Abstract

The new Civil service Act № 234/2014 Coll. came more than three years ago into full effectiveness. The period before the full effectiveness described the author already in his diploma thesis named Civil service Act – Development and result. Therefore this thesis aims to describe and analyse the idea of Civil service as defined in the Civil service Act and focuses to its changes due to implementation of the annual systemization. Importance in the first part of the thesis is given to general introduction to the Civil service idea according to the Civil service Act. The ongoing novelization tendencies affecting various aspects of the Civil services are described, including the problems with application of passive voting right to the head of departments in the regional governments. The second part of the thesis describes the selected aspects of the change of the Civil service due to change of the systemization according to the § 17 of the Civil service Act. The attention is given to the description and analysis of the legal aspects of the systemization and its consequences to the changes of the Civil service of the head of departments. Introduction to the possibilities of defence against such changes of the Civil service in the framework of administrative law is given, including analysis of the issued administrative courts judgements. Analysis of the possible success of the employee affected by the unlawful change of the Civil service in case of the remedy pleading is also provided. As the topic is relatively new, the analysis of the possibility of application of the Article 6 of the European Convention of Human Rights to the Civil service proceedings is made in the thesis as well. In the end of this thesis is the author trying to balance advantages and disadvantages of Civil service Act, which he already stated in his diploma thesis in 2015, but this time based on facts described in this thesis. A comparison is made with the Slovak republic.