



Flexible Amendment to the Labour Code

An amendment to the Labour Code, which should increase flexibility in employment relations, is taking shape in the comments procedure. Let's take a look at the most important changes brought by this amendment.

First of all, the amendment aims to speed up and simplify the termination of employment relationships. The notice period is to start from the date of delivery of the notice (i.e. not from the first day of the following month) and in some cases is to be reduced to 1 month. The amendment also merges the existing "health" reasons for termination and changes the concept of compensation payable to employees in connection with termination on grounds of work-related injury or occupational disease.

In order to facilitate the termination of employment relationships of new employees, the maximum length of the trial period is to be extended. This is now to be 4 months for ordinary employees and 8 months for management personnel. It should also be possible to additionally extend the originally agreed trial period.

The amendment also aims to make it easier for parents to earn extra income during parental leave. Under an agreement for work performed outside the employment relationship, the parent will also be able to perform the same work for the same employer as they performed during the employment relationship.

Furthermore, the right to return to the original job and workplace ("to the same chair") is to be extended to employees returning from maternity or parental leave. This entitlement is to be extended until the child reaches the age of 2 years.

With the aim of increasing the flexibility of employment relations, the amendment introduces the possibility for employees to schedule their own shifts, not only when working remotely. The "self-scheduling" mode should be possible to implement, subject to further conditions, by agreement with the employee.

The amendment still has a long way to go in the legislative process. However, we can already be certain that as far as the field of HR is concerned, this year will not be boring either.

We will closely monitor further developments in the legislative process. If you need any advice or assistance, please do not hesitate to contact us.

[lenka.droscova \(at\) actlegal-rhl.com](mailto:lenka.droscova@actlegal-rhl.com)