

iGlobal Law 2024 Annual Alert : Czech Republic

Legal Change	Effective Date	Action required
<p>Amendment to Labour Code</p> <p>The Amendment was adopted in September 2023 and has introduced changes with respect to:</p> <ul style="list-style-type: none"> - Remote working: now an agreement in a written form is required that obliges the employer to reimburse the employee's expenses and having new impacts on work schedule for remote employees. - Agreements on work performed outside employment relationship ("Agreements"): requirements to set a work schedule, right to paid leave and certain other rights to employees performing work thereunder have been introduced. - Additional overtime work for doctors, dentists, pharmacists and non-medical health professionals. - Continuous daily/weekly rest periods updated. - Serving of documents between employers and employees can now happen in electronic form. 	<p>Some changes became effective as of October 1st, 2023 and November 1st, 2023 (new requirements for remote work agreements).</p> <p>The remaining part will come into effect as of January 1st, 2024 (paid leave for employees under Agreements, rest periods).</p>	<p>Review and amend existing Agreements, remote work agreements, relevant policies, and related documents.</p> <p>Implement paid leave for employees under Agreements as of January 2024.</p>
<p>"Consolidation package"</p> <p>The consolidation package is a recovery package that contains amendments to 65 acts designed to improve the state budget. It introduces changes to:</p> <ul style="list-style-type: none"> - tax treatment of employee benefits; - tax relief limits for one of the types of the Agreements, the agreements for performance of work; - notification obligations towards authorities with regard to employees performing work under Agreements; - conditions for payment of unemployment allowance; - certain personal income tax exemptions. 	<p>Most provisions will take effect on January 1st, 2024.</p>	<p>Review and adjust current employee benefits schemes, review changes with regard to employees under Agreements, incl. its financial impact.</p> <p>However, we recommend that employers and employees get acquainted with all relevant changes introduced by the package.</p>
<p>Bill amending Employment Act</p> <p>The Bill introduces new conditions for employment agencies and agency workers. The aim of the Amendment is to increase protection of agency</p>	<p>The Bill is expected to come into effect on January 1st, 2024.</p>	<p>The Bill has not been adopted yet., however, given the substantial changes that the amendment is expected to bring to the employment sector, we recommend that employers, and in particular employment agencies,</p>

<p>workers, especially in the event of their employer's bankruptcy.</p> <p>Major changes include:</p> <ul style="list-style-type: none">- abolition of compulsory insurance for employment agencies in the event of bankruptcy and introduction of other protective measures for agency employees instead;- modification of the period of assignment of an employee to a user up to 3 years in total;- prohibition of the practice of hiring agency workers only for the period of their temporary assignment to a user; and- the tightening of conditions for granting of employment agency permits.		<p>follow the legislative process and prepare for the changes.</p>
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