

# MTU AND CIPD COLLABORATE TO DELIVER INFORMATIVE CPD EVENT AT MTU: MANAGING A DISCIPLINARY & INVESTIGATION PROCESS



## BACKGROUND

CIPD (Chartered Institute of Personnel and Development) is a professional body for experts in people at work. For more than a hundred years, they have been championing better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work. With hubs in the UK, Ireland, Middle East and Asia, they are the career partner of choice for over 5,000 members in Ireland and 150,000 around the world. They are the only body in the world that can award Chartered status to individual HR and L&D professionals, their independent research and insights make them trusted advisers to governments and employers.

## THE NEED

CIPD (Chartered Institute of Personnel and Development) is a professional body for experts in people at work. For more than a hundred years, they have been championing better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work. With hubs in the UK, Ireland, Middle East and Asia, they are the career partner of choice for over 5,000 members in Ireland and 150,000 around the world. They are the only body in the world that can award Chartered status to individual HR and L&D professionals, their independent research and insights make them trusted advisers to governments and employers.

## THE SOLUTION

An audience of HR professionals and students, at this sold-out event, gained an exceptional learning experience. They were shown how to successfully manage a Disciplinary and Investigation process by the use of multiple scenarios. Emer O'Callaghan, BCL, Partner, JRAP O'Meara Solicitors, spoke briefly to introduce the topic, which was followed by a role-play performance by actors, Kevin Herlihy and Damien Cahill, to bring the learning to life. As each scenario concluded, Emer was on hand to point out the pitfalls with helpful advice and guidance on best practices. In the course of Emer's presentation, she covered relevant case law and gave mention to the Lyons case, a High Court ruling which gives the accused the right to legal representation and to cross-examine witnesses. This CIPD event allowed professionals and students to come together for this extremely valuable experience to continue in their professional development.



Photo L-R: Margaret McCarthy and Martin Counihan, CIPD Southern Region Executive, Emer O'Callaghan, Partner, JRAP O'Meara Solicitors, Kevin Herlihy, Operations Director, Herlihy Group Centra, Mari Manning, Chair, CIPD Southern Region, Damien Cahill, HR Manager, GE Healthcare, Don Crowley, Head of Department of Organisation & Professional Development, MTU.

## BENEFITS OF THE ENGAGEMENT

The benefits to this engagement included a real-life experience for students and HR professionals to witness the actions of a disciplinary and investigation process. The day itself was delivered more like a workshop than a regular CIPD event and feedback from the audience was phenomenal, with comments ranging from 'outstanding', 'brilliant', 'most informative presentation' 'great learning experience'. There was no shortage of questions from those in attendance, all of which were answered with knowledge and expertise, thereby creating an outstanding learning experience for the audience.

**“CIPD SOUTHERN REGION MEMBERS CONTINUE TO PARTNER WITH US ON INDUSTRY ADVISORY GROUPS, PROGRAMME VALIDATION PANELS AND AS GUEST LECTURERS. THE ANNUAL CIPD EVENT ALLOWS OUR STUDENTS AND MEMBERS IN THE REGION TO CONTINUALLY DEVELOP PROFESSIONALLY, WHILE ALSO PROVIDING A VALUABLE OPPORTUNITY FOR NETWORKING. THIS YEAR'S DISCIPLINARY AND WORKPLACE INVESTIGATION EVENT WAS OVER-SUBSCRIBED, FOLLOWING THE SUCCESS OF LAST YEAR'S MOCK LABOUR COURT HEARING WHERE MR ALAN HAUGH, BL, DEPUTY CHAIRMAN OF THE LABOUR COURT, AND HIS TEAM, LINDA TANHAN, PETER MURPHY AND LOUISE SHALLY PRESIDED.”**

- Don Crowley, Head of Department of Organisation & Professional Development Business, MTU.