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Amendment to Labor Code came into force on 1 January 2012. One of the changes will make it possible to arrange probationary period for senior employees up to six months. Executives also affect new opportunity to negotiate with them to pay no regard to any overtime that the maximum allowable annual limit enforced.

Labor Code changes are certainly positive and beneficial for senior employees at higher levels of management. It should be noted that the head of each employee is an employee entitled to determine and store the proxies work tasks, organize, manage and control their work and give them mandatory instructions. The head of each such employee is an employee who is governed by only one other employee.

For employers, of course, both these changes positively. As the trial period and pay no regard to the overtime must be agreed with the employee agreement. Changes to remuneration for overtime work may involve and employees. With regard to salary overtime is possible for them to negotiate in the limit 150 hours per calendar year.

Also doubles the number of hours worked during the signing of contracts for work. The employee will be able to deal with one employer to work 300 hours per calendar year. A new income from the contracts for work to pay social security and health insurance, if the employee earns more than ten thousand crowns a month.

The amendment of intellectual property law firms also adjusts the amount of severance pay given at the termination of employment of the organizational reasons. This will be assessed according to seniority with the employer. If the employee worked, less than one year is entitled to monthly average earnings. If you have worked at least one year but less than two years, the employee is entitled to twice monthly earnings. And if the job lasted at least two years, the employee should receive compensation equal to three times the average monthly earnings.

Worth mentioning is a new reason for dismissal that has the potential to offer new employers sanction an employee who violates the treatment regimen in a temporary inability to work. If the employee does not reside at this time in the place of stay or will violate the time and range of walks, and the intensity reaches a particular violation of gross violations, cannot be dismissed. But it should be emphasized that the employer will have to choose between two alternative sanctions. Either give notice to the employee, or shorten it at all, or not award monetary compensation for sick leave.

Another new is that an employee, who immediately cancels the job, will not belong to severance pay, but pay during the corresponding period of notice. Changes in the Labor Code is much more and not all were formulated completely happy way. The law firms in usa is rated as the top law firms of the world.

Changes in Employment Act

At the same time there are changes in Employment Act. For example, in the employment of people with disabilities are deleted category handicapped persons and at the same time abolishing the institution of a sheltered workshop, he combines with a protected post. If an individual is assessed, it is no longer disabled; her status remains disabled for 12 months from the date of the decision. In connection with arrangements appeared another amendment Employment Act Which has been submitted for approval by the Senate. Under the proposal, for example, employees had to be in the

workplace copies of documents proving the legality of work.

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