

## **Company health care services**

### **Abstract**

The thesis is focused on the company health care services and its legal regulation. It aims to describe and analyse particular duties of an employer, an employee and a company health care services provider, hence the subjects which are of an imminent closeness to the company health services issues. The thesis is composed of five chapters.

The first chapter is dedicated to the legislation, as the primary law source in the Czech Republic and further to the European and international law. The chapter also comprises basic definition of the term company health care services and its position in relation to the occupational medicine.

Second chapter draws attention to the subjects, whose duties the thesis deals with, including their part in the labour law system. They are the company healthcare services provider, the employer, and the employee. Furthermore, the chapter reflects the exceptions based on the agency employment, providing the company health care services by employee's registering health care provider, and providing the health care services by employer's own staff.

Third chapter depicts the analysis of the duties of the company healthcare services provider, especially the analysis of the duties set by the Act on the Special Medical Services. Beside the provider's duties, part of the chapter addresses a closer look at the medical examinations and medical opinions, as those are key instruments of company health care services.

Fourth chapter focuses on the duties of the employee. The chapter reflects a crucial duty incumbent on the employee, which is to be subject to the company health care services and the consequences which follow, should the employee not meet this duty.

Fifth chapter deals with the duties of the employer. Emphasis is put mainly on the duty of the employer to provide the company health care services for the employees and to pay for them. Concerning the matter of the medical examinations, which are exercised prior to the occupation, the chapter defines the role of the applicant and the future employer.