

**Queen's Medical Centre Campus**

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Ref: CW/JDH

To whom it may concern

**Re Ms Marilyn Smyth / Making a Difference**

Marilyn recently undertook a complex investigation at this Trust involving claims of bullying and harassment between two senior consultants. The case was particularly complex with some deep-rooted historical problems and counter-allegations and discrimination in the mix. The investigation resulted in a comprehensive investigation report which the Trust accepted in full.

During the investigation Marilyn demonstrated an extremely high level of employment law knowledge and excellent analytical and judgement skills. Her no-frills approach, coupled with her ability to quickly identify the key issues meant that she was able to plough through huge quantities of evidence and interview very many witnesses in a relatively short space of time. Marilyn kept us updated at all stages of the investigation and sought advice or guidance from us only when appropriate to do so.

Our Trust does not routinely employ external consultants for disciplinary investigations but in the event of another highly complex case occurring we would certainly consider inviting Marilyn to undertake this.

Yours sincerely



**Christine Woolley**  
**Assistant Director of Human Resources (Resourcing and Planning)**