

Workplace Investigations

Contributing Editors

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

14. When does privilege attach to investigation materials?

Finland

Author: *Anu Waaralinna, Mari Mohsen*
at Roschier

The privilege of investigation materials concerns a rather limited amount of cases. In practice, materials may be considered privileged in connection with the litigation process under the Procedural Code (4/1734). For example, communications between a client and an attorney may attract protection against forcible public disclosure.

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23. Should the investigation report be shared in full, or just the findings?

Finland

Author: *Anu Waaralinna, Mari Mohsen*
at Roschier

The employee under investigation may only be informed of the conclusions.

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Contributors

Finland

Anu Waaralinna
Mari Mohsen
Roschier

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