

**Remuneration for road transport sector drivers (Freight transport)**

**Czechia**

**National legislation:**

**Labour Code:** <https://www.mpsv.cz/documents/625317/625915/Labour+Code.pdf/b1f02b8f-ece9-c898-cd4b-4d4f448538c3>

**Government Directive on minimum and guaranteed wage:**

[https://www.mpsv.cz/documents/20142/977663/Na%C5%99%C3%ADzen%C3%AD+vl%C3%A1dy+%C4%8D.+567\\_2006.pdf/6cc9603a-8139-ec8d-e61f-f174db918608](https://www.mpsv.cz/documents/20142/977663/Na%C5%99%C3%ADzen%C3%AD+vl%C3%A1dy+%C4%8D.+567_2006.pdf/6cc9603a-8139-ec8d-e61f-f174db918608)

**Basic rate of minimum wage**

The basic rate of the minimum wage for a set weekly working time of 40 hours is CZK 96.40 per hour or CZK 16,200 per month.

**Lowest levels of guaranteed wage (1)** The lowest levels of guaranteed wages for a set weekly working time of 40 hours are graded according to the complexity, responsibility and strenuousness of the work performed, classified into 8 groups, and amounts to:

Group of work	Lowest level of guaranteed wage	
	in CZK per hour	in CZK per month
1.	96,40	16 200
2.	106,50	17 900
3.	117,50	19 700
4.	129,80	21 800
5.	143,30	24 100
6.	158,20	26 600
7.	174,70	29 400
8.	192,80	32 400

**Groups of work (related to road transport):**

**Group 2**

Driving road motor vehicles with a total weight of up to 3.5 t.

**Group 3**

- Driving, maintenance and repair of road motor vehicles with more than 9 seats (including the driver) or vehicles with a total weight exceeding 3.5 tonnes.

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**Group 5**

- Driving, maintenance and repair of motor vehicles the length of which exceeds 8 meters and which are designed to carry more than 16 people.

**Mandatory allowances to which posted workers are entitled**

- Wages or compensatory leave for overtime work.

Employees are entitled to a wage and a supplementary payment of at least 25% of the average earnings for overtime work.

The employee and the employer may agree to provide compensatory leave for overtime work instead of additional pay, if the employer does not provide the employee with compensatory leave within 3 calendar months after the overtime or otherwise agreed time, he must provide overtime premium for the employee.

- Wages, compensatory leave or holiday pay

For work during the holidays, the employee is entitled to the achieved wage and paid compensatory leave to the extent of the work during the holiday. Compensatory leave will be provided by the employer to the employee no later than the end of the third calendar month following the work on a public holiday or at another agreed time. Wage compensation when taking compensatory leave is provided to the employee in the amount of average earnings. The employer may agree with employee to pay him a bonus at least in the amount of the employee's average earnings instead of the compensatory leave.

- Night work wage

For night work (i.e. from 22:00 to 06:00) the employee is entitled to the achieved wage and a premium of at least 10% of the average earnings. A different minimum amount and method of determining the additional payment can be agreed (in a collective agreement or individual employment contract). The minimum amount and method of determining the premium can thus be agreed even lower than the minimum set by the Labor Code. However, there should be good reasons for doing so.

- Wages and premium for work in a difficult working environment

For work in a difficult working environment, the employee is entitled to the achieved wage and a premium. The government has defined a difficult working environment and the minimum amount of the premium for work in it by Regulation No 567/2006 Coll. in Section 6. An arduous working environment for providing a premium is an environment in which the work is associated with exceptional difficulties resulting from exposure to the effects of aggravating influences and from measures to reduce or eliminate them. [Section 6 of the cited Government Directive](#) states what is meant by an aggravating effect. The premium is at least 10% of the basic minimum wage rate for each aggravating effect.

- Wages for working on Saturday and Sunday

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For work on Saturday and Sunday, the employee is entitled to the achieved wage and a premium of at least 10% of the average earnings. A different minimum amount and method of determining the additional payment can be agreed (in a collective agreement or individual employment contract). The minimum amount can thus be agreed even lower than the minimum set by the Labor Code. However, there should be good reasons for doing so.

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**Disclaimer:**

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