184 Bourke Road
Alexandria NSW 2015
PO Box 7332, Alexandria NSW 2015
DX 22713 Kingsford
Tel: (02) 9669 5633
Fax: (02) 9669 5922
Int: +612 9669 5633

QLD OFFICE:

Level 1, 416 Logan Rd
Stones Corner QLD 4120
PO Box 92, Stones Corner QLD 4120
DX 40605 Stones Corner
Tel: (07) 3329 4300
Fax: (07) 3324 2911
Int: +617 3329 4300

VIC OFFICE:

Level 2, 256 Bolton Street
Eltham VIC 3095
PO Box 30, Eltham VIC 3095
DX 99501 Eltham Exchange
Tel: (03) 9431 4933
Fax: (03) 9431 4955
Int: +613 9431 4933

Toll Free: 1300 660 323

Fax: 1300 659 832

E-mail: admin@mjminc.com.au

www.mjminc.com.au

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