

Company health care services

Abstract

The thesis deals with the legal regulation of the company health care services. The thesis' aim is to describe and evaluate the current legislation of the basic institutes of the company health care services and to point out the changes brought by the amendment to the Act on Specific Health Services, which became effective on 1st November 2017. The main chapters of this work are dedicated to the parties of the company health care services and medical documentation/patients' summaries. The thesis is divided into five chapters.

The first chapter provides a brief overview of the legislation, which governs the area of company health care services. This legislation includes not only the national legislation but also the international and European law.

The second chapter explains the term of health care services. It further divides company health care services into expert care, advisory and supervisory activities.

The third chapter deals with the parties of the company health care services, which are the company health care services provider, the employer and the employee, and also points out their rights and obligations in the provision of company health care services. The largest part of this chapter is devoted to the company health care services provider, who has an irreplaceable role in providing company health care services. Thesis explains which persons can be company health care services providers, and also how a contract for the provision of these services should look like.

The fourth chapter describes the legislation of the medical documentation and focuses primarily on the specifics arising from its management under the health care services. It defines not only the concept of medical documentation, but also its content requirements and the conditions for its transmission and retention. One of the subchapters is about viewing the medical documentation and about acquiring the excerpts and copies from it. The end of this chapter describes the protection of the employees' personal data under the General Data Protection Regulation.

The final chapter is one of the key chapters of this thesis dealing with the legal framework of medical opinion as part of the medical documentation. The main point of this chapter is the assessment conclusion and its application in labor-law relations. The last part

focuses on the review of the medical opinion in administrative and judicial proceedings and deals with the issue of a binding medical opinion in labor-law relations.