

Investigations: Tackling complex cases

Questions for case example 1

1. You have been asked by the Monitoring Officer to investigate the allegations about Councillor Bones' conduct. Identify the key issues in planning your investigation. How would you organise the complaints to ensure you could undertake the investigation efficiently and effectively? How will you deal with the email evidence and file notes of conversations with Councillor Bones?
2. What are the issues for the Monitoring Officer in carrying out his/her functions in dealing with this complaint? Four weeks into the investigation, a senior officer in the housing department puts in a grievance about the Head of Housing for failing to protect her from Councillor Bones' abusive and bullying conduct. What impact does this have on your investigation?
3. What would you do about the ombudsman complaint? What issues does it raise for you? One week into the investigation you learn that Councillor Bones has been reported to the police following a fight in a local pub in which a young man suffered a broken arm and head injuries. How does this affect your investigation?
4. What specialist advice might you obtain to assist in your investigation?
5. Identify issues where case law or guidance on Code interpretation may assist you in planning your investigation.
6. You have interviewed all your witnesses and obtained all other evidence you consider necessary. It is now time to interview Councillor Bones. He missed his first appointment with you. You need to put all the evidence to him and obtain his response to it – how do you make this happen? Two days after receiving your draft report for comments, you are telephoned by Mrs Bones who says that Councillor Bones has suffered a mild heart attack and has been told not to do anything which puts him under stress. She says he had lots of comments on the draft but he is unable to do this now, he will contact you when he is better. What do you do?