

# Disciplinary investigations

## Learning outcomes

### Introduction to the employment relationship

- List the relevant sources of employment rights and obligations.

### History & relevance of the 'Bryant Award'

- Understand the history and relevance of the 'Bryant Award' in relation to your university's disciplinary process.

### Overview of the disciplinary process

- List the core disciplinary steps required under the 'Bryant' provisions.
- Be familiar with your university's disciplinary process.

### Misconduct, serious misconduct & suspension

- Explain the difference between misconduct and serious misconduct.
- Understand when an employee may be suspended with or without pay.

### Complaints

- Be able to assess the nature of a complaint.
- Understand when a complaint may form the basis of allegations of misconduct/serious misconduct.

### Allegations

- Understand the key requirements for drafting concise allegations.

### Investigations

- Explain the role of an investigator.

### Witness statements

- List what should be included in witness statements
- List what should not be included in witness statements.

### Misconduct investigation committees

- Explain the committee process.

### The Australian Code for the Responsible Conduct of Research

- Be aware of the *Australian Code for the Responsible Conduct of Research* and its implications for university disciplinary procedures.

For further information  
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