**What Key Changes Does the “Flexinovela” Bring as of June 1, 2025**

**Probationary Period**

* The maximum length increases from 3 to 4 months for regular employees and from 6 to 8 months for managerial employees.
* The rules for extending the probationary period by law are clarified in cases of a whole unworked shift (now explicitly including unexcused absences).

**Fixed-Term Employment for Substitutes**

* An exception to the limit on the number of repeated fixed-term contracts is introduced for substitutes covering employees on maternity, paternity, or parental leave, or leave taken between them.
* Extensions can now exceed 2 times, but the overall maximum duration remains 9 years.

**Notice Period Commencement**

* The notice period now begins on the day the notice is delivered and ends on the calendar day matching the day of delivery.

**Shorter Notice Period for Terminations under § 52 (f), (g), and (h)**

* The minimum notice period is reduced to 1 month for reasons such as breach of obligations, failure to meet requirements, unsatisfactory work performance, or violation of the regime of a temporarily incapacitated employee.

**Termination for Loss of Medical Fitness**

* Long-term loss of medical fitness is now covered under reason (d), and the employer is not required to describe the cause of loss in the termination letter.
* A separate reason (e) is introduced for reaching the maximum permissible workplace exposure; in this case, severance pay remains at 12 average monthly salaries.

**Extended Deadlines for Termination Due to Misconduct**

* Deadlines during which an employer may terminate for misconduct or immediately end employment are extended.
* The subjective deadline increases from 2 to 3 months, and the objective deadline from 12 to 15 months.

**Compensation for Unused Vacation in Case of Invalid Termination**

* In certain cases, in addition to wage or salary compensation, employees will also be entitled to compensation for unused vacation.

**Consecutive Employment Contracts**

* Vacation cannot be paid out if an Agreement on Work Performance (DPP) immediately transitions into an employment contract; the relationship is considered uninterrupted, and vacation is carried over.
* According to § 216 (1) of the Labor Code, consecutive employment relationships are considered continuous (e.g., DPP → employment contract).

**Wage Statement and Its Delivery**

* Employees must receive their wage statement before starting work under new wage conditions, not on the first day of work.
* New rules for electronic delivery of wage statements:
	+ Must be signed with the employer’s qualified electronic signature;
	+ May be delivered to the employee’s work email address without their prior consent;
	+ Must be confirmed by the employee within 15 days, otherwise invalid;
	+ The delivery interface must allow saving and printing.

**Salary Payments**

* By agreement, employers may pay wages, salaries, or parts thereof in a foreign currency listed by the Czech National Bank, if the employee has objective ties abroad.
* The prioritization of payment methods is reversed: cashless payment is now preferred unless objectively impossible.

**Confidentiality on Wage Conditions**

* Clauses requiring confidentiality about an employee’s wage amount or structure are expressly prohibited in employment documentation, under penalty of invalidity and fines by the labor inspectorate.

**Medical Examinations and Health Support Programs**

* Entry medical examinations are no longer required for Category 1 work or for agreements on work performance (DPP) and work activity (DPČ).
* They remain mandatory for Categories 2, 3, and 4.
* Employees under 18 must always undergo an entry medical exam, regardless of category or contract type.
* Employers and employees may still request exams voluntarily.
* Voluntary “health support programs” are introduced.

**Improved Conditions for Parents**

* The guarantee of the same workplace and position now also applies to employees returning from parental leave, up to the child’s 2nd birthday.
* During parental leave, employees may perform the same work for the same or another employer under a DPP or DPČ.

**Working Conditions for Specific Groups**

* For employees caring for children, the age limit requiring consent for business trips outside the municipality of the workplace/residence increases from 8 to 9 years.
* Registered partners gain equal rights regarding transfer of wage claims in case of an employee’s death.

**Youth Employment in Summer**

* From age 14, minors who have not yet completed compulsory schooling may perform light work during summer holidays, provided it does not endanger health, education, or moral development, with a limit of 7 hours per day / 35 hours per week.
* Parental consent is still required.

**Compensation for Work Injuries or Occupational Diseases upon Employment Termination**

* A new one-time compensation for non-material harm is introduced in cases of employment termination due to work injury, occupational disease, or exposure risk, equal to 12 average monthly salaries.
* The entitlement mechanism is adjusted in favor of the employer.

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