



Dealing with lazy employees under Czech law

Czech labour law is very protective when it comes to employees. Therefore, from time to time, almost every employer deals with a situation how to adequately, within the law, punish employees for their breaches of working duties. The more serious is the punishment, the higher complications may result to the employer. For example, most typical cases are when the employer dismisses the employee for his behaviour; he may then face long court proceedings where validity of such dismissal is discussed. The Czech Supreme Court recently carried out similar case, where he surprisingly did not persist on its usual protective attitude towards employees.

What has the Supreme Court decided about?

In this case an employee, usually considered as trouble-free, made five minor mistakes which did not cause any real harm to his employer. In particular, he handed over work and monthly reports a few days or even hours after the deadline stated by his superior. The employee was then dismissed due to these minor breaches. As the employee disagreed with such a dismissal, he took the whole thing to court. Surprisingly, the Supreme Court as the highest instance was not over-protective as it mostly is in employment disputes, and it decided that every (even minor) breach can result in dismissal.

How does the Supreme Court's decision affect your company?

In the light of the Supreme Court's decision it can be said that if your employees do not hand in their work on time or conduct other rather minor breaches of their working duties, it is possible to terminate the employment relationship with them. However, it is still necessary to be careful regarding all steps undertaken against employees, particularly in case of a step as serious as dismissal of employees. Therefore we always recommend doing in advance at least the following:

- **check out of the current employee dismissal procedures and other employees punishments and, eventually, the implementation of new ones;**
- **check out or revise the current employment agenda;**
- **gather relevant proofs for possible administrative or court proceedings related to misconduct of employees.**

Imagine stepping into the New Year a few troubles less. To do so, why not undertake the listed steps, and take advantage of the opportunity the Supreme Court has given you, as soon as possible?

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