

# Flexible amendment to the Labor Code approved

## Dentons Newsletter

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**On 9 April 2025, the Senate approved an amendment to the Labor Code aimed at improving flexibility in employment relations. Now it waits for the president's signature. The main changes relate to probationary periods, termination of employment, employment of parents of minor children and carers, and working conditions for minor employees.**

We already informed you about the initial proposal for a flexible amendment to the Labor Code; the amendment strengthens the competitiveness of employers while preserving the protection of employees' rights. It also improves the position of parents returning from parental leave and promotes better reconciliation of work and family life. We now summarize for you the most important changes that will most likely be reflected in labor relations from 1 June 2025 (after signing by the president).

### Longer probationary period:

- The maximum probationary period is extended from three to four months (from six to eight months for managerial employees).
- The possibility of an additional extension of the probationary period during its duration, up to the maximum limit has been anchored in the amendment.

### New rules on shortening the notice period and terminations of employment in connection with a long-term disability:

- The notice period will now start from the date the notice is delivered to the other party.
- The notice period may be reduced to one month in the event of termination for poor performance or breach of obligations by the employee.
- In the event of termination of employment due to occupational injury or disease, the employer will no longer pay severance payment; instead, compensation will be paid by the insurance company with which the employer has taken out compulsory insurance.

### Changes to the employment of child carers:

- Employees returning from parental leave before the child reaches the age of two will be guaranteed a return to the same position and workplace.

- During parental leave, employees will now have the option to conclude an agreement to perform work (DPP) or an agreement on working activity (DPČ) with the same employer for the same type of work as agreed in their employment contract.

#### Introduction of rules for the employment of minors aged 14 and over:

- Minors aged 14 and over who have not completed compulsory schooling will now be able to do light work during the main holidays so long as such work is not detrimental to their health or moral development.
- The maximum shift for these employees will be seven hours per day, and the maximum weekly working time will be 35 hours.

#### New rules for the delivery of wage assessments and payment of wages:

- It will now be possible to deliver a wage assessment (electronically signed by the company) to the employee's work email address if the employee acknowledges receipt of the wage assessment within 15 days of it being sent and has the option to save and print it.
- In the case of an agreement between the employer and the employee, the employer may pay the employee's wage or its part in a foreign currency (however, payment of wage in a foreign currency will only be possible if the employee has an objective link to a foreign country).

#### Cancellation of initial medical examinations:

Along with the amendment to the Labor Code, a significant amendment to the Specific Health Services Act was also approved. From July 2025, the mandatory initial occupational health examinations for employees performing non-hazardous work (occupations classified as Category 1 under the Public Health Protection Act) will be abolished. Employees performing jobs classified in other categories must still undergo an initial medical examination before employment.

***Please do not hesitate to contact us if you have any questions regarding the proposed amendment to the Labor Code. We are closely monitoring the legislative process of the proposed amendment to the Labor Code and will keep you informed.***

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