

Summary

This thesis with the topic *Working time in healthcare* makes an effort to deal comprehensively with the particular issues of the working time institutes, their application in healthcare and it alternatively point to some deficiency in legislation. The regulation of the working time is one of the most important working conditions especially for the workers due to the fact that they spend more than one third of their day at work. In case of the healthcare workers it's even more than one third of their day.

In first chapters I pursued regulation of the working time from the view of the international law, in concrete from the view of the Conventions of International Labour Organization. I focused more on the European Union regulations, especially on the Working Time Directive, because due to this directive there is no longer the institute of the on-call duty at workplace in czech legislation. The Directive also allowed to legitimize further agreed overtime work for healthcare works.

In the third chapter I focused on the regulation of the working time itself. I analyzed the characteristics and compared the current wording with the definition in the Labour Code from the 1965.

In the following chapters I analyzed the lenght of working time and its scheduling. I pointed out the differences between fixed, short and shorter weekly working hours and outlined the the way of work scheduling in the healthcare facilities. These topics are closely related to the shift regulation to which I pursued seventh chapter.

Main part of this work, however, were the chapters which were mainly focused on the on-call duty and the overtime due to the fact that these are the most often used institutes in healthcare facilities. To the chapter about on-call duty I also incorporated the already canceled institute of on-call duty at workplace due to the fact that its abolition influenced an increase of the overtime in healthcare, which ultimately led to the legalization of the further agreed overtime in healthcare.

The last chapter is devoted to a possible solution of the current crisis in which I was inspired especially by the standpoint of the Czech Medical Chamber with whose suggestions I fully agree.