



Suspension for Misconduct: What You Need to Know

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rights →**



When Can Suspension Occur?



Investigation Required

Suspension facilitates proper investigation of misconduct allegations.



Agreement Terms

Must align with employment agreement provisions.



Reasonable Necessity

Only when reasonably necessary for investigation process.



Your Rights During Suspension

Discussion Before Decision

Employer must discuss suspension possibility with you first.

Representation Allowed

You may bring representatives to suspension discussions.

Views Considered

Your perspective must be taken into account.



Pay During Suspension

100%

Full Remuneration

Normal pay continues throughout suspension period.

Your income remains protected whilst investigation proceeds.



Investigation Process Timeline

01

Full Investigation

Systematic review of allegations conducted.

02

Preliminary View

Employer forms initial assessment of findings.

03

Discussion

Findings shared with employee and representatives.

04

Final Decision

Employer reaches conclusion on matter.



Key Protections



Fair Process

Suspension only for reasonable investigation duration.



Consultation

Discussion required before suspension decision made.



Financial Security

Full pay maintained during entire suspension.



Need Expert Guidance?

Understanding suspension policies protects both employers and employees.

[Contact HR Unlocked](#)

Share this with your team to ensure everyone understands their rights.