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Slovakia: Notice period to employees

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Slovakia

Phase:

Management

Type:

Notice period to employees

Last modified: 06 July, 2017

Native name: **Zákonník práce**

English name: **Labour Code**

Article

61-63 and 68

Description

The notice must be in written and delivered to the employee concerned. Employers must notify their workforce at least one month in advance about the proposed job reduction.

The minimum notice period is one month. But the notice period is at least two months for the employee that has been in service for at least one but less than five years and at least three months for the employee that has been in service for at least five and more years if the employer terminates the employment relationship:

- for economic reasons (the organisation or its part is abolished or relocated and the employee does not agree with the change in his or her agreed place of work or the employee became redundant from technical or organisational reasons)
- or due to changes in the health condition of the employee.

An employer can give immediate notice when the employee has breached seriously the work discipline or was condemned for a premeditated criminal act.

Comments

Before 1 January 2013, the two months and three months notice period was fixed for the employee in service for one but less than five years and for the employee in service for five and more years, respectively. Presently, these notice periods are considered as the minimum.

Cost covered by

Not applicable

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- [EMCC: Legal framework of restructuring](#)
- Cziria, L. and Borgula, J. (2009), National background paper Slovakia, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report, European Commission, Brussels
- Clauwaert, S. and Schömann, I. (2013), The crisis and national labour law reforms: a mapping exercise, Country report: Slovakia, ETUI, Brussels
- [The Ministry of Labour, Social Affairs and Family \(MPSVR SR\) \(Labour Code\)](#)

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