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Ministry of Labour, Social Affairs and Family of the Slovak Republic

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Sending employees on business trips

When sending an employee on a business trip, it is necessary to consider, in the first place, Section 57(1) of the Labour Code giving employers the right to send employees on business trips for the time necessary.

The employee's consent is required if the employee is to be sent on a business trip outside the municipal district of the employee's regular workplace or residence.

The employer **does not need the employee's consent to a business trip** if:

- it is a business trip within the municipal district of the employee's regular workplace or residence;
- it may be inferred directly from the agreed type of work or place of work that the employee will need to make business trips;
- the employee has agreed in the employment contract that they may be sent on business trips.

The maximum duration of a business trip is not specified by law. Its duration is generally limited to the time strictly necessary. The tasks to be performed on a business trip, however, must always be temporary.

The work to be performed on a business trip may not go beyond the type of work agreed in the employment contract.

Pursuant to Section 57(2) of the Labour Code, a temporarily assigned employee may, during the term of temporary assignment to an end-user employer, be sent on a business trip by the end-user employer only; outside the period of temporary assignment, the employee may be sent on a business trip by the employer or the temporary employment agency.