

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
*Clare Fletcher at Slaughter and May*

## 24. What next steps are available to the employer?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

The employer decides whether misconduct has taken place or not. Depending on the case, the employer may recommend a workplace conciliation in which the parties try to find a solution that can be accepted by both sides. The employer may choose to give an oral reprimand or a written warning. If the legal conditions are met, the employer may also terminate the employment agreement.

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### Italy

Author: *Giovanni Muzina, Arianna Colombo*  
at BonelliErede

Upon completion of the investigation, the employer – if misconduct by the employee emerges – may bring disciplinary action against him or her (which may be either dismissal or a “conservative” measure such as an oral or written warning, a fine, or a suspension, within the limits provided under the law and possibly the applicable NCBA).

If a criminal offence by the employee emerges, the employer may also decide to report the crime to the public authorities (see question 25).

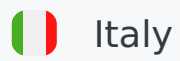
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## Contributors

### Finland

Anu Waaralinna

Mari Mohsen  
*Roschier*



Giovanni Muzina  
Arianna Colombo  
*BonelliErede*

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