

SK: NEWS FOR ENTREPRENEURS AND EMPLOYERS

Dear Clients,

We would like to draw your attention to certain current obligations resulting from the legislation in force. Should you be interested in more detailed information or wish to perform the obligations provided below, we will be pleased to assist you.

1. Protection of personal data

- According to the Act on Personal Data Protection, everyone who obtains personal data from natural persons (employees, clients), shall have the status of the controller.
- If the controller processes personal data through third parties (book-keepers, marketing companies, companies enforcing claims and others), the controller is obliged to conclude an agreement with such a third party (processor).
- The agreement is required also for any transfer of personal data to parent companies
- Reporting of the information system to the Office for Personal Data Protection is a statutory obligation
- Any infringement may be sanctioned by fine of up to EUR 200,000

2. Occupational health service

- Until 31.12.2014, each employer is obliged to ensure an occupational health service for its employees, which shall cover in particular the health surveillance of working conditions
- The occupational health service (OHS) is mandatory for all employees, i.e. including employees in services or office staff
- OHS can be provided internally (a safety inspector) or externally (companies with a special authorisation)
- The external provision of OHS must be reported to the Public Health Authority
- In the event of any breach of duty to provide OHS, there is a threat of sanction of up to EUR 20,000

3. Money laundering

- Each entrepreneur carrying out cash transactions in the minimum amount of EUR 15,000 qualifies as the obliged entity
- The obliged entity must have their own written programme in place addressing the protection of activities against legalization and terrorist financing
- Any failure to comply with the obligation is sanctioned by fine of up to EUR 165,969

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