

Workplace Investigations

Contributing Editors

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

20. What if the employee under investigation goes off sick during the investigation?

Finland

Author: *Anu Waaralinna, Mari Mohsen*
at Roschier

As a general rule, sick leave does not prevent an investigation from progressing. Depending on the nature of the sickness, the employee can attend hearings and take part in the procedure. If the sickness prevents the employee from participating, the employer can put the process on hold temporarily.

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Portugal

Author: *André Pestana Nascimento*
at Uría Menéndez - Proença de Carvalho

The employer will be able to proceed with the investigation or disciplinary procedure regardless, although if it is necessary to hear the employee and they are unable to attend the interview, either the employer waits for their return or it could also send a written questionnaire for the employee to complete.

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Contributors

Finland

Anu Waaralinna
Mari Mohsen
Roschier



Portugal

André Pestana Nascimento

Uría Menéndez - Proença de Carvalho

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