

Calculation of the tax relief amount when employing disabled employees

An employer, in whose workplace a 40 hour working week is stipulated, employed 3 disable employees (A, B, C) without severe disability (with DP without SDP) and 2 employees, (D and E) with severe disability (with SDP) during the taxable period of the calendar year 2019, in which the annual working hours fund that makes up full time employment was, in a period of 251 days, 2 008 working hours, with the following usage of the annual working hours fund:

Employee	with DP without SDP			With SDP	
	A*)	B*)	C*)	D**)	E***)
Number of hours according to relevant employee's schedule of working time or individually negotiated working hours and the length of employment; from which is not included into the length of employment due to:	2 008	2 008	840	1 757	1 255
– Maternity or Parenting leave	0	0	0	0	0
– Long-term release for performance of public office	0	0	0	483	0
Non-worked hours due to unexcused absence at work (employment)	0	0	16	0	0
Non-worked hours due to time-off granted by the employer work without compensatory wage and in case when employee could not do his work due to important personal reasons	296	0	0	0	0
Non-worked hours due to health inability for which however no sickness insurance benefits were granted, except for hours not actually worked falling on first three days of temporary labour inability ¹⁾	0	56	0	0	195
Adjusted number of hours	1 712	1 952	824	1 274	1 060

*) Employees A, B and C were employed for a 40 hour working week; employee C began work on 1st August 2019

**) Employee D was employed for a 35 hour working week

***) Employee E was employed for a 25 hour working week

The calculation of the average annual converted number of employees with DP without SDP:

The number of hours for disable employees without SDP according to relevant employee's schedule of working time or individually negotiated working hours and the length of employment reduced by the non-worked hours due to time-off granted by the employer work without compensatory wage and in case when employee could not do his work due to important personal reasons due to health inability or quarantine, for which it does not appertain a refund of wage, salary or remuneration or reduced wage or reduced remuneration for period of temporary labour inability or quarantine pursuant to special legal regulation or sick benefit from sick insurance except for hours not actually worked falling on first three days of temporary labour inability¹⁾.

the total annual working hours fund pertaining to one employee, working on a full time basis, stipulated by special legal regulations

$$\text{i.e. } \frac{4\,488}{2\,008} = 2.235 \text{ rounded off to } \boxed{2.24 \text{ employees}}$$

The calculation of the allowance for disable employees without SDP $2.24 \times 18\,000 = \boxed{\text{CZK } 40\,320}$

The calculation of the average annual converted number of employees with SDP:

The number of hours for disable employees without SDP according to relevant employee's schedule of working time or individually negotiated working hours and the length of employment reduced by the non-worked hours due to time-off granted by the employer work without compensatory wage and in case when employee could not do his work due to important personal reasons due to health inability or quarantine, for which it does not appertain a refund of wage, salary or remuneration or reduced wage or reduced remuneration for period of temporary labour inability or quarantine pursuant to special legal regulation or sick benefit from sick insurance except for hours not actually worked falling on first three days of temporary labour inability¹⁾.

the total annual working hours fund pertaining to one employee, working on a full time basis, stipulated by special legal regulations

$$\text{i.e. } \frac{2\,334}{2\,008} = 1.162 \text{ rounded off to } \boxed{1.16 \text{ employees}}$$

The calculation of the relief for employing severely disabled employees $1.16 \times 60\,000 = \boxed{\text{CZK } 69\,600}$

¹⁾ The wording "except for hours not actually worked falling on first three days of temporary labour inability" was by the law no. 32/2019 Coll. effective beginning 1. 7. 2019 omitted from Section 35 subsection 2 of the Act.