

# Workplace Investigations

## Contributing Editors

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

### **16. If there is a works council or trade union, does it have any right to be informed or involved in the investigation?**

#### Netherlands

Author: *Barbara Kloppert, Mirjam Kerkhof, Roel de Jong*  
at De Brauw Blackstone Westbroek

There is, in principle, no role for the works council in an "isolated or single" internal investigation. When it comes to structural forms of employee monitoring to measure behaviour (such as video surveillance), the proposed decision to implement such a monitoring system in principle requires the prior approval of the works council.

In addition, according to the Act on the Protection of Whistleblowers, an employer who is not obliged to set up a works council needs the consent of more than half of the employees when adopting the internal reporting procedure under the Act, unless the substance of the procedure has already been laid down in a collective bargaining agreement.

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#### Poland

Author: *Wioleta Polak, Aleksandra Stępniewska, Julia Jewgraf*  
at WKB Lawyers

There is no such obligation, unless it is provided for in an internal procedure or, for example, in the applicable collective bargaining agreement. It is neither a recognised practice nor recommended that such persons participate in the investigation.

However, in the event of violations that justify the termination of an employment contract with the employee, the employer should consult with that employee's union about their intention to immediately terminate any employment contract concluded with that person or to terminate, with notice, the employment contract agreed with him or her for an indefinite term, or apply for consent to terminate the employment contract with an employee who is protected by a union.

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## Switzerland

Author: *Laura Widmer, Sandra Schaffner*  
at Bär & Karrer

In general, works councils and trade unions are not very common in Switzerland and there are no statutory rules that would provide a works council or trade union a right to be informed or involved in an ongoing internal investigation. However, respective obligations might be foreseen in an applicable collective bargaining agreement, internal regulations or similar.

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### Contributors

#### Netherlands

Barbara Kloppert  
Mirjam Kerkhof  
Roel de Jong  
*De Brauw Blackstone Westbroek*

#### Poland

Wioleta Polak  
Aleksandra Stępniewska  
Julia Jewgraf  
*WKB Lawyers*

#### Switzerland

Laura Widmer  
Sandra Schaffner  
*Bär & Karrer*