

WORKING TIME

Working time is the time, in which the employee is at the employer's disposal at the place of employment or in any other location intended for the performance of work. Working time cannot exceed 8 hours per day and on average 40 hours in per average 5-day working week in the settlement period of maximum 4 months. During each day, which is understood as the consecutive 24 hours (starting from the hour at which the employee commences his or her work), the employee is entitled to at least 11-hour continuous rest, during which he or she is not at the disposal of the employer. This is the basis for calculating the number of hours to be worked by the employee. Any work performed by the employee in the hours exceeding the standard working time is considered work performed as overtime, which according to the provisions of the Labour Code is only allowed, if it is necessary to conduct a rescue operation in order to protect human life or health or it is justified by special needs of the employer. The overtime hours worked in relation to the aforementioned circumstances cannot exceed 150 hours per employee in a calendar year. The overtime hours are settled by way of providing the employee with compensatory leave equivalent to the number of overtime hours worked or by paying the employee, apart from standard remuneration, additional remuneration due to overtime work.

Source: Labour Code Act of 26 June 1974 (Journal of Laws of 2014, no 24, item 1502, as amended)

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