

# Workplace Investigations

## Contributing Editors

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## 08. Can the employer search employees' possessions or files as part of an investigation?

### Finland

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at Roschier

Only the police can search employees' possessions (assuming that the prerequisites outlined in the legislation are met).

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### Singapore

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The employer is not allowed to search employees' personal possessions or files as part of an investigation without the employee's consent. However, such consent may be explicitly provided for in the terms of employment (as may be contained in the employment contract, employee handbook or the employer's internal policies and procedures in dealing with the investigations, etc). The employer may, however, search the employees' company email accounts and files if these are stored on the company's internal systems or devices.

Last updated on 15/09/2022

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