

SICK LEAVE - TEMPORARY WORK INCAPACITY

SICKNESS BENEFIT is a type of benefit under sickness insurance, not a health insurance benefit!



- **The purpose of the benefit is to provide financial security for working people (employees) when they are unable to work for health reasons - they are temporarily unable to work ("on sick leave").**

By law, sickness insurance is paid by the employer. If you are self-employed and do not pay sickness insurance (which is voluntary), you are not entitled to this benefit.

The decision on temporary incapacity for work is made by your attending medical practitioner, who issues a decision on temporary incapacity for work (called [invalidity](#)), which is sent to the Social Security Administration. The "sick person" only receives a "temporary incapacity for work insurance card".

ATTENTION! If you intentionally cause temporary incapacity for work, you may not be entitled to sickness benefits! The Social Insurance Institution decides whether to reduce or withdraw the benefit. *These are situations where the incapacity for work is caused by participating in a fight, as a result of intoxication, or the abuse of narcotic substances or psychotropic drugs, as well as in cases of intentional criminal acts or deliberately caused misdemeanors.*

Wage Reimbursement:

- **For the first 14 days of temporary incapacity for work, the employee receives wage compensation from his employer at the rate of 60% of his average earnings (known as the reduced daily assessment base).**
- **From the 15th day of temporary incapacity for work, the employee receives wage compensation from the Czech Social Security Administration (ČSSZ).**
 - Up to the 30th day of temporary incapacity for work, 60% of the average earnings is paid; from the 31st to the 60th day, it is 66%, and from the 61st day onward, it is 72% of the average earnings.
 - In the event of a work-related accident, 100 % of average earnings is paid.
 - **The maximum duration of temporary disability is 380 days!**
 - **ATTENTION! Please note that if you receive a retirement pension and are still working, you will only receive 84 days of wage compensation (14 days from your employer and 70 days from the Social Security Administration).**
 - Payment - wage compensation is sent to a bank account or by postal order.

ATTENTION! SICK LEAVE IS NOT A HOLIDAY. YOU CAN BE CHECKED ON SICK LEAVE!

Every individual on sick leave is required to inform their attending medical practitioner of the address where they will be located. Should the doctor grant permission for "outings" (up to 6 hours per day), there is no obligation to remain at the specified address during that time.

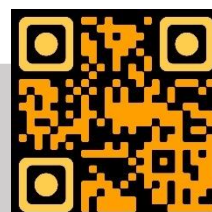
- During the initial two weeks, inspections are carried out by the employer.
- From the 15th day of the temporary incapacity for work, the check is carried out by authorised OSSZ staff (who will present an inspector's ID and document the inspection.).

Inspections may be conducted at any time, including weekends and public holidays, and can occur repeatedly. It is advisable to ensure that you have not only a clearly labeled doorbell but also a functioning one. If you do not have a doorbell, it is essential to inform the OSSZ, and the inspector will contact you by phone at the number you provide.

For more information about sick leave, click here:

<https://www.cssz.cz/nemocenske>

<https://www.mpsv.cz/socialni-zabezpeceni-cizincu-v-cr>



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