

# Workplace Investigations

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## 22. What must the employee under investigation be told about the outcome of an investigation?

### Finland

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The employer's conclusions from the investigation.

Last updated on 15/09/2022

### Hong Kong

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The employer is generally not obliged under Hong Kong law to inform the employee under investigation of the outcome of the investigation absent any express obligation under the employment contract, even where the investigation has led to a decision to terminate the employee. However, to avoid any unnecessary claim of unlawful dismissal or dismissal without a valid reason, the employer should inform the employee of the reason for his or her termination, even if the investigation results may not be shared in full with the employee.

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