

Information from the State Labour Inspectorate



LINK

The State Labour Inspectorate has clarified the distinction between overtime, additional work, and increased workload.

Overtime

- Overtime is when an employee works more than the prescribed working hours, up to a maximum of **8 hours per week** (12 hours with consent) or **180 hours per year**;
- Generally allowed only with the employee's consent, except in cases specified in the Labour Code;
- The employee must be paid **at least 1.5 times his/her regular remuneration**.

Additional work

- Additional work is the performance of **an additional job function** not agreed beforehand in the employment contract;
- It may be carried out at the same time as or during time outside the performance of the main job function, or project work may be agreed upon;
- May be agreed in the same employment contract or in a separate agreement to the employment contract;
- The agreement **must specify when the additional work is to be performed, the working hours, the remuneration**, and other relevant conditions.

Increased workload

- Increased workload means **an increase in the scope of work related to existing job functions**;
- It may be agreed in the same employment contract, in an amendment to the employment contract or in a separate agreement to the employment contract;
- The employee should be paid **an increased remuneration**.

Our recommendation:

As the incorrect distinction between overtime, additional work and increased workload often leads to disagreements or even labour disputes, we recommend that you familiarise yourself with the information we have provided and, if necessary, make changes to your existing employment contracts / conclude required agreements.

Information from the State Labour Inspectorate



LINK

Following the new provisions of the Labour Code on the prevention of violence and harassment at work, the State Labour Inspectorate has provided clarifications on some of the most common cases of misinterpretation of psychological violence.

Constructive criticism and respectful comments

- Constructive criticism and respectful comments do not constitute psychological violence, as they are part of the work process and are aimed at improving the quality of work.

Employer's requirement and demand for work

- The employer may require the employee to carry out the tasks assigned to him/her in a proper, timely, and high-quality manner. The employer's demanding attitude towards an employee does not in itself constitute psychological violence, **but an unjustified increase in demanding behavior towards only one employee could be regarded as such**.

Request for an explanation on possible failure to perform / improper performance of job duties

- If the employer has reason to believe that the employee has violated his/her duties, he/she has the right to carry out an official investigation, to request a written explanation from the employee and, **if justified, to serve a notice that a second violation of the same duties may lead to dismissal**.

Our recommendation:

A correct understanding of violence and harassment can help to define the boundaries of appropriate behavior and thus avoid potential disputes.

As a reminder, all employers must:

- take measures to eliminate and/or control violence and harassment at work;
- establish a procedure for reporting and investigating violence and harassment at work;
- provide training to employees on violence and harassment at work.

Additionally, organisations with more than 50 employees are **also required to establish a violence and harassment prevention policy**.