

# Workplace Investigations

## Contributing Editors

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

### **13. Can non-disclosure agreements (NDAs) be used to keep the fact and substance of an investigation confidential?**

#### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

Yes, however, the need for an NDA is assessed always on a case-by-case basis.

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### **26. How long should the outcome of the investigation remain on the employee's record?**

#### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

Please see question 7. The outcome of the investigation involving personal data may be retained only for as long as is necessary considering the purposes of the processing. In general, the retention of investigation-related data may be necessary while the investigation is still ongoing and even then the requirements of data minimization and accuracy should be considered. The data concerning the outcome of an investigation should be registered to the employee's record merely to the extent necessary in light of the employment relationship or potential disciplinary measures. In this respect, the applicable retention time depends on labour law-related rights and limitations, considering eg, the applicable periods for filing a suit.

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## Contributors



### Finland

Anu Waaralinna

Mari Mohsen

*Roschier*

[www.internationalemploymentlawyer.com](http://www.internationalemploymentlawyer.com)