

Workplace Investigations

Contributing Editors

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

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

Finland

Author: *Anu Waaralinna, Mari Mohsen*
at Roschier

The employer's conclusions from the investigation.

Last updated on 15/09/2022

Thailand

Author: *Ratthai Kamolwarin, Norrapat Werajong*
at Chandler MHM

There is no mandatory information on the outcome of an investigation that must be disclosed to an employee. However, disclosure of the outcome should, at a minimum, include whether an employee did or did not commit a violation. In addition, an employee who has committed a violation should be informed of any disciplinary action, and the grounds for such a decision (such as a violation of the company's work rules). This enables the employee under investigation to appeal the outcome if it is applicable under the work rules or whistleblowing policy.

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Contributors

Finland

Anu Waaralinna
Mari Mohsen
Roschier



Thailand

Ratthai Kamolwarin

Norrapat Werajong

Chandler MHM

www.internationalemploymentlawyer.com