



Employee Matters

What do I do if I suspect an employee is stealing from me?



- Do you have any evidence that this might be the case?
- Do you have the ability to suspend an employee on full salary during an investigation under your Modern Award?
- Have you found sufficient evidence to investigate further?
- Have you asked the employee to come to a meeting and to bring along a support person?
- Have you confirmed the allegation, suspension and next steps to the employee?
- Have you completed and documented a formal investigation while protecting confidentiality?
- Have you put your findings to the individual with their support person present?
- Did you ask them to respond to the allegations either at this meeting or within in a reasonable time?
- Have you documented all conversations and asked the employee to sign the documents as being accurate?
- Did you find the case to be false 'on the balance of probability' and return the individual to normal duties?
- Did you find the case to be proven 'on the balance of probability' to be proven and terminated the individual without notice for gross misconduct?

If you have answered 'No' to any of these you are either in breach of your legal compliance or alternatively not following 'best practice' employee relations. You should seek further qualified advice.