

Comparison of employment termination with service termination of the Czech Police members

Resume

This diploma thesis topic is called „Comparison of employment termination with service termination of the Czech Police members“.

Because of problems connected to any labour relationship termination do meet up with many people in the Czech republic, no matter if the problems are on the employee's or the employer's side, in my opinion, this topic is very actual in this time.

Searching for the dilemma thesis information resources was easier for the part concerning employment and it's termination, but very much more difficult for the service and it's termination part.

This diploma thesis consists of three parts. The first part concerns employment termination and problems occurring with this termination. Also I explain it's general essentials, who can possibly be an employer or an employee and what we call dependent working. Further I deal with the employment termination and in detail I explain the ways how could be the employment terminated. Because of an opportunity to compare it with the same institute, which we can find in service termination part, I describe a golden handshake as a duty of an employer in relation with employment termination, as well. The basic laws used for this diploma thesis are the czech Labour Code (262/2006 Sb.), I used many examples, which can be found in the czech jurisprudence, the monographs, the magazine articles and the web sites as well.

In the second part I write about a service and service termination. In detail I describe the forms of service termination, there is a brief descriptive part about a service termination procedure and also about a special service termination procedure. In this part I refer about severe lacks in the legislation, which even do conflict with czech constitutional order. The main information resource for this part of diploma thesis is the Service relationship of security forces members law (361/2003 Sb.).

In the third part I compare some different aspects between both laws, for example the basic principles of the laws and some forms of employment and service termination, and so on.