



September 2023

Amendment to the Labour Code

An amendment to the Czech Labour Code bringing comprehensive changes has been published in the Collection of Laws. Most of the changes introduced by this amendment become effective already on 1st October 2023; remaining changes become effective on 1st January 2024.

Selected significant changes becoming effective on **1st October 2023**:

- introducing the possibility of concluding and delivering **bilateral** documents relating to the establishment, change or termination of an employment relationship (including employment contracts and agreements on termination of employment) **electronically**
- changes concerning the **employer's obligation to inform** employees about the content of the employment relationship (shortening of the time limit for informing, extension of the scope of mandatory information)
- changes concerning the agreement to complete a job (DPP) and agreement to perform work (DPČ), e.g.
 - introduction of an obligation for the employer to draw up a working time schedule also for employees working under one of these agreements and to make the employee familiar with this schedule
 - introduction of an obligation for the employer to provide the employee with additional payments (e.g., for night work or overtime) on top of the remuneration under these agreements
 - introduction of the right of an employee working under such agreements to use obstacles to work on the part of the employee
- more detailed regulation of so-called **teleworking** (especially home office)
 - teleworking will in principle only be possible upon written agreement between the employer and the employee; unless the parties agree otherwise, either party will be entitled to terminate the agreement with fifteen-day notice period
 - if agreed with the employee or provided for in an internal regulation, the employer will be entitled to reimburse the employee for the costs incurred in teleworking at a flat-rate amount; however, this flat-rate amount will have to be at least the amount laid down by the Decree of the Ministry of Labour and Social Affairs; the employer and the employee may also agree in writing that

the employee shall not be entitled to reimbursement of costs incurred in relation to the teleworking

- changes in the **delivery of so-called important documents**, for which special rules for delivery must be observed, e.g.
 - a substantial narrowing of the list of important documents to which the special rules for delivery will apply (deletion of all bilateral documents relating to the establishment, amendment or termination of an employment relationship, including the employment contract and the agreement on termination of employment)
 - simplification of the rules for delivery of such important documents by means of an electronic communications network or service (in particular by email) and by means of a data box

Selected significant change becoming effective on **1st January 2024**:

- employees working **under an agreement** to complete a job (DPP) and agreement to perform work (DPC) will have the **right to leave** if the conditions set out by law are met

Transitional provisions

The amendment to the Labour Code contains transitional provisions only with regard to the employer's obligation to inform the employee about the content of the employment relationship and with regard to the possibility to perform telework only on the basis of a written agreement between the employer and the employee.

Therefore, the other amended provisions of the Labour Code must be fully complied with by employers and employees as from the effective date of respective amendment (i.e., as 1st October 2023 or 1st January 2024).

We will be pleased to answer any queries you might have.

CZERWENKA & PARTNER v.o.s. team