

ABSTRACT

Modes of termination of employment

Termination of employment is a legal concept, which leads to the termination of basic employment relationship between employer and employee - for termination of employment.

Employment could be terminated in several ways, which are listed in the Labour Code. Therefore I decided to describe general the various ways, and then I will deal with just one of them – the immediate termination of employment.

The immediate termination of employment is exceptional way how to terminate the employment. It regards to one-sided legal act by which the employment can be terminated quite exceptionally. This instrument can be used by employer and by employee as well. But because it regards to significant interference with working contract, the employment can be ended only by realizable strict conditions which are determined by law.

My paper work is divided into nine chapters, in every of these chapters I am dedicating to different aspects. In first chapter I have tried to define the conception, function and position of working law, as well as to describe the relationship between the labour code and new code of civil law.

The second chapter describes what is working contract and especially how it is possible to end it and the third chapter is devoted to various ways of termination of employment. The forth talks about the immediate termination of employment in general, for example its consequences, requirements of documents, correspondence etc. The fifth chapter already contains reasons by which the employer can terminate the contract immediately, and chapter six on the other hand reasons when the contract can be terminated by employee.

Chapter seven answers the question if there is a possible confluence of more negotiations which would face contract ending. In chapter eight I was dealing with possibility to call off once demonstrated will to terminate the employment immediately.

The last ninth chapter is devoted to the invalid termination of employment, and possible protection against this kind of behavior.

Klíčová slova

zaměstnanec – employee

zaměstnavatel – employer

okamžité zrušení pracovního poměru – the immediate termination of employment