

Workplace Investigations

Contributing Editors

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02. How is a workplace investigation usually commenced?

Finland

Author: *Anu Waaralinna, Mari Mohsen*
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When the employer becomes aware of possible misconduct, the employer must commence an investigation immediately, in practice within about two weeks. The information may come to the employer's knowledge via, for example, the employer's own observations, from the complainant or their colleagues or an employee representative.

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

Finland

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

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