

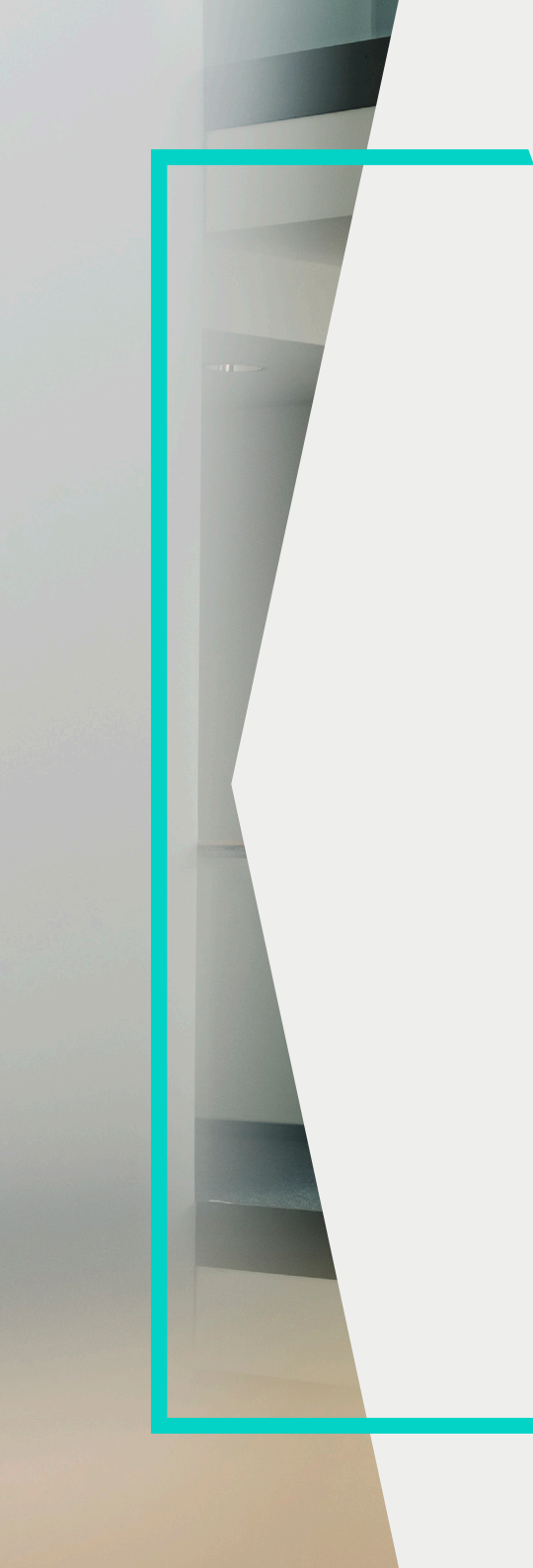
A&L Goodbody

Workplace Solutions

Helping you to
navigate in a crisis

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Workplace disputes, internal investigations, Data Subject Access Requests (**DSARs**) and Data Breaches are becoming increasingly common in the modern workforce. Dealing with the technical issue is one thing – resourcing the need is a bigger problem

Responding appropriately can be time-consuming and complicated, and can have significant legal, financial and reputational consequences for any business.

Our dedicated Workplace Solutions team has extensive experience in managing such issues on a cost-efficient basis- so as to minimize the impact on your business, protect your company's reputation, and to allow you to get on with running your business .

We have unparalleled experience in designing and executing the legal elements of a strategy to respond to a crisis including managing regulatory or law enforcement engagements, overseeing internal investigations, dealing with business-critical litigation,

providing strategic board advice, managing stakeholder relationships, protecting the reputation of the company and assisting with any employment fallout.

Often, the distraction these events has on the internal management team is the greatest issue. Our solution to that is virtual, hybrid or in-person secondments to assist.

Whatever the nature of the investigation, our Workplace Solutions offering draws together multi-disciplinary experts throughout the firm and leverages increasingly sophisticated technology and project management capabilities to help our clients achieve successful outcomes in an efficient and effective way.

INVESTIGATIONS

Managing an 'internal investigation' can be a major challenge for UK employers, especially if cross-border elements are involved.

Investigations can be instigated in many ways. Grievances, disciplinaries, whistle-blowers- regulatory investigations and dawn raids- the list is significant and growing. Even complaints raised by an employee or customer, or a discrepancy thrown up by an internal audit can be just the first-step of a much wider dispute, leading to a subsequent Tribunal claim, regulatory enforcement or an external prosecution .

For that reason, any internal investigation must be transparent, fair, and thorough to ensure your business meets its legal obligations. These investigations can involve hours or reviewing documentation, interviewing witnesses, considering the evidence, and preparing an outcome – all while avoiding common pitfalls for employers.

Several recent cases have highlighted the importance of these investigations, with employees successfully claiming that their employer failed in their duty to carry out an investigation, even when the claim – including the initial complaint raised and investigated – is otherwise completely unfounded.

Our Workplace Solutions team members have first-hand experience with carrying out a range of investigations. We can step in at short notice and undertake the process for you. We assist and advise on each step of the process, or our Workplace Solutions team can carry out the investigation and provide an outcome. From this, your business can consider the issue and act according to the findings.

MEDIATION - CEDR ACCREDITED

While sometimes considered ‘unavoidable’, workplace disputes between two or more employees can prove extremely problematic for your business.

The most obvious issue caused is the disruption to day-to-day activities, particularly when employees refuse to work and co-operate with one another. Something as common as ‘personality clashes’ can have a huge impact on your business.

These disputes can also fester and grow, eventually leading to resignations and/or potential Employment and Industrial Tribunal claims against your company.

For that reason, it is best to address these disputes at the earliest opportunity to minimise potential problems arising. Our CEDR and Law Society Accredited mediators will aim to find a swift resolution that is discrete, cost-effective, and satisfactory to all parties involved.

Even where a resolution is not possible, you company will be able to show that it took proactive steps in addressing the issue should any claim arise.



DATA SUBJECT ACCESS REQUESTS (DSARS) AND DATA BREACHES

DSARs create significant challenges for businesses given that the deadline for response is generally one month and the volume, scope and complexity of the request is daunting.

We have a team of highly experienced data specialists who assist with each step of a DSAR process, from drafting responses, reviewing the relevant documentation, determining what should be disclosed, and redacting information that's not pertinent to the DSAR or that is legal privileged. With market-leading software to expedite the process, and the wealth of knowledge within the team, we will ensure that your handling of your DSAR is fast, cost effective as well as fully compliant with your legal obligations.

Data Breaches are a daily occurrence and present a constant organisational risk. Whilst they are impossible to

prevent, your response in the aftermath of a data breach can make the difference in ensuring that a breach does not cause irreparable damage to your business or reputation. Our team of experts can advise you on crisis management, breach obligations and assist in your communications with the Information Commissioners Office (ICO).

If you have received a DSAR, are worried about a data breach or if you have any data related queries or if you think that your workforce from benefit from training then please contact one of our team members for quick, strategic and pragmatic advice.



LEGAL TECH AND GENERATIVE AI

We take complex investigation matters and use our combined capabilities to design, plan, resource and deliver innovative and cost-efficient solutions for our clients.

Our emphasis is on the intelligent use of industry leading technologies, analytical tools, AI and workflow platforms to deliver smarter real value solutions for our clients.

- We are the market leading law firm user of AI in our solution-based approach. We leverage technology to support the delivery of a wide range of investigation types. Our custom-built hybrid technology platform allows case teams to plan, quote, track, and report on all aspects of an investigation. Case Progress dashboard allows case teams to gain a high-level overview of the overall case status.
- An overarching investigations process workflow maps out all the major steps of a case to support key case events, actions, and decisions.
- ALG RelativityOne is our cloud-based version of leading analysis and review platform, Relativity. It allows us to scale up the level of support we can offer for large-scale projects and provides world-class data security for our client's information. RelativityOne allows us to search, analyse and review large volumes of electronic data and can also be applied to DSARs and Court discovery.
- HighQ is a customizable, secure portal that allows multiple stakeholder collaboration, workflows and content management. We can work with you to customise a bespoke HighQ site that suits your needs and allows your team to easily access up to date data.

STRATEGIC SECONDMENTS

We recognise that often, organisations simply do not have capacity to manage the range of investigations or DSAR's to which they are exposed. Our solution – secondments on an in person, virtual or hybrid basis.

- We understand that our clients want to focus on the core business. Too often, external influences are an unwanted distraction on the HR and senior management team. Our solution to that is to provide secondments – on short, medium or long-term basis and our team has significant experience of supporting employers with discrete, professional and empathetic personnel to work alongside your team.
- Our secondees have been placed in industries throughout Northern Ireland and in support of GB or Irish headquartered businesses. All secondees are professionally qualified and all levels of experience are offered up to Partner level when requested.
- The secondments can be entirely virtual, in person, hybrid, full or part-time – whatever your need and whenever your need is greatest, we are there to help.



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