

Workplace Investigations

Contributing Editors

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

12. Can the identity of the complainant, witnesses or sources of information for the investigation be kept confidential?

Finland

Author: *Anu Waaralinna, Mari Mohsen*
at Roschier

See question 11, there is no protection of anonymity as the process must be transparent to the parties involved.

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

Finland

Author: *Anu Waaralinna, Mari Mohsen*
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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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