

Bonus for work on Saturday and Sunday

- an employee is entitled to a **bonus of 25% of average earnings per hour** for one hour of work on Saturday or Sunday.

Salary or time off in lieu for work during a holiday

- an employer will provide time off in lieu for work during a holiday to the same amount as the work carried out during a holiday at the latest by the end of the third calendar month following after the work during a holiday was carried out or at a differently agreed time,
- there are no deductions from salary for time off in lieu,
- **instead of time off in lieu, an employer and an employee can agree on a bonus of average earnings per hour for an hour of work during a holiday.**

Bonus for work in difficult work conditions

- for work in difficult conditions an employee is entitled to a **bonus of at least 5% of the basic minimum wage per month.**

Special bonus

- is a rightful component of a salary through which, provided that the stated conditions are met, extraordinarily impeding influences relating to the performance of work are remunerated if they relate to extraordinary mental strain, if there is a risk to life and health or there are difficult working regimes,
- an employer sets the amount of the bonus to the employee within the scale set for a group with working conditions in which the employee systematically carries out their work.

Bonus for a split shift

- an employee who works in shifts split into two or more parts is entitled to a **bonus of 30% of average earnings per hour** for each shift split in this way,
- a split shift is a shift in which a solid interruption of work or the total of the interruptions is at least two hours.

Personal bonus

- is a non-rightful component of a salary which remunerates the efficiency and quality of an employee's work in comparison to other employees,

- an employer can provide an employee who, over a long period of time, achieves very good work results or fulfils a larger scale of work tasks than other employees with a personal bonus of up to 50% of the salary tariff of the highest salary rate in the employee's salary level,
- an employer can provide an employee who is generally regarded as an excellent specialist and carries out work classed in the tenth to sixteenth salary level, with a personal bonus **of up to 100% of the salary tariff** of the highest salary rate in the employee's salary level.

Other bonuses:

- bonus for direct pedagogical activity over and above the prescribed scope,
- specialisation bonus for a pedagogical worker.

WAGE OR SALARY FOR THE PERFORMANCE OF OTHER WORK

- if an employee is transferred to carry out different work to their contracted work which is remunerated with a lower wage or salary, they are entitled – **for the period of transfer – to a surcharge on their salary to make up the amount to their average salary that they had before being transferred.**

COMPENSATION FOR BEING ON CALL

- for the time of being on call an employee is entitled to a compensation of **at least 10% of average earnings.**

REMUNERATION FROM AGREEMENTS

The amount of remuneration from an agreement and the conditions for its provision are negotiated in the agreement to complete a job or in an agreement to perform work.

The level of remuneration from agreement to complete a job as well as from an agreement to perform work must not be lower than the minimum wage.

State Labour Inspection Office, Department of Work Relations and Conditions, March 2009

REMUNERATION FOR WORK AND REMUNERATION FROM AGREEMENTS

(Version valid as of 1st January 2008)

REMUNERATION FOR WORK**Basic information**

- legal regulation: section 109 in accordance with **Act no 262/206 coll., Labour Code**, as amended (hereinafter referred to as "LC"),
- the fundamental idea of remuneration is earning a wage, that is financial performance in return for doing work. For such performance the law defines and uses the following designations: wage, salary and remuneration from agreement,
- an employee is entitled to a wage, a salary or remuneration from agreements for work performed under the conditions set out by LC,
- a wage and a salary are provided according to complexity, responsibility and difficulty of the work, according to the difficulty of working conditions, according to work performance and achieved work results,
- remuneration from an agreement is a financial performance provided for work carried out on the basis of an agreement to complete a job or an agreement to perform work (sections 74 to 77),
- all employer's employees are entitled to the same wage, salary or remuneration from agreement for the same work or work of the same value.

Minimum wage:

- is the lowest admissible amount for work in line with the government regulation no. 567/2006 Coll.,
- a wage, a salary or remuneration from agreement must not be lower than the minimum wage. For this purpose, a wage or a salary for overtime work, a bonus for work during a holiday, during the night, for work in difficult work conditions and for work on Saturday and Sunday is not included in a wage or salary,
- **the basic minimum wage is CZK 8,000 for 40 hours of work a week, that is CZK 48.10 per hour,**
- should the wage, salary or remuneration from agreement not equal the minimum wage, the employer must pay the employee an undercharge.

Guaranteed wage:

- is a wage or salary to which the employee has become entitled in line with LC, contract, internal procedure, wage or salary sheet,
- **the lowest level of guaranteed wage must not be lower than the amount of the basic minimum wage,**
- should the wage or salary of the lowest level not reach the level of guaranteed wage, the employer must pay the employee an undercharge.

WAGE

- is negotiated in a collective agreement, work contract or a different contract, or it is determined by the employer in an internal regulation or a wage sheet,
- **on the day of commencement of work the employer must issue the employee with a written wage sheet which includes information on the form of remuneration, the date and place of wage payment, unless this information is included in the contract or an internal regulation,**
- **should there be changes in the facts stated in the wage sheet, the employer must inform the employee about these changes in writing and at the latest on the day from which the change comes into force,**
- **a wage is payable after the performance of work, at the latest in the calendar month following the month in which an employee became entitled to a wage or one of its components.**

Wage or time off in lieu for overtime work

- an employee is entitled to a **wage** and a **bonus of at least 25% of average earnings**, unless the employer and the employee agreed on the provision of time off in lieu to the amount of overtime work instead of a bonus.

Wage, time off in lieu or holiday pay

- for time worked during a holiday the employee is entitled to the **attained wage** and **time off in lieu** to the amount of work carried out during a holiday which the employer must provide at the latest by the third month after the work during a holiday was carried out or at an otherwise agreed time,
- **for taking time off in lieu the employee is entitled**

to reimbursement of a wage equal to the amount of average earnings,

- **instead of time off in lieu the employer and the employee can agree on a bonus towards an attained wage to the amount of at least average earnings.**

Wage for night work

- **for night work the employee is entitled to the attained wage and a bonus of at least 10% of average earnings,**
- **a different amount or a way of determining a bonus can only be negotiated in a collective agreement.**

Wage and a bonus for work in difficult work environment

- for the duration of time worked in a difficult work environment the employee is entitled to **the attained wage and a bonus of at least 10% of average earnings of the basic minimum wage for each impediment** – in line with section 7 of government regulation no. 567/2006 Coll.

Wage for work on Saturday and Sunday

- for the duration of time worked on Saturday and Sunday the employee is entitled to **the attained wage and a bonus of at least 10% of average earnings. A different amount or way of determining a bonus can only be negotiated in a collective agreement.**

SALARY

- the employer determines the employee's salary according to LC, government regulations issued to carry it out and within the confines of the two in line with a collective agreement or an internal regulation,
- a salary is provided to employees who are employed by employers whose finance management is linked to public budgets,
- the determining component of a salary of employees in public services and administration is a salary tariff,
- the salary tariff rate depends on the complexity, responsibility and difficulty of work carried out (grouping into a salary level) and on the level of practical experi-

- **ence which the employee gained during work previously carried out (grouping into a salary rate),**
- **on the day of commencement of work the employer is obliged to issue the employee with a salary sheet which must be in writing,**
- **in the salary sheet the employer must state data about the salary level and the salary rate in to which the employee is grouped, about the salary tariff rate and other regular monthly components of the salary provided as well as the date and place of paying a salary. Should any of the salary components stated in the salary sheet change, the employer must inform the employee about this fact in writing including reasons for the change. The employer must inform the employee at the latest on the day on which the change comes into force,**
- **the salary is payable on completion of the work, at the latest in the calendar month which follows the month in which the employee became entitled to the salary or one of its components.**

Salary or time off in lieu for overtime work

- for one hour of overtime work, the employee is entitled to a proportion of their salary tariff, personal and special bonus per hour of work without overtime work in the calendar month in which they carry out the overtime work and a bonus of 25% of average earnings per hour and, in cases where days of uninterrupted rest are concerned, the employee is then entitled to a bonus of 50% of average earnings per hour, unless the employer and the employee agreed on time off in lieu instead of salary for overtime work,
- there are no salary deductions for time off in lieu.

Management bonus

- an employee in a management position is entitled to a management bonus in line with the level of management and difficulty of managed work.

Bonus for night work

- an employee is entitled to a bonus of 20% of average earnings per hour for one hour of night work.