

# CXXV of 2018 law

## 1 on government administration

Valid: 11/01/2024 -

In order to establish a modern and efficient government administrative organizational system, to regulate the service relationship of government officials who serve the nation at a high level, to financially recognize their service, and to promote the compatibility of public service and family life, the Parliament, [in Article 17 \(5\)](#) and [Article 18 of the Basic Law Based on the provisions of paragraph \(5\)](#), it creates the following law:

### FIRST PART

#### GENERAL PROVISIONS

##### *Chapter I*

#### INTRODUCTORY PROVISIONS

##### **§ 1** [ *Scope* ]

(1) The scope of this Act covers the legal status and organization of government administration bodies (hereinafter: government administration body), as well as the employment relationship of officials of government administration bodies.

(2) The scope of the Ninth Part covers the employees of government administration bodies and their employment relationship.

(3) The provisions relating to government officials shall apply to the prosecutor assigned to the ministry headed by the minister responsible for justice, as well as to the judge and court secretary assigned to the government administrative body, unless otherwise provided by law.

(4) The scope of this Act extends to the government service relationship and employment of persons employed by a body not included in § 2 - under the management or supervision of a government administrative body - if the legal relationship for work is established in the workplace according to this Act, or exists.

(4a) The 1/A. The scope of § extends to those employees whose government service relationship is defined in 1/A. is established on the basis of § , as well as to the bodies that employ them.

(5) The provisions of this Act shall apply to the Central Statistical Office with the deviations specified in the Act on Official Statistics.

(6) The scope of this Act does not extend to the service relationship and employment relationship of the employees belonging to the staff of the National Tax and Customs Office.

(7) The scope of this Act does not extend to the government service relationship and employment of employees belonging to the staff of the Immigration and Asylum Office.

##### **1/A. §** [ *Application of the law to a new government administrative body* ]

(1) If, as a result of the provisions of a law, a body is transformed into a governmental administrative body under the scope of this law (for the purposes of this section: new body), the new body and its employees - in the absence of a different provision of law or government decree - the provisions of this law shall be applied to the new body and its employees on the third day following the transformation of the body must be applied from the first day of the month.

(2) Contrary to the provisions of paragraph (1) , Section 2 , Section 4 , Part Two and Section 51 shall apply from the day following the establishment of the new body.

(3) Until the date according to subsection (1) , the rules governing the legal relationship of those employed by the legal predecessor body of the new body (for the purposes of this section: legal predecessor body) shall be applied to the legal relationship of those employed by the new body.

(4) The employment relationship of the person employed by the legal predecessor body with the legal predecessor body - not including the employment relationship - is transformed into a government service legal relationship according to this Act at the time specified in paragraph (1) . The employed person must be informed about the transformation of the legal relationship within 15 days of the transformation of the legal relationship, he must be issued with the appointment document according to this Act, and his salary must be established based on paragraphs (12) and (13) .

(5) Contrary to the provisions of paragraph (4), the legal relationship is not transformed if the employee does not meet the general conditions of appointment. In this case, the provisions of Section 114 (3) shall be applied to the termination of the employee's legal relationship.

(6) The provisions of subsection (5) shall be applied if the employee has a conflict of interest according to this Act, unless the cause of the conflict of interest can be eliminated, and to this end the employee takes measures before the transformation of the legal relationship and proves this.

(7) The employee - upon written request submitted within five working days after the notification of the appointment document according to paragraph (4) - shall be exempted by the appropriate application of paragraph (5) of § 89 , by the fact that his salary prior to the change of appointment is subject to (12) and (13) ) should be understood as remuneration according to paragraph

(8) In the case of transformation of the employee's legal relationship in accordance with paragraph (4), the legal relationship shall be considered continuous from the point of view of the probationary period, entitlement to severance pay and service recognition.

(9) In the absence of a different legal provision, the employment relationship of indefinite duration shall be transformed into a governmental service relationship of indefinite duration. In case of full-time employment, the legal relationship is transformed into a full-time government service legal relationship.

(10) The practitioner of the employer's authority may, with his consent, transform the employment relationship of the employee employed by the new body into a government service relationship at the time specified in paragraph (1) , provided that his salary cannot be less than the salary due to the employee on the day of the transformation of the employing body. If the employment relationship was established after the day of the transformation of the employing body, in the event of the transformation of the legal relationship, the salary cannot be less than the wage according to the employment contract.

(11) The establishment of the basic staff of the new body and the classification of its positions shall take place within the framework of the procedure according to § 51 . The aspects of job classification are established by the Government, taking into account the provisions of paragraph (12) .

(12) The employee's salary according to this Act must be determined in such a way that it cannot be less than the amount to which the employee was entitled as a salary based on the appointment document on the day of the transformation of the employing body, with the fact that it must be taken into account after the day of the transformation of the employing body

- a) the change in the amount of the salary based on the time spent in the legal relationship,
- b) establishing or changing the amount of the allowance that is an element of the salary,
- c) in the event of a transfer to a managerial position or from a managerial position to a non-managerial position, the remuneration according to the change in appointment.

(13) If the employee's legal relationship was established after the day of the transformation of the employing body, the salary according to the appointment document must be taken into account when applying paragraph (12) .

(14) For the employee, the leave that existed for the employee on the day before the transformation of the legal relationship and was not granted by the legal predecessor body shall be redeemed in cash by the legal predecessor body in accordance with the provisions of the legislation governing pursuant to paragraph (3) .

(15) For the purposes of this section, a governmental administrative body established by the separation of a governmental administrative body or separation from a governmental administrative body shall not be considered a new governmental administrative body.

(16) Issues related to the transformation of the legal relationship, which are not regulated in paragraphs (1)–(15), must be settled in the legislation providing for the transformation of the legal predecessor body.

## **§ 2 [ Government administrative bodies ]**

(1) Government administrative body:

- a) the central government administrative bodies and their territorial and local (hereafter together: territorial) bodies, and
- b) regional government administrative bodies.

(2) Central government administrative body:

- a) the Government,<sup>6</sup>
- b)
- c) the ministry,
- d) the main government office, and
- e) the central office.

(3) Main government office:

- a) the Central Statistical Office,<sup>7</sup>
- b)
- c) the National Office of Intellectual Property, and<sup>8</sup>
- d) <sup>9</sup>

(4) Territorial government administrative bodies are the capital and county government offices (hereinafter together: government office).

## **§ 3 [ Officials of the government administration ]**

(1) Officials of the government administration

- a) in a political service relationship,
- b) in a trustee relationship, or
- c) in a government service relationship

they stand

(2) In a political service relationship:

- a) the senior political leader,

- b) the political leader, and
- c) <sup>10</sup> the political adviser, chief political adviser and the chief of cabinet (hereinafter collectively: adviser).

(3) Senior political leaders:

- a) the Prime Minister,
- b) the minister,
- c) the prime minister's political director,
- d) the prime minister's chief adviser on national security and
- e) <sup>11</sup> the state secretary.

(4) The political leader is the chief.

(5) Has a trustee relationship:

- a) the government commissioner,
- b) the Prime Minister's Commissioner and
- c) the ministerial commissioner.

(6) In a government service relationship:

- a) the senior professional manager,
- b) the professional manager,
- c) <sup>12</sup> a government official of the central government administrative bodies and their regional bodies, and
- d) <sup>13</sup> are government officials of regional government administrative bodies.

(7) Senior professional manager:

- a) the State Secretary of the Government Office of the Prime Minister and the Ministry,
- b) the Deputy State Secretary of the Prime Minister's Government Office, the National Development Center and the Ministry,
- c) the head and deputy head of the main government office and the central office,
- d) the director general of the government office (hereinafter: director general),
- e) the director-general leading the directorate-general operating within the National Development Center, and
- f) <sup>14</sup> the head of the Internal Audit and Integrity Directorate.

(8) Professional managers:

- a) the director of the government office,
- b) the director of the directorate operating within the National Development Center,
- c) the head and deputy head of the district office or, in the capital, the capital district office (hereinafter together: district office),
- d) the head of department, and
- e) <sup>15</sup> the head of department.

(9) <sup>16</sup> Assignments and positions not included in this Act may not be given for the performance of governmental tasks.

<sup>16</sup> The Prime Minister may, by decision, authorize the person employed in the legal relationship according to paragraph (2) at the Prime Minister's Government Office and in the ministry headed by the minister responsible for general political coordination to use the title of adviser to the prime minister or chief adviser to the prime minister.

<sup>17</sup> (11) <sup>18</sup> Unlike point c) of paragraph (2), he can be appointed as chief of staff

a) in the ministry led by the minister responsible for national defense, in a professional service legal relationship, assigned to the ministry according to the government decree on the legal status of national defenders,

b) in the ministry led by the minister responsible for law enforcement, assigned to the ministry in accordance with the law on the employment relationship of the professional staff of bodies performing law enforcement tasks,

c) employed in a legal relationship within the scope of the Act on National Security Services in the ministry led by the minister responsible for the management of civilian national security services, assigned to the ministry in accordance with the Act on National Security Services and the Professional Staff of Bodies Performing Law Enforcement Tasks person too.

#### <sup>19</sup> § 4. [ Management of the activities of certain officials ]

Where this law mentions the management of the activities of the prime minister's political director, the prime minister's chief national security adviser, the state secretary, the state secretary for public administration, the deputy state secretary, a person in the position of commissioner or the head of an organizational unit of a government administrative body, the following powers shall be understood, unless otherwise provided by that law:

- a) issuing a specific instruction to perform a specific task or to make up for an omission,
- b) control of the manager's activities, and
- c) reporting or reporting obligations.

## PART TWO

### GOVERNMENT ADMINISTRATIVE BODIES

THE GOVERNMENT

§ 5 [ Duties of the Prime Minister ]

(1) Acting within the scope of duties defined in the [Basic Law](#) , the Prime Minister may define tasks for the heads of bodies under the control of the Government or under the control or supervision of the Minister, and may also request information from them. The head of the body informs the managing or supervisory minister about the definition of tasks and the request for information.

(2) Acting within the scope of duties defined in the [Basic Law](#) , the Prime Minister may define tasks for other senior political leaders, the Secretary of State for Public Administration and the Deputy State Secretary, and may oblige these officials to report or give an account on matters falling within their duties and powers. The senior political leader, the State Secretary for Public Administration and the Deputy State Secretary shall inform the person managing them in accordance with this Act.

§ 6 [ Direct control by the prime minister ]

(1) In the decree issued by the Government in its original legislative capacity, the Prime Minister may also appoint the Prime Minister to manage certain branches of the state administration, as well as certain central state administrative bodies or their heads.

(2) The Prime Minister's detailed duties and powers are established in a decree issued by the Government in its original legislative capacity.

(3) With regard to the tasks and powers transferred to the Prime Minister based on the government decree specified in paragraph (2) , including other tasks, rights and obligations related to their performance, the ministry led by the minister who previously performed the tasks and powers is the legal successor of the ministry - if (2) the government decree specified in paragraph 1 does not provide otherwise - the ministry according to paragraph 2 of § 16 .

§ 7 [ Documentation of Government meetings ]

(1) Meetings of the Government are not open to the public, unless otherwise ordered by the Prime Minister. What was said at the government meeting must be recorded in a summary.

(2) The summary includes the place and time of the government meeting, the names of the participants in the meeting, the title of the written materials discussed and the designation of the presenter, the description of the matters discussed outside the agenda by subject, the names of the speakers, the subject and numerical proportion in the event of a vote, the essence of the Government's decision. At the request of the participant in the government meeting, the statement and disagreement must be recorded verbatim. The presentation, the report, as well as one copy of the government decrees, government decisions, and other documents specified by the Government with original signatures must be kept as an appendix to the summary.

(3) The original copy of the summary of the meeting and its annexes are kept by the Prime Minister's Government Office. The documentation of the meeting cannot be discarded, it is considered a document of permanent value; the provisions on the protection of public documents, the protection of classified data, and the disclosure of data of public interest shall be applied to its management and knowledge.

(4) The detailed rules for the preparation of the summary and its internal governmental use shall be determined by the Government in a normative decision.

21

7/A. § [Documentation of the Government's decisions]

(1) The Prime Minister's Government Office sends it directly to the interested parties in duplicate

a) [CLV of 2009](#) on the protection of classified data . a government decision containing classified data according to [law., and](#)

b) in the absence of a different provision by the Government, a government decision that does not fall under point a) if it is determined exclusively for a member of the Government, the State Secretary for Public Administration of the Prime Minister's Government Office, the government commissioner, the head of the main government office, the head of the law enforcement agency, or the head of the Military National Security Service and task and does not contain any provisions affecting the central budget that must be published publicly in view of [the Basic Law](#) and the Act on Public Finances.

(2) If the government decision referred to in paragraph (1) - sent directly to the interested parties - does not contain classified data or the classified nature of the data has ceased, but the knowledge of the data contained in the government decision is subject to [CXII of 2011](#) on the right to informational self-determination and freedom of information . endangers a public interest defined in [§ 27, paragraph \(2\) of the Act](#) , and the public interest underlying the refusal outweighs the public interest related to the fulfillment of the request for knowledge of the public interest data, the fulfillment of the demand for knowledge of this data shall be fulfilled until the existence of the public interest underlying the refusal, but at most to the interested parties of the decision must be refused for twenty years from the date of its sending, or the way of knowing the data must be restricted.

(3) The State Secretary for Public Administration of the Prime Minister's Government Office shall decide on the fulfillment of the request for access to the data contained in paragraph (2) and the method of access, as necessary, by seeking the opinion of the minister(s) with responsibilities and powers.

(4) The ministerial opinion specified in paragraph (3) must be given within fifteen days at the latest. The time period from the request for the opinion until it is given or until the deadline for providing the opinion has passed without result is not included in the time limit available for fulfilling the request for knowledge of the data.

(5) The provisions of paragraphs (2)–(4) shall be applied

a) the Government,

- b) professional decision-making forums with general and special powers in accordance with the government's rules of procedure,
- c) political decision-making forums with special powers according to the Government's rules of procedure, and
- d) also in the case of summaries and audio recordings made of the meeting of the decision-making forum established by the Government or according to the Government's rules of procedure.

#### **§ 8 [ The Cabinet ]**

(1) The Government may set up a cabinet for a decision in matters of social policy, economic policy or national security of high importance before the meetings of the Government.

(2) The members of the cabinet are the ministers involved in their duties, as well as the persons appointed by the prime minister. The range of persons permanently invited to cabinet meetings, the officials authorized to replace cabinet ministers, and the persons authorized to replace additional cabinet members and permanent invitees are designated by the normative government decision establishing the cabinet.

#### **§ 9 [ The Government Committee ]**

(1) The Government may establish a government committee to manage the coordinated solution of significant tasks within its competence that affect the responsibilities of several ministers.

(2) The members of the government committee are the ministers involved in their duties. The range of persons permanently invited to the meeting of the government committee, as well as the officials authorized to replace the committee members and the persons authorized to replace the permanent invitees, are designated by the normative government decision establishing the government committee.

#### **§ 10 [ The bodies ]**

(1) The Government may establish other bodies that provide proposals, opinions or consultative activities. Board members may receive an honorarium for their activities.

(2) The members of the board defined in paragraph (1) , as well as the group of persons permanently invited to its meetings, are designated by the normative government decision establishing the board.

#### **§ 11 [ Other provisions ]**

(1) The normative government decision establishing the cabinet or government committee may stipulate that the prime minister is also a member of the cabinet or government committee.

(2) He does not have decision-making authority

- a) - in the absence of a different provision by law or government decree - the cabinet and the government committee, and
- b) the Government's body performing other proposing, commenting or consulting activities.

#### **§ 12 [ The government commissioner ]**

(1) By normative decision of the Government, a government commissioner may be appointed to perform a task that falls within the scope of the Government's responsibilities - not assigned to the competence of a minister or a main government office - or to carry out a task of special importance.

(2) The activities of the Government Commissioner are managed by the Prime Minister or by a minister appointed by the Government in a decision. The person in control may be different with regard to the individual tasks to be performed by the government commissioner.

(3) A government decree may confer management authority on the activities of the heads of bodies under the control of the Government, the heads of organizational units of the bodies, as well as the activities of some deputy state secretaries.

#### **§ 13 [ Secretariat of the Government Commissioner ]**

(1) The government commissioner is assisted in carrying out his activities - as defined in the normative decision according to § 12, paragraph (1) - by the secretariat operating in the ministry designated by the Government or in the Prime Minister's Government Office, which is governed by the rules of the secretary of state's secretariat. The normative decision according to § 12, paragraph (1) may provide that the activities of the government commissioner are not assisted by the secretariat.

(2) Contrary to paragraph (1) , if the person appointed as government commissioner is a political or professional senior manager of the ministry or the Prime Minister's Government Office, in the performance of his/her activities

- a) the secretariat operating under the direction of the minister in the ministry according to his appointment, or
  - b) the secretariat operating in the Government Office of the Prime Minister according to its appointment
- assisted by the rules of the State Secretary's Secretariat.

(3) For the enforcement of the rights and obligations arising from the legal relationship of the government commissioner, as well as the budgetary coverage of expenses related to his legal relationship, the ministry specified in the government decision on his appointment or - if the government commissioner's activities are supported by the secretariat operating in the Prime Minister's Government Office - according to § 16, paragraph (2) ministry is responsible.

23

#### **13/A. § [ Political Director of the Prime Minister ]**

(1) The prime minister's political director assists the prime minister's and the government's activities and the preparation of their decisions with his advice and opinions on general political, foreign policy and public policy, as well as social, economic and other policy issues.

(2) The detailed duties and powers of the Prime Minister's political director are established in a decree issued by the Government in its original legislative capacity.

(3) The decree issued by the Government in its original legislative capacity may determine which tasks and powers the Prime Minister exercises through the Prime Minister's Political Director, with the exception that the order for the exercise of tasks and powers through the Prime Minister's Political Director is determined by the ministry headed by the Minister responsible for general political coordination established by its organizational and operating regulations.

(4) The activities of the political director of the prime minister are managed by the minister appointed in the decree issued by the government in its original legislative capacity, according to the instructions of the prime minister.

24

#### **13/B. §** *[Prime Minister's Chief National Security Adviser]*

(1) The prime minister may appoint a chief national security adviser. The Prime Minister's Chief National Security Adviser assists the Prime Minister and the Government with their advice and opinions regarding civilian national security and intelligence activities, law enforcement, crime prevention, criminal, public security tasks, and national defense issues and the preparation of decisions.

(2) The detailed duties and powers of the prime minister's national security adviser are established in a decree issued by the Government in its original legislative capacity.

(3) Chief national security advisor to the Prime Minister

a) in accordance with the provisions of the minister responsible for general political coordination, he exercises management rights with regard to the budget body under the control of the minister responsible for general political coordination,

b) monitors the activities of budget bodies determined by the Government.

(4) The activities of the prime minister's chief adviser on national security are assisted by the ministry led by the minister responsible for general political coordination.

(5) The Chief National Security Adviser to the Prime Minister manages the Cabinet and Secretariat of the Chief National Security Adviser operating in the Ministry according to paragraph (4) , as well as the National Security Office.

(6) The chief national security adviser to the Prime Minister exercises the employer's rights over the chief political adviser, political adviser, government official, employee and professional manager serving in the cabinet of the national security adviser and the secretariat according to paragraph (5 ). The prime minister's chief national security adviser exercises basic employer rights over chief political advisers, political advisers, government officials, employees and professional managers serving at the National Security Office, and other employer rights are exercised by a person appointed by the prime minister's chief national security adviser.

(7) Employer rights are exercised by the Prime Minister's Chief National Security Advisor over the chief of staff who leads the National Security Adviser's Cabinet.

(8) The Chief National Security Adviser to the Prime Minister may be appointed, or may not be elected to a position defined by law, in accordance with the rules applicable to the political director of the Prime Minister during the performance of this position or after its termination.

#### **§ 14** *[ The Prime Minister's Commissioner ]*

(1) The Prime Minister may, by normative order, appoint a Prime Minister's Commissioner to carry out tasks within his scope of duties.

(2) The activities of the Prime Minister's Commissioner are managed by the Prime Minister.

(3) The prime minister's commissioner may be assigned management powers in accordance with § 12, subsection (3) by decree.

(4) The Prime Minister's Commissioner is assisted in the performance of his activities by the secretariat operating in the ministry designated by the Prime Minister or in the Prime Minister's Government Office, which is governed by the rules of the State Secretary's Secretariat, as defined in the normative instructions under paragraph (1). The normative instruction according to paragraph (1) may provide that the activities of the Prime Minister's Commissioner are not assisted by the secretariat.

<sup>25</sup>  
(5) For the enforcement of the rights and obligations arising from the legal relationship of the Prime Minister's Commissioner, as well as the budgetary coverage of expenses related to his legal relationship, the ministry specified in the Prime Minister's order on his appointment or - if the activities of the Prime Minister's Commissioner are supported by the secretariat operating in the Prime Minister's Government Office - § 16 (2 ) is the responsible ministry.

#### **§ 15** *[ The prime minister's agent ]*

<sup>26</sup>

(1)

<sup>27</sup>

(2) The prohibition specified in Section 3, Subsection (9) does not prevent the Prime Minister from assigning diplomatic, personal advisory or other ad hoc tasks as the Prime Minister's representative. The prime minister may authorize the prime minister's representative to use the title of chief adviser to the prime minister.

(3) The assignment may be for the duration of the Prime Minister's assignment at most.

### *III. Chapter*

#### *THE GOVERNMENT OFFICE OF THE MINISTER AND THE MINISTRY*

28

#### **§ 16.** *[ Legal status of the Prime Minister's Government Office ]*

- (1) The Prime Minister's Government Office is a government administrative work organization.
- (2) The Prime Minister's Government Office operates in the ministry headed by the minister responsible for general political coordination.
- (3) The Prime Minister's Government Office operates according to independent organizational and operational regulations, which are issued in a normative order by the minister in charge of the ministry according to paragraph (2) on the proposal of the State Secretary for Public Administration of the Prime Minister's Government Office .
- (4) The organizational and operational regulations of the ministry according to paragraph (2) may establish tasks for the administrative state secretary of the Prime Minister's Government Office, the performance of which tasks may be provided for in the organizational and operational regulations of the Prime Minister's Government Office.
- (5) The records of the personal data of senior political leaders, secretaries of state for public administration and deputy secretaries of state are kept by the Prime Minister's Government Office.

<sup>29</sup>  
(6) The administrative state secretary of the ministry according to paragraph (2) and the administrative state secretary of the Prime Minister's Government Office may enter into an agreement with the ministry according to paragraph (2) according to paragraph (5) of the Prime Minister's Government Office , according to § 7 paragraph (3) and § 183 Paragraphs (2), (4) and (7) and his duties according to § 186 about his participation in care.

<sup>30</sup>  
**§ 17. [ Head of the Prime Minister's Government Office ]**

(1) The Prime Minister's Government Office is headed by the State Secretary for Public Administration in accordance with the legislation and professional requirements. The Secretary of State for Public Administration of the Prime Minister's Government Office is the chairman of the Conference of State Secretaries of Public Administration.

(2) With regard to the administrative state secretary of the Prime Minister's Government Office, the legal provisions applicable to administrative state secretaries shall be applied, with the minister in charge of the ministry according to § 16, paragraph (2) directing his activities according to the instructions of the prime minister.

(3) The decree issued by the Government in its original legislative capacity may determine which tasks and powers the Prime Minister exercises through the State Secretary for Administration of the Prime Minister's Government Office, with the exception that the procedure for the exercise of tasks and powers through the State Secretary for Administration of the Prime Minister's Government Office shall be determined by the organizational and operational procedures of the Prime Minister's Government Office established by the regulations.

<sup>31</sup>  
**§ 18. [ Organization of the Prime Minister's Government Office ]**

(1) In the organization of the Prime Minister's Government Office, a deputy state secretary may operate, who, in accordance with the laws and professional requirements, manages the professional work of the prime minister's duties and powers as defined in the organizational and operational regulations of the Prime Minister's Government Office, and decides on matters referred to his authority.

(2) The legal provisions applicable to deputy state secretaries shall apply to the deputy state secretary operating in the organization of the Prime Minister's Government Office.

(3) The Prime Minister's Government Office is divided into departments and departments. The administrative state secretary of the Prime Minister's Government Office and the deputy state secretary operating in the Prime Minister's Government Office can be assisted by the secretariat if the organizational and operational regulations of the Prime Minister's Government Office so provide. The provisions of this law shall apply to these organizational units.

<sup>32</sup>  
**§ 19. [ Legal status and head of the ministry ]**

(1) The ministry is a central governmental administrative body with special powers under the control of the Government, which functions as the working body of the minister.

<sup>33</sup>  
(2) The ministry is headed by the minister, who in this role manages the activities of the state secretary and the state secretary for public administration. The minister responsible for administrative quality policy and personnel policy, as well as the minister responsible for general political coordination, can directly manage the activities of the deputy state secretary of the ministry he leads, as well as the deputy state secretary of the ministry assigned to assist the minister responsible for regional development in the performance of his duties.

(3) The Prime Minister's Cabinet Office, which provides general political coordination, is headed by the Prime Minister's chief of staff as a minister.

(4) Within the framework of this Act, the minister shall issue the organizational and operational regulations of the ministry, as well as their amendments, in a normative order after the approval of the prime minister.

<sup>34</sup>  
**§ 20. [ The Minister ]**

(1) The minister's detailed duties and powers are established in a decree issued by the Government in its original legislative capacity.

(2) The minister in the performance of tasks according to paragraph (1).

- a) the ministry he heads, or
- b) the ministry designated in the Government's decree issued in the original legislative capacity (hereinafter: designated ministry) helps.

(3) In the case of point b) of paragraph (2), the minister is assisted in carrying out his activities by the cabinet operating in the designated ministry. In the organizational and operating regulations of the ministry designated to assist the minister's activities, in the case of point b) of paragraph (2), the state secretary, deputy state secretary, or head of another organizational unit of the designated ministry may also be designated.

(4) In the case referred to in point b) of paragraph (2), the minister may give individual instructions within his scope of duties to the administrative state secretary of the designated ministry, as well as to the state secretary, deputy state secretary and head of any other organizational unit that supports the minister's activities.

(5) On the basis of the Government's decree issued in the original legislative capacity - unless it provides otherwise - with regard to the tasks and powers transferred to the minister - covering the other tasks, rights and obligations related to their performance - the ministry headed by the minister who previously performed the tasks and powers, legal successor of designated ministry

a) in the case referred to in point a) of paragraph (2), the ministry headed by the minister taking over the duties and powers,

b) in the case of point b) of paragraph (2), the designated ministry.

(5a) If, on the basis of the Government's decree issued in its original legislative competence, instead of the body previously assisting in the performance of the minister's tasks according to paragraph (2), another body - according to paragraph (2) - assists the minister in the performance of his duties, the minister's unchanged tasks and in terms of its competence - covering other tasks, rights and obligations related to its performance - the body under paragraph (2) that previously assisted the minister in the performance of his duties is the legal successor of the body under paragraph (2) that newly assists the minister in the performance of his duties.

(6) On the basis of the decree issued by the Government in its original legislative competence, in the case referred to in point b) of paragraph (2), the activities of the minister may be assisted by several bodies referred to in point b) of paragraph (2) - if the minister is the general deputy of the prime minister.

(7) In the case according to paragraph (6), the minister may be assisted in the performance of his activities by a cabinet specified in a decree issued by the Government under its original legislative authority.

(8) In the case according to point b) of paragraph (2), the employer's rights shall be exercised by the minister, or - in the case of the provisions of the organizational and operational regulations - by the minister's chief of staff with regard to the organizational units under the control of the minister.

36

#### **§ 21. [ Replacement of the minister ]**

(1) The minister may be replaced in matters falling within his duties and powers, unless the law provides otherwise.

(2) In case of obstruction, the minister

a) in the case according to point a) of § 20, subsection (2) - as defined in the organizational and operational regulations of the ministry he leads - the state secretary,

b) in the case according to § 20, paragraph (2), point b) - as defined in the organizational and operational regulations of the designated ministry - the state secretary of the designated ministry replaces it.

(3) In initiating and countersigning measures of the President of the Republic, as well as - in the event of obstruction of the Secretary of State specified in paragraph (2) - at the session of the Parliament, the minister shall be replaced by another minister designated in the Government's original legislative decree.

(4) In the institutions of the European Union operating with governmental participation - with the exception of the bodies of the Council of the European Union requiring ministerial representation - based on the decision of the minister, another minister designated in the decree issued by the Government in the original legislative competence or

a) in the case of Article 20, paragraph (2), point a) of the state secretary specified in point a) of paragraph (2),

b) in the case according to § 20, paragraph (2), point b) of the state secretary specified in point b) of paragraph (2) replaces it.

#### **§ 22 [ The ministerial commissioner ]**

(1) The minister may appoint a ministerial commissioner to carry out a task of high importance that falls within the minister's responsibilities by means of a normative instruction.

(2) The activities of the ministerial commissioner are managed by the minister who appointed him.

(3) The ministerial commissioner is assisted in carrying out his activities by a secretariat, which may also operate in the ministerial cabinet. The secretariat is governed by the rules of the secretariat of the deputy state secretary. In his normative order according to paragraph (1), the minister may provide that the activities of the ministerial commissioner are not assisted by the secretariat.

#### **§ 23 [ Duties of the State Secretary ]**

(1) The Secretary of State - with exceptions defined by law, as defined in the organizational and operational regulations of the ministry - is the deputy of the minister with full powers.

(2) In the organizational and operational regulations of the ministry, the minister appoints a deputy minister as a general replacement from among the state secretaries working in the ministry.

(3) The state secretary manages the activities of the deputy state secretary as defined in the organizational and operational regulations of the ministry.

(4) The State Secretary is responsible for the performance of his duties and the exercise of his powers to the Minister and the Prime Minister.

(5) When using the title of state secretary, reference must be made to the duties of the state secretary according to the organizational and operational regulations of the ministry.

<sup>37</sup>  
(6)

#### § 24 [ *Replacement of the Secretary of State* ]

(1) The state secretary cannot be replaced if he is acting in the capacity of replacing the minister.

(2) The state secretary, if he is not acting in his capacity as a substitute for the minister, is replaced by the other state secretary of the given body, the state secretary for public administration, the deputy state secretary, the chief of staff of the state secretary, or the department head or head of department under the state secretary's control, as defined in the organizational and operational regulations. If the office of State Secretary is not filled, the powers of the State Secretary - with the exception of the powers to replace the minister, unless this law provides otherwise - are exercised by the person appointed to replace him.

#### § 25 [ *The State Secretary for Public Administration* ]

(1) The administrative organization of the ministry is managed by the state secretary for public administration under the direction of the minister, in accordance with the laws and professional requirements.

<sup>38</sup>  
(2) A state secretary for public administration may work in the ministry, with the exception of the ministry according to § 16, paragraph (2).

(3) The State Secretary for Public Administration shall be replaced by the Deputy State Secretary as specified in the organizational and operational regulations. If the office of state secretary for public administration is not filled, the powers of the state secretary for public administration are exercised by the deputy state secretary appointed to replace him.

#### § 26 [ *The Deputy State Secretary* ]

(1) In accordance with the laws and professional requirements, the deputy state secretary directs the professional work of the minister's tasks and powers defined in the organizational and operational regulations of the ministry, and decides on matters referred to his authority.

(2) The activities of the deputy state secretary - with the exception specified in this law - are managed by the state secretary, the state secretary for public administration, the government commissioner in the case of authorization by government decree, or the prime minister's commissioner in the case of authorization contained in the prime minister's decree, according to the organizational and operational regulations of the ministry.

(3) With regard to the management of the activities of the Deputy State Secretary, the Ministry's organizational and operational regulations may divide the powers related to the management of the Deputy State Secretary's activities - in connection with the defined groups of cases according to paragraph (1) - between the State Secretary and the State Secretary for Public Administration.

(4) When using the title of deputy state secretary, reference must be made to the duties of the deputy state secretary according to the organizational and operational regulations of the ministry.

<sup>39</sup>  
(5) The deputy state secretary is replaced by the department head or deputy state secretary designated in the organizational and operational regulations of the ministry. If the position of deputy state secretary is not filled, the authority of the deputy state secretary is exercised by the head of department or deputy state secretary appointed to replace him in the organizational and operational regulations of the ministry.

#### § 27 [ *Deputy state secretary performing executive authority duties* ]

(1) In the ministry, with the exception of the resources falling under the remit of the National Development Center, a deputy state secretary is responsible for the management authority tasks related to the use of European Union resources.

<sup>41</sup>  
(2) Under the authority of the Deputy State Secretary under paragraph (1) - the Implementation Operational Program responsible for the use of the Technical Assistance framework, and the programs of the Internal Affairs Funds 2021-2027 (Internal Security Fund, Border Management and Visa Policy Instrument and the Asylum, Migration and Integration Fund) with the exception of - no other professional task can be assigned, apart from the tasks of the governing authority related to the use of European Union funds and the use of funds provided to Hungary during the implementation of the Recovery and Resilience Plan.

<sup>42</sup>  
(3) According to the organizational and operational regulations of the ministry, the activities of the deputy state secretary according to paragraph (1) are managed by the minister, the state secretary or the state secretary for public administration. The deputy state secretary in accordance with paragraph (1) cannot be instructed in the management authority tasks related to the use of European Union funds.

#### § 28 [ *The organizational units* ]

(1) The ministry is divided into ministerial cabinets, departments and secretariats, the department and the secretariat - if it is headed by a head of department - may be divided into departments. A cabinet of state secretaries may operate in the ministry.

<sup>43</sup>  
(2) The organizational and operating regulations may stipulate that the work of the state secretary is assisted by the cabinet.

(3) The Prime Minister's work is assisted by the Prime Minister's Program Office and the Prime Minister's Office, which operate in the ministry led by the minister responsible for general political coordination. The Prime Minister's Program Office and the Prime Minister's Office are headed by the State Secretary, whose activities are directed by the Minister responsible for general political coordination, according to the instructions of the Prime Minister. The Prime Minister's Program Office and the Prime

Minister's Office may have deputy state secretaries whose activities are managed by the state secretary in charge of the Prime Minister's Program Office and the state secretary in charge of the Prime Minister's Office. Within the framework of this law, the Prime Minister's Program Office and the Prime Minister's Office are divided into major departments and departments, as defined in the organizational and operational regulations of the ministry led by the minister responsible for general political coordination.

(4) According to the Act on Foreign Missions and Permanent Foreign Service, the foreign mission is an independent organizational unit of the ministry headed by the minister responsible for foreign policy and – with regard to the Permanent Representation of Hungary to the European Union (hereinafter: EU ÁK) – for the coordination of European Union affairs. The law may stipulate that the foreign mission managed or supervised by the minister responsible for national defense is an independent organizational unit of the ministry headed by the minister responsible for national defense.

(5) A managerial position can be filled to lead the organizational unit specified in the organizational and operating regulations.

#### **§ 29 [ The special organizational units ]**

(1) The minister responsible for national defense may establish organizational units other than those specified in § 28, paragraph (1) for the exercise of his rights related to the management of the Hungarian National Defense in the ministry he leads, and the minister in charge of the law enforcement body for the exercise of his rights related to the management of the law enforcement agencies in the ministry he leads .

(2) Organizational unit according to paragraph (1).

a) may be appointed by a person assigned to the ministry in accordance with the government decree on the legal status of national guards who is in a professional service relationship, or a person assigned to the ministry according to the law on the professional staff of law enforcement agencies,

b) its leader is appointed and dismissed by the Prime Minister on the proposal of the Minister,

c) its head receives allowances in accordance with the provisions applicable to the head of the Hungarian Defense Forces or, in the case of a law enforcement agency, the national commander.

(3)

#### **29/A. § [ Work organization of the prime minister's political director ]**

(1) The activities of the prime minister's political director are supported by the ministry led by the minister responsible for general political coordination.

(2) The Political Director of the Prime Minister is assisted in carrying out his activities by the Political Director's Cabinet and the Political Director's Office, which operate in the ministry according to paragraph (1) . The prime minister's political director is assisted in his activities by a secretariat that operates in the political director's cabinet.

(3) Under the direction of the Prime Minister's political director, deputy state secretaries may operate.

(4) The Cabinet of Political Directors is directly led by the Chief of Cabinet, whose activities are managed by the Political Director of the Prime Minister. The chief of staff is replaced by a government official appointed by him from the cabinet of political directors. The secretariat according to paragraph (2) is headed by a head of department, whose activities are managed by the chief of staff.

(5) The Office of Political Directors may be staffed by a deputy state secretary, whose activities are managed by the Prime Minister's political director. Within the framework of this law, the Office of Political Directors is divided into major departments and departments, as defined in the organizational and operational regulations of the ministry headed by the minister responsible for general political coordination.

(6) The prime minister's political director exercises employer rights over the government officials, employees and professional managers of the political director's cabinet and the secretariat according to paragraph (2) . The Prime Minister's political director exercises basic employer rights over the government officials, employees and professional managers of the Political Director's Office, and other employer rights are exercised by the deputy state secretary working at the Political Director's Office.

#### **29/B. § [ The Internal Audit and Integrity Directorate ]**

(1) The Internal Audit and Integrity Directorate (hereinafter referred to as: Directorate) operates in the National Development Center as an organizational unit different from those defined in § 28, paragraph (1) .

(1a) The authority of the Board extends to all national authorities participating in the implementation of the European Union budget and to Act [XXXIII of 2016 on the legal relationship of state project evaluators and the amendment of certain related laws, for state project evaluators according to law](#) .

(2) The organization of the Board includes the director's secretariat and independent organizational units designated in the organizational and operational regulations of the National Development Center (hereinafter: organizational and operational regulations for the purposes of this section).

(3) The Board of Directors is headed by a director (hereinafter: director for the purposes of this section). The director - with the cooperation of the Board of Directors - performs the tasks defined in the legislation in relation to the control of the use of European Union funds, in particular:

a) checks declarations of conflicts of interest and declarations of interest regularly, using a sampling procedure, as well as on the basis of official records and publicly available information, as well as data that can be obtained through inquiry, as well as on the basis of the verified person's declaration regarding his personal relationships,

b) performs a risk analysis,

c) in order to prevent situations of conflict of interest, ensure the raising of awareness and the training of the actors of the institutional system responsible for the implementation of EU grants,

d) cooperates with the bodies involved in criminal proceedings.

<sup>54</sup>

(3a) According to paragraph (3) point a).

a) the inspection also covers all anonymous reports submitted on the palyazat.gov.hu website regarding suspicions related to conflicts of interest,

b) a validity check based on sampling must reach at least 5% of the number of persons obliged to submit a declaration of conflict of interest on an annual basis,

c) validity checks based on sampling must be based on the biennial control plans agreed with the body that audits European subsidies,

d) in a report, the Board of Directors informs the actors of the institutional system responsible for the implementation of EU grants – affected by the audit – of conflicts of interest established during the audit,

e) verified conflict of interest and interest declarations and related documents must be kept for at least 5 years.

<sup>55</sup>

(3b) The Board of Directors is necessary for the inspection according to point a) of paragraph (3).

a) you can get to know all the data and make a copy of it,

b) can inspect documents, including documents stored on electronic data carriers, or request a copy of them,

c) may request written information from any organization or person.

<sup>56</sup>

(3c) The Board of Directors handles all personal data, as well as legally protected secrets and professional secrets, which are related to the audit and whose management is successful in the audit, to the extent necessary to conduct the audit according to paragraph (3)(a) necessary in order to carry it out.

<sup>57</sup>

(3d) In the course of conducting the audit according to paragraph (3) point a) - in addition to what is specified in paragraph (3c) - in connection with the verification of the statement regarding the personal relationships of the audited, the audited declarant handles

a) natural personal identification data;

b) the natural personal identification data of an adult relative according to Act V of 2013 on the Civil Code ([hereinafter: Civil Code](#));

c) the natural identification data of the adult sibling of a direct relative;

d) the natural personal identification data of an adult direct relative of his brother.

<sup>58</sup>

e) natural personal identification data of <sup>of 59</sup> adults living in their own household,

f) the natural personal identification data <sup>60</sup> of his adult cousins and step-siblings.

(3e) The activities of the Board of Directors, the planning and execution of inspections are certified by the audit authority in the framework of a system audit report.

<sup>61</sup>

(3f) In order to protect the financial interests of the European Union and to fulfill Hungary's commitments, the Board of Directors carries out additional tasks, taking into account the preservation of its independence and the integrity of the performance of its tasks defined in the legislation.

(4) The director is replaced by the head of department or head of department under the direction of the director, designated in the organizational and operational regulations.

<sup>62</sup>

(5) According to the organizational and operating regulations, the activities of the director are regulated by Art. 33/B. It is managed by the Secretary of State pursuant to Section (1) . With regard to tasks related to the use of European Union funds, the director cannot be instructed, he must perform his tasks without being influenced by any other institution, body, political party, company, association, legal or natural person.

<sup>63</sup>

(6) The selection of government officials and employees employed in the Board's organization is based on a system of objective criteria approved by the Integrity Authority, within the framework of a tender process. The Integrity Authority controls the selection of government officials and employees of the Board and may initiate a new procedure with the director in case of irregularity in the recruitment procedure.

33 / B He is appointed and dismissed by the Secretary of State pursuant to Section (1) . During the establishment and termination of the employment relationship, with regard to the employee employed in the organization of the Board of Directors as an exerciser of the employer's authority, Art. 33/B. The Secretary of State pursuant to Section (1) shall act.

(8) With the exception specified in paragraph (7) , the director exercises the employer's right over government officials and employees employed in the organization of the Board .

<sup>65</sup>

(9) The operation and procedures of the Board of Directors are governed by the rules of procedure issued by the director and approved by the minister responsible for the use of European Union funds - in matters not regulated in the legislation or in the organizational and operational regulations. The Integrity Authority controls the operation of the Board of Directors, in the framework of which it examines the implementation of the rules of procedure and compliance with the guidelines for the procedures of the Board of Directors. In case of serious or recurring compliance problems, the Integrity Authority is entitled to audit the Board of Directors.

<sup>66</sup>  
(9a) The director, as well as government officials and employees employed in the organization of the Board of Directors, make a general declaration of conflict of interest and a declaration of interests upon the creation of their mandate or legal relationship, and then, before the start of substantive procedural actions, make a case-by-case conflict of interest declaration for the given procedural action.

<sup>67</sup>  
(9b) The Board of Directors shall immediately ensure the Integrity Authority  
a) for the declaration of conflicts of interest and declarations of interest according to paragraph (9a) , and  
b) at the request of the Integrity Authority, for all documents managed by the Board of Directors necessary for the exercise of the authority of the Integrity Authority [including declarations of conflicts of interest and declarations of interest handled by the Board of Directors that do not fall within the scope of point a)

access to  
<sup>68</sup>  
(9c) The content of declarations of conflicts of interest and declarations of interests according to paragraph (9a) and paragraph (9b) point b) is checked by the Integrity Authority.

<sup>69</sup>  
(9d) If, during the inspection according to paragraph (9c) , the Integrity Authority determines that the person making the declaration of conflict of interest or the declaration of interest according to paragraph (9a) has untruthfully disclosed or omitted essential data or facts in the declaration, the Integrity Authority shall immediately inform the practitioner of employer authority.

<sup>70</sup>  
(9e) Anyone has the right to anonymously report a conflict of interest or a perceived conflict of interest, or the risk thereof, on the [www.palyazat.gov.hu](http://www.palyazat.gov.hu) website.

<sup>71</sup>  
(9f) The notification according to paragraph (9e) is investigated by the Board of Directors. If the Board of Directors determines that the notification according to paragraph (9e) is well-founded, the Board of Directors immediately informs the actors responsible for the implementation of the EU subsidies – affected by the notification – about the notification.

<sup>72</sup>  
(9g) The Board of Directors rejects the notification according to paragraph (9e) if there is no conflict of interest. The Board of Directors is obliged to justify its decision.

<sup>73</sup>  
(9h) The Board of Directors rejects the notification according to paragraph (9e) without substantial justification, if  
a) refers to a person in relation to whom the absence of a conflict of interest was previously established based on the same facts in the case, or  
b) the report is clearly unfounded.

<sup>74</sup>  
(9i) If the Board of Directors determines a conflict of interest during its investigation, it sends a report to the actors of the institutional system responsible for the implementation of EU grants – affected by the investigation.

<sup>75</sup>  
(9j) The Board of Directors shall keep the documents created during the investigation of the reports according to paragraph (9e) for five years from the conclusion of the investigation.

<sup>76</sup>  
(10) In a detailed annual report, the director informs the Integrity Authority about the activities of the Board, the quantifiable results and experiences of the inspections carried out, the measures taken, the number of reports received and the investigated cases.

### **§ 30 [ The working group ]**

(1) With the normative instruction of the minister - or the joint normative instruction of the ministers involved in their responsibilities - a working group consisting of administrative state secretaries, deputy state secretaries, heads of departments or heads of departments involved in their responsibilities may be or may be established to carry out ad hoc tasks affecting the responsibilities of several public administration state secretaries, deputy state secretaries or departments.

(2) In the normative instruction according to paragraph (1), the tasks of the working group, its leader, its members, the procedure for replacing its members, and the period of its operation must be defined.

### **§ 31 [ The cabinet of ministers and state secretaries ]**

(1) The Cabinet of Ministers is directly managed by the Chief of Cabinet, whose activities are managed by the Minister.

(2) The state secretary's cabinet is directly managed by the chief of staff, whose activities are managed by the state secretary.

(3) The head of the cabinet is replaced by a government official of the cabinet appointed by him.

### **§ 32 [ The main department and the department ]**

(1) The department is headed by a department head, whose activities are managed by the deputy state secretary defined in the organizational and operating regulations. The organizational and operational regulations may stipulate that the activities of the head of department are managed by the minister, the state secretary or the state secretary for public administration.

(2) The department is managed by the head of the department or directly by the head of the department. The activities of the head of department are managed by the head of department.

### **§ 33 [ The secretariat ]**

<sup>77</sup>  
(1) The activities of the senior political leader, the State Secretary for Public Administration and the Deputy State Secretary may be assisted by the secretariat if the organizational and operating regulations so provide.

(2) The secretary of the minister is headed by a head of department in the case according to point a) of subsection (2) of § 20 . The activities of the head of department in charge of the minister's secretariat are managed by the minister's chief of staff. The minister's secretariat is headed by the minister's chief of staff in the case of § 20, paragraph (2), point b) .

(3) The State Secretary's secretariat is headed by a department head, whose activities are managed by the State Secretary. If the State Secretary's work is supported by a cabinet, the State Secretary's secretariat is headed by a department head, whose activities are managed by the State Secretary's chief of staff.

(4) The secretariat of the State Secretary for Public Administration is headed by a department head, whose activities are managed by the State Secretary for Public Administration.

(5) The secretariat of the deputy state secretary is headed by a head of department, whose activities are managed by the deputy state secretary.

78

### **33/A. § [The joint office organization]**

(1) In the case of government administrative bodies falling within the scope of this chapter, the Government may appoint bodies authorized to form a common office organization in a decree.

(2) In the case according to paragraph (1), the heads of the bodies may enter into an agreement on the performance of the tasks of the official organization or a specific part of its tasks by a joint official organization. The scope of tasks to be performed by the joint office organization must be indicated in the agreement, as well as the body that acts as the joint office organization with regard to the given scope of tasks.

(3) The right to enter into an agreement cannot be transferred. The entry into force of the agreement or its amendment is conditional on the issuance or amendment of the organizational and operating regulations in accordance with the agreement. The joint office organization can only be terminated by amending or revoking the Government's decree according to paragraph (1).

(4) In the case of a joint office organization, the agreement - with the exception of the organizational and operating regulations - may cover the issue of joint regulations by the bodies according to paragraph (1). The joint policy must be signed by the authorized manager of all bodies participating in the agreement.

(5) The body taking over the task is entitled to process all the data that the body transferring the task is entitled to handle for the same purposes and under the same conditions as the body transferring the task.

(6) In accordance with the provisions of the agreement and the organizational and operational regulations, the transferor contributes to the management of the organizational units of the joint office organization in connection with the transferred tasks.

## *III/A. Chapter*

79

## *THE SYSTEM OF DEVELOPMENT POLICY INSTITUTIONS OF THE EUROPEAN UNION*

### **33/B. § [Organization of the European Union development policy institutional system]**

(1) The minister responsible for the use of European Union funds is responsible for the management of government tasks related to European Union development policy. In the ministry headed by the minister responsible for the use of European Union funds, a state secretary works to carry out these tasks.

(2) As part of the European Union development policy institutional system, 33/C. provided by the National Development Center pursuant to §

- a) coordinating organizational tasks with regard to European Union funds defined in the Government Decree,
- b) the tasks defined in the Government decree in connection with the use of subsidies from individual European Union funds,
- c) the tasks specified in the Government Decree in relation to the Recovery and Resilience Plan of Hungary,
- d) the tasks of the governing authority in relation to the programs specified in the Government Decree,
- e) tasks related to the implementation of international cooperation programs, defined in the Government Decree,
- f) other tasks assigned by law.

(2a) The National Development Center may, as specified in the government decree, carry out the tasks defined in the government decree within the scope of responsibility of the minister responsible for public procurement.

(3) With regard to the programs specified in the Government Decree, the tasks specified in paragraph (2) or the part of them specified in the Government Decree, other than those contained in Paragraph (2), are performed by the government administrative body designated in the Government Decree.

### **33/C. § [Legal status of the National Development Center]**

(1) The National Development Center is an organizational unit with legal personality operating as part of the ministry headed by the minister responsible for the use of European Union funds, under the direction of the minister responsible for the use of European Union funds.

(2) The National Development Center [CXCIV of 2011 on public finances. Act \(hereinafter: Áht.\)](#) other legal entity applying the rules on the management of budgetary bodies pursuant to Section 104, Paragraph (1).

(3) The National Development Center is considered a budgetary body in the application of the legislation on budgetary bodies, unless otherwise provided in this law.

(4) The National Development Center [CXLIII of 2015 on public procurement. qualifies as a tenderer according to Section 5 \(1\) point c\) cb\) subpoint j\)](#) of the Act.

(5) The National Development Center operates according to independent organizational and operational regulations, which are set out in Article 33/B. On the proposal of the Secretary of State pursuant to § (1), the minister responsible for the use of European Union funds issues a normative instruction. Necessary for the performance and operation of the tasks of the National Development Center - [CXXX of 2010](#) on legislation. Regulations to be issued in the normative instruction according to [Section 23, Paragraph](#)

(4) of the Act, are to be issued in the 33/B. It is issued by the minister responsible for the use of European Union funds on the recommendation of the Secretary of State pursuant to § (1) .

(5a) Regulations necessary for the performance and operation of the National Development Center - not covered by paragraph (5) - are laid down in Art. 33/B. It is issued by the Secretary of State pursuant to Section (1) . From the point of view of the civil service regulations of the National Development Center, the National Development Center is considered a government administrative body according to § 280 (1) point 20 sub-point b) , with the fact that the civil service regulations are set out in Article 33/B. It is issued by the Secretary of State pursuant to Section (1) .

(6) The National Development Center qualifies as an independent governmental administrative body for the purposes of Part Three and Section 279, Paragraph (4) .

(7) The National Development Center has the legal status of a chapter-managing body with regard to the Union Developments chapter of the Act on the Central Budget of Hungary. The budget of the National Development Center forms an independent title within the Union Developments chapter of the Act on the Central Budget of Hungary.

(8) The National Development Center is the Aht. performs planning, management, financing, control, data provision and reporting tasks as a budget body.

(9) The National Development Center has an independent economic organization.

(10)

### **33/D. § [Head and deputy head of the National Development Center]**

(1) Tasks related to the management of the National Development Center are defined in Art. 33/B. It is provided by the Secretary of State pursuant to Section (1) .

(2) The 33/B. The Secretary of State pursuant to Section (1) shall ensure that the National Development Center performs its tasks and activities in accordance with the provisions of the legislation.

(3) A 33/B. Secretary of State pursuant to Section (1) e

a) in relation to the tasks of the governing authority and national authority, and also 33/C. with respect to management tasks pursuant to § (7) , it cannot be ordered,

b) in the absence of a different provision of legislation, or 33/B. § (2a) with the exception of e

ba) cannot exercise the authority of the minister responsible for the use of European Union funds,

bb) cannot replace the minister managing the National Development Center,

bc) cannot act on behalf of the minister in the authority delegated by the minister responsible for the use of European Union funds,

bd) in matters falling within the competence of the minister responsible for the use of European Union funds, the right of issuance may not be conferred,

c) may not exercise management powers beyond the National Development Center in relation to the organizational unit and employees of the ministry headed by the minister responsible for the use of European Union funds.

(4) The 33/B. Secretary of State pursuant to Section (1) e

a) Makes proposals for the organizational and operational regulations of the National Development Center and other matters necessary for the performance of the tasks of the National Development Center - Article 33/C. § (5) to regulations according to e,

b) taking into account the provisions of § 81, paragraphs (2) and (3), exercise the employer's rights according to § 81, paragraph (1) e, with respect to those employed at the National Development Center ,

c) in relation to the positions of the National Development Center - including positions belonging to the centralized position pool made available to the National Development Center - directly exercises the powers of the head of the governmental administrative body,

d) may directly initiate an exemption pursuant to Section 279, Subsection (5) e of the head of the body designated for government personnel administration ,

e) determines the performance evaluation system and criteria for the personnel of the National Development Center,

f) decides on the salary, performance awards and benefits in addition to the salary of the employees of the National Development Center within the applicable legal and budgetary frameworks available to them,

g) represents the National Development Center, and

h) exercises the powers assigned to the head of the budget body in the law with regard to the National Development Center.

(5) In the performance of his duties according to paragraphs (1) and (4), 33 / B . According to the provisions of the organizational and operational regulations of the National Development Center, the State Secretary pursuant to § (1) shall be replaced by the appointed Deputy State Secretary of the National Development Center or the Director General involved in his duties.

(6) The 33/E. The salary of the Deputy State Secretary and the Director General of the National Development Center pursuant to § (2) is set out in Art. 33/B. According to § (1), the state secretary establishes that the amount of the salary cannot exceed the upper limit of the deputy state secretary's salary range.

(7) The director-general who heads the directorate-general operating within the National Development Center is referred to in Article 33/B. He is appointed and dismissed by the minister responsible for the use of European Union funds on the recommendation of the Secretary of State pursuant to Section (1) .

(8) The 33/E. § 33/B for the Deputy State Secretary and the Director General of the National Development Center pursuant to Section (2) . The Secretary of State pursuant to Section (1) e may establish a performance bonus in addition to the remuneration

pursuant to Section (6) . 33 /F. The provisions of paragraphs (3)–(6) of § shall be applied, provided that

a) the salary determined on the basis of § 134, subsection (1) shall mean the salary determined in accordance with subsection (6) ,

b) the combined amount of the salary and the performance fee determined on the basis of paragraph (6) cannot be higher than the upper limit of the deputy state secretary's salary range.

(9) The director-general leading the directorate-general operating within the National Development Center is entitled to a deputy state secretary's allowance in addition to the salary according to paragraph (6) and the rules applicable to the deputy state secretary must be applied to his government service relationship, taking into account the provisions of this chapter.

(10) .

### **33/E. § [Organization of the National Development Center]**

(1) Directorates-general, directorates, secretariats and departments may operate in the organization of the National Development Center. Secretariats and departments can be divided into departments.

(2) In the organization of the National Development Center, a deputy state secretary may operate, who, in accordance with the laws and professional requirements, manages the professional work as defined in the organizational and operational regulations of the National Development Center, and decides on matters referred to his authority. The legal provisions applicable to deputy state secretaries shall be applied to the deputy state secretary working in the organization of the National Development Center with the exceptions specified in this law.

(3) The managing authority and national authority tasks of the National Development Center - with the exception of technical assistance - are performed by directorates-general.

(4) The activity of the director general who leads the directorate general according to paragraph (2) is regulated by Art . 33/B. It is managed by the Secretary of State pursuant to Section (1) . The Director General cannot be instructed in the tasks of the managing authority or national authority related to the use of European Union funds.

(5) The organization of the National Development Center is determined by the organizational and operational regulations of the National Development Center.

### **33/F. § [Employees of the National Development Center]**

(1) <sup>87</sup> The duties of those employed at the National Development Center - Art. 33/B. With the exception of the state secretary and the chief of staff of the state secretary pursuant to § (1) , they are employed in a government service relationship or in an employment relationship.

(2) Government officials and employees employed at the National Development Center are only eligible under Art. 33/B. Secretary of State pursuant to Section (1) e, 33/E. They may be instructed by the deputy state secretary pursuant to § (2) , as well as senior professional managers and professional managers employed at the National Development Center.

(3) With regard to government officials employed at the National Development Center, Art. 33/B. According to § (1), the Secretary of State may order the application of performance remuneration.

(4) In case of application of performance remuneration

a) the government official is entitled to the performance fee in addition to the salary determined in accordance with Section 134, paragraph (1) , based on a certificate issued by the exercise of employer authority - to the extent stated in the certificate,

b) in the case of 100% fulfillment of the performance requirements, the amount of the performance fee to be paid may not exceed <sup>88</sup> thirty percent of the remuneration established in accordance with § 134, subsection (1) , and

c) the combined amount of the salary and the performance fee established on the basis of Section 134, paragraph (1) e cannot be higher than the upper limit of the salary range for the grade of the position held by the government official, and for the position of chief government adviser, head of department and head of department, the upper limit of the salary range one hundred and thirty percent of its limit.

(5) In case of application of performance remuneration, 33/B. According to § (1), the secretary of state establishes a performance requirement, which he informs the government official about in writing at least 15 days before its application.

(6) The rules on salary shall be applied to the performance fee, taking into account the provisions of paragraphs (3) to (5) .

(7) [CLII of 2007](#) on individual asset declaration obligations applies to those employed at the National Development Center . according to <sup>89</sup> [the Act \(hereinafter: Vnytv.\)](#), they make a declaration of assets.

(7a) With regard to those employed at the National Development Center, - 33/D. Acting in the scope of duties contained in paragraph (4) of § 33/B. In the framework of the State Secretary's investigation pursuant to Section (1) e

a) may request data from the criminal record system

aa) during the existence of the government service relationship, regarding the fact that the employee has no criminal record and in relation to him in paragraphs (2)-(4) of Section 82 ,

ab) during the existence of the employment relationship, regarding the fact that the employee has a criminal record and against him in paragraphs (6) and (7) of § 279

there are no specific exclusionary reasons,

b) may request data provision before or during the establishment of the government service relationship or employment relationship

ba) from the body responsible for the operation of the education register, from the educational institution that issued the document, for the purpose of checking the authenticity of the documents proving education and language skills submitted to him, and

bb) from the state tax and customs authority on the fact of the existence of a legal relationship aimed at other employment for the purpose of checking the provisions of § 95, subsections (5)–(7) .

(7b) The National Development Center manages the personal data obtained on the basis of paragraph (7a) until the date of the decision on the establishment of the legal relationship or - in the case of the establishment and existence of the legal relationship - until the termination or termination of the legal relationship.

(8) Those employed at the National Development Center are obliged to preserve all secrets protected by law, especially trade secrets, that come to their knowledge during the performance of their duties.

(9) Those employed at the National Development Center are obliged to keep as a professional secret all data, facts or circumstances that come to their knowledge in connection with the performance of their activities, which, according to the provisions of the law, the National Development Center is not obliged to make available to the public.

(10) Employees of the National Development Center may not disclose or use any secret protected by law that they have come to know.

(11) The provisions of paragraphs (8) to (10) do not affect the obligation of the National Development Center to provide data and provide information.

## *ARC. Chapter*

### *THE HEAD OFFICE OF THE GOVERNMENT AND THE CENTRAL OFFICE*

#### *§ 34 [ Legal status of the main government office ]*

(1) The main government office is a central governmental administrative body with special competences established by law and under the control of the Government.

(2) The supervision of the main government office is provided by the minister appointed in the decree issued by the Government in its original legislative competence, who in this capacity - unless the law provides otherwise - in particular

a) on the basis of the authorization of a law or a government decree, creates a decree on matters falling within the scope of the main government office, or makes a proposal for the creation of a law or a government decree,

b) represents the main government office before the Government and the Parliament.

(3) The head office of the government cannot be instructed in its duties defined by law.

(4) It shall report to the Government on the activities of the main government office - as specified in paragraph (2) point b) and inform the committee of the National Assembly involved in its responsibilities. The information must be published on the website of the main government office.

#### *§ 35 [ Organization of the main government office ]*

(1) The organizational and operational regulations of the main government office are prepared by the head of the main government office and issued by the minister supervising the main government office - after the approval of the minister responsible for public administration quality policy and personnel policy - in a normative order.

(2) The provisions relating to the organization of the ministry shall apply to the organization of the main government office, unless the law provides otherwise, with the exception of the provisions relating to senior professional managers.

(3) The main government office has territorial bodies if the law establishing the main government office specifically allows for this.

#### *§ 36 [ Legal status and organization of the central office ]*

(1) The central office is a central governmental administrative body with special powers under the control of the minister, established by law or government decree.

(2) A law or a government decree can provide for the management of the central office in such a way that, in connection with specific groups of cases - with the exception of efficiency and financial control - [XLIII of 2010](#) on the central state administrative bodies and the legal status of members of the Government and state secretaries . Act (hereinafter referred to as the Act) the head of a central governmental administrative body or a government commissioner exercises certain powers defined [in points c\), e\) and f\)-h\) of Section 2.\(1\).](#)

(3) The organizational and operational regulations of the central office shall be issued by the minister in charge of the central office in a normative order.

(3a) In the case of a central office that does not carry out its tasks with competence covering the entire territory of the country, a law or government decree may establish rules different from those contained in paragraphs (2) and (3) .

(4) Unless otherwise provided by law or government decree, the provisions relating to the organization of the ministry shall apply to the organization of the central office, with the exception of the provisions relating to senior professional managers.

(5) The central office has territorial bodies if the law establishing the central office or the government decree specifically allows for this.

#### *§ 37 [ The central office established by law ]*

(1) A central office may be established by law if the central office performs law enforcement tasks.

(2) The central office established by law is managed by the minister appointed in the decree issued by the Government under its original legislative authority.

(3) On the basis of the relevant provisions of the law establishing the central office, the tasks and powers of the head of the central office are exercised by the state secretary appointed in the decree issued by the Government under the original legislative authority under the control of the minister managing the central office.

(4) In the case according to subsection (3), the state secretary is replaced by the head specified in the law establishing the central office, unlike § 24 subsection (2).

(5) Secretary of State according to subsection (3).

a) with regard to his activities according to paragraph (3), he cannot be instructed by the minister managing the central office, in addition to the exercise of powers related to the management of the central office,

b) within the scope of this position, he can only exercise the duties and powers of the head of the central office,

c) may not exercise the powers of the minister in charge of the central office, may not replace the minister in charge of the central office, may not act on behalf of the minister in the powers delegated by the minister in charge of the central office, may not be granted the right to grant in matters falling within the competence of the minister in charge of the central office, and may not exercise management powers with respect to the organizational unit or employee of the ministry headed by the minister in charge of the central office.

(6)

(7)

(8) In the case according to paragraph (3).

a) in connection with the exercise of the tasks and powers of the head of the central office, the state secretary according to paragraph (3) is not entitled to a salary or benefits specified in a government decree,

b)

c) the rules related to the appointment and government service relationship of the head of the central office shall not be applied and

d) government service relationships cannot be established or maintained for the performance of the duties of the head of the central office.

### § 38 [ Types of the central office ]

(1) The central office is based on its activities in the law or government decree establishing the central office

a) official,

b) market surveillance,

c) service provider,

d) maintainers,

e) resource manager,

f) controller, or

g) server

can be classified into types.

(2) In the case of the classification according to subsection (1), the law or government decree establishing the central office may determine the primarily and additionally defined activities.

## V. Chapter

### GOVERNMENT OFFICES

### § 39 [ Organization of the government office ]

(1) The government office consists of organizational units and district offices directly led by the mayor.

(2) The district office shall exercise its powers established by law independently. In the individual case of the district office, the government office does not have the right to instruct.

(3) The organizational and operational regulations of the government office shall be issued in a normative order by the minister appointed to manage the government office in a government decree, by seeking the opinion of the minister involved in the professional management according to § 40, subsection (2) as necessary.

(4) The seat of the county government office is in the county seat city, the headquarters of the capital government office and the Pest county government office are in Budapest.

### § 40 [ Management of the government office ]

(1) With the exceptions specified in this chapter, the Government manages the government office through a minister appointed to manage the government office in a government decree.

(2) According to the provisions of the government decree, the minister who, in the absence of a different provision of law or government decree, has the given scope of duties based on the government decree on the duties and powers of the members of the government (hereinafter: professional managing minister) may participate in the professional management of the government office.

<sup>101</sup>  
(3) With regard to the government office - with the exception of the establishment of the government office, the appointment and dismissal of the chief minister - the [Ksztv. powers defined in § 2, paragraph \(1\), as well as CL of 2016](#) on general public administration . [Act \(hereinafter: Act\)](#), the powers assigned to the supervisory body are exercised by the minister appointed in a government decree to manage the government office.

(4) A government decree may provide that

a) in connection with certain groups of cases, [Ksztv. Section 2, paragraph \(1\), points e\)-h\)](#) , as well as the legality and professional control powers and the [Ákr.](#) in the powers conferred on the supervisory body by the minister responsible for

b) with regard to the tasks of government offices related to European Union and national agricultural and rural development subsidies, [Ksztv. The head of the central state administrative body, as defined in points f\)-h\) of paragraph \(1\) of § 2](#) , as well as the legality and professionalism control powers,

c) in connection with public administrative authority matters, [Ksztv. Section 2 \(1\).points e\) and f\)](#) , as well as exclusively related to these, the [Ksztv. powers defined in point g\) of § 2, paragraph \(1\)](#) and the [Ákr.](#) in, the powers assigned to the supervisory body are designated in a government decree practice.

<sup>102</sup>  
(4a) The exercise of the authority according to points a) and c) of paragraph (4) is governed by a government decree between the minister appointed in the government decree to manage the government office and the professional managing minister, or another body designated in the government decree, and the tasks of the professional managing minister for the management of the government office defined in the government decree it can be shared between the minister appointed in a government decree and the professional managing minister.

(5) The detailed rules for the management of the government office and the district office, the control of legality, professionalism and efficiency, as well as the cooperation of the professional managing minister and the central state administrative body according to paragraph (4) b) shall be established by the Government decree.

#### <sup>103</sup> § 41 [ *Management of the government office* ]

<sup>104</sup> (1) The government office is headed by a chief minister.

<sup>105</sup> (2) For the fulfillment of his duties and the exercise of his authority, the chief minister is politically responsible to the prime minister and professionally to the minister appointed to manage the government offices by government decree.

(3) The official organization of the government office is headed by the Director General. The general director is the general deputy of the head master.

(4) The work of the director general is assisted by a director as a general deputy.

#### § 42 [ *Coordination of regional state administration tasks* ]

(1) The government office coordinates and facilitates the regional implementation of government tasks in accordance with the legislation and the Government's decisions.

(2) Territorial bodies of the central state administrative bodies and law enforcement bodies are obliged to cooperate with each other and with the government office in the performance of their tasks. In order to fulfill its tasks, the government office has the right to request data and information from the heads of the territorial bodies of the central state administration bodies.

(3) Territorial bodies of the central state administration bodies - with the exception of the state tax and customs authorities - and other bodies and persons performing state administration tasks with territorial competence acting in their state administration powers, and in relation to the state administration tasks performed by them - while maintaining their organizational and professional independence - the government office fall under his coordination authority.

(4) If the legislation does not make an exception, the territorial bodies of the central state administration bodies, as well as other bodies and persons performing state administration tasks with territorial competence, acting in their state administration powers, or concerning the state administration tasks performed by them - the law enforcement bodies, as well as the state tax and customs authorities with the exception of - they fall under the control authority of the government office.

(5) If the competence of the territorial body according to paragraphs (2)–(4) extends to an area different from the area of competence of the government office, the powers of the government office are exercised by the government office where the territorial body is based.

#### <sup>106</sup> § 43 [ *The State Administration College* ]

<sup>107</sup> (1) The capital and county administrative college is a permanent forum facilitating the coordination tasks of the government office.

<sup>108</sup> (2) The head of the capital and county state administration college is the head master, its members are the director-general, director and department heads of the government office, the district office managers (hereinafter: the office manager), the head of the body designated by the Government for institutional maintenance, the regional authorities under the coordination and control powers of the government office heads of state administration bodies, as well as those invited by the headmaster.

(3) In order to facilitate the coordination tasks of the government office, the mayor can call a capital and county coordination meeting if necessary.

#### <sup>109</sup> § 44. [ *The right to appeal* ]

(1) The government office is entitled under [Art.](#) in order to exercise the powers delegated to the supervisory body, if the clerk of the district office or settlement municipality, the clerk of the district municipality in the capital city, the chief clerk of the capital city, the mayor's office and the administrator of the joint municipal office (hereafter together) : clerk), as well as the mayor, the mayor, the chairman of the county assembly (hereafter together: mayor) act in the capacity of state administration.

(2) With regard to a decision falling under the state administration authority of the district office, the clerk or the mayor, in contrast to paragraph (1), a law or government decree may designate another authority to exercise the supervisory authority.

#### § 45 [ Commenting ]

The government office reviews - with the exception of law enforcement bodies and the state tax and customs authorities - regional bodies of central state administration bodies and other bodies with territorial competence exclusively performing state administration tasks

- a) the appointment and dismissal of its managers,
- b) a proposal for the creation, reorganization and modification of their legal status and area of competence,
- c) submissions and proposals regarding the number of employees and the establishment of its budget.

#### § 46 [ Information ]

(1) The government office - with the exception of law enforcement bodies and the state tax and customs authorities - from any territorial body of bodies subordinate to the Government, as well as from the mayor and the clerk in relation to the state administration tasks performed by them, as well as from other bodies performing state administration tasks with territorial competence and you can request any decision from a person, you can request information about the body's action, and - unless otherwise provided by law - you can inspect the documents.

(2) The government office initiates a conciliation procedure with the body specified in paragraph (1) in the event of a violation of the law.

(3) The government office is entitled to process the personal data contained in the documents that it has access to and that it has come to know on the basis of the information provided to it , for the purpose of conducting the procedure specified in paragraphs (1)–(2) until the time it is necessary for the performance of its tasks.

#### § 47 [ The inspection ]

(1) A government official of a government office may carry out an official inspection under the authority of the competent government office or the district office in possession of a certificate entitling him to do so.

(2) The identity card contains the identity card serial number, the name of the government office or district office, as well as the name and photograph of the government official.

(3) The district office exercises simplified official control powers for the control of legal violations specified in the government decree and for the application of legal consequences.

(4) Acting in the scope of simplified official control, the district office shall apply the procedural rules specified in this Act and the government decree on simplified official control.

(5)

#### § 48 [ Other tasks and powers ]

The government office

a) as a decision-preparing and proposing body, the Government's motion-making authority according to [Article 35 \(5\) of the Basic Law , the minister responsible for local governments , CLXXXIX of 2011 on the local governments of Hungary, participates. Act \(hereinafter referred to as the Act\) in points a\) and c\) of § 128](#) , to the minister responsible for legality supervision of local governments , [according to in points b\) and c\) of § 129](#) , as well as to the professional managing minister [in Mötv. 130. of the Government's CLXXXIX of 2011](#) on the rights of nationalities . [Act \(hereinafter: Njtv.\) in points d\)-e\) of § 150](#) , to the minister responsible for nationalities policy, [Njtv. in point a\) of § 151](#) , the Minister according to the duties and powers of the [Njtv. in the performance of his duties specified in point a\) of § 152](#) ,

b) - with the exception of law enforcement bodies and the state tax and customs authorities - performs control tasks, especially with regard to [Art.](#) to control its implementation and the legality of official activity,

c) - with the exception of law enforcement bodies and the state tax and customs authorities - ensures the coordination of the control activities of territorial state administrative bodies,

d) provides public administration IT contributor activities,

e) can operate a customer service,

f) keeps records as defined by law,

g) - with the exception of IT services falling within the purview of a service provider defined by law - provides IT services related to administration,

<sup>112</sup> h) performs the tasks specified in the law on the coordination of defense and security activities, and

<sup>113</sup> i) performs other duties defined by law.

#### § 49 [ Organization of the district office ]

<sup>114</sup> (1) District offices operate as branches of the county government office. The seat of the district office is in the city specified as the seat of the district.

(2) District offices operate as branches of the capital government office. The laws applicable to the district office shall apply to the district office.

(3) The Government designates in a decree the district office performing the tasks of the district office of the county seat in Pest county, and the district office performing the tasks of the district office of the county seat in the capital.

#### **§ 50 [ Management of the district office ]**

(1) The district office is managed by the registrar.

(2) The registrar is replaced by a deputy registrar.

### **PART THREE**

#### **GOVERNMENT ADMINISTRATIVE PERSONNEL MANAGEMENT**

##### *VI. Chapter*

#### **REGISTRATION NUMBER OF THE GOVERNMENTAL ADMINISTRATIVE ORGANIZATION**

#### **§ 51 [ Determination of the basic staff of the government administrative body ]**

(1) The Government - taking into account the proposal according to paragraph (3) - establishes in a decision the basic staff of the governmental administrative body.

(2) The Government, taking into account the proposal according to paragraph (3) , determines the classification of the positions belonging to the basic staff of the government administrative body.

(3) The minister who leads, directs or supervises a governmental administrative body - taking into account the opinion of the head of the governmental administrative body - may, through the body designated for governmental personnel administration, make a proposal to the Government on the basic staffing of the ministry he leads and the governmental administrative body he manages or supervises and the for the classification of positions belonging to the basic workforce.

(4) If the governmental administrative body is not led by a minister and does not fall under the direction or supervision of a minister, the head of the governmental administrative body is entitled to make the proposal according to paragraph (3) .

(5) In the case according to point b) of § 20, subsection (2), the minister shall, with regard to the organizational units he directs, leads or supervises, as well as government administrative bodies, submit the proposal according to subsection (3) by the head of the government administrative body assisting the minister's activities after approval, if the proposal affects the basic staff and positions of the government administrative body supporting the minister's activities.

(6) When determining the basic staff of a government administrative body in accordance with subsection (1), the persons defined in subsection (3) of § 1 and subsection (3) of § 54 shall be taken into account .

#### **§ 52 [ Review of the basic staff of the government administrative body ]**

(1) As specified in its decree, the Government shall review the basic staffing of the governmental administrative body based on the proposal under paragraph (3) .

(2) The Government during the review according to paragraph (1).

a) may increase the basic staff of the government administrative body,

b) may reduce the basic staff of the government administrative body,

c) may leave the basic staff of the government administrative body unchanged, or

d) can change the classification of the position.

(3) The minister who leads, directs or supervises a government administrative body - through the body designated for government personnel administration - may make a proposal once a year to amend the basic staffing of the ministry he leads and the government administrative body he manages or supervises, as well as the classification of the positions included in the basic staffing.

(4) The minister leading, controlling or supervising a governmental administrative body may, due to the reorganization of the governmental administrative body or a change in its tasks, initiate changes to the basic staffing of the governmental administrative body beyond the provisions of paragraph (3) .

(5) Paragraphs (4 ) and (5) of § 51 shall be applied accordingly with regard to the proposal according to paragraphs (3) and ( 4) .

#### **52/A. § [ Termination of positions belonging to the basic staff of the government administrative body ]**

If the governmental administrative body ceases to exist or for other reasons falls outside the scope of this law, the position belonging to the basic staff of the governmental administrative body shall cease to exist.

##### *VII. Chapter*

#### **THE CENTRALIZED JOB STATION**

#### **§ 53 [ The centralized job pool ]**

(1) The number of jobs belonging to the centralized job pool is established by the Government.

(2) The minister who heads, directs or supervises a government administrative body may apply for a job from the centralized job pool at the body designated for government personnel administration, at the initiative of the head of the government administrative body.

(3) Paragraphs (4) and (5) of § 51 shall be applied accordingly with regard to the request according to paragraph (2) .

(4) With the cooperation of the body designated for government personnel administration, the filling of a position belonging to the centralized position stock may be permitted by decision of the Government for a definite or indefinite period.

(5) During the authorization according to subsection (4) , the Government establishes the classification of the position belonging to the centralized position stock, taking into account the classification categories according to § 57, subsections (1) and (2) .

(6) In the absence of a different decision by the Government, the position belonging to the centralized position pool does not become part of the basic staff of the government administrative body with the permission according to paragraph (4) .

(7) In order to employ a government official previously employed in a managerial position as an administrator, the government administrative body may request an administrative position from the centralized job pool if it does not have an empty administrative position.

(8) The rules and conditions for applying for a position belonging to the centralized position pool and for assessing the application shall be established by the Government in a decree.

## *VIII. Chapter*

### *THE JOB*

#### **§ 54 [ Cases of use of positions ]**

(1) In a position belonging to the basic staff of the government administrative body and in a position belonging to the centralized staff

- a) government service relationship,
- b) trustee relationship,
- c) political service relationship, or
- d) employment relationship

can be created.

(2) On the basis of the Government's decision, a government service relationship may also be established in a position provided for a body not included in § 2 .

(3) The position can be filled at the government administrative body

a) commanded, authorized by the authorities, in a professional service relationship according to the law on the service relationship of the professional staff of bodies performing law enforcement tasks (hereinafter: professional service relationship) or in a law enforcement administrative service relationship based on an official assignment (hereinafter: law enforcement administrative service relationship),

b) in a professional or contractual service relationship ordered according to the government decree on the legal status of national defenders (hereinafter: military service relationship)

c) assigned or commanded, in a tax and customs service relationship according to the Act on the Legal Status of the Personnel of the National Tax and Customs Office (hereinafter: tax and customs service relationship)

in the case of points a )-c) - with the exception of the professional service relationship, the law enforcement administrative service relationship, the military service relationship and the tax and customs authority service relationship - paragraph (1) does not come into being and the professional service relationship, the law enforcement administrative service relationship, the military service relationship, and the tax and customs authority service relationship continue to exist.

(3a) If a professional management position is filled by command according to paragraph (3) or by assignment according to § 1 (3) , point b) of § 3 (6) does not have to be applied .

(3b) If, based on paragraphs (3) or (3a), a national guard belonging to an officer or non-commissioned officer staff group who is in military service is assigned to the government administration body, who has reached the age of 55, the government administration body shall organize the command into a domestic organization must be accepted at a position belonging to the unit, if the officer meets the employment conditions. If the governmental administrative body does not have a position that can be filled that meets the qualification of the officer, the governmental administrative body shall ensure the training necessary to fill the position. Until the training is completed, the head of the government administrative body determines the tasks to be performed by the subordinate.

(4) A legal relationship may be created at the same time - with the exception specified in paragraph (5) .

(5) Several legal relationships in one position

a) in case of part-time employment, and

b) in the case of maternity leave of the employee occupying the position and in the case according to § 55, paragraph (3) for a fixed period

may be established, provided that, in the case of part-time employment, the working hours of those employed in the workplace may not exceed the working hours specified in § 118, paragraph (2) .

### § 55 [ Position belonging to the basic staff ]

(1) The governmental administrative body is obliged to fill all the positions belonging to its basic staff.

(2) If the position has been vacant for six months, it shall be placed in the centralized position pool by decision of the Government, as defined in its decree.

<sup>124</sup>  
(2a) If it is necessary for the performance of the duties of the governmental administrative body, the Government may - contrary to the provisions of paragraph (2) - omit the placement of the vacant position for six months in the centralized position list, in which case the calculation of the period according to paragraph (2) will start again .

<sup>125</sup>  
(2b) The period according to paragraph (2) is terminated by the legal relationship established at the place of employment on the 21st day from the date of commencement of the legal relationship. This applies even if § 59 or 89/A. § , with the fact that, in these cases, the filling of the position interrupts the period according to paragraph (2) on the 21st day from the date of modification of the appointment .

(3) For the purposes of paragraph (2) , the position in which a government official is employed shall not be considered vacant

a) is on unpaid leave,

b) is exempted from the obligation to work,

c) was assigned in the interest of the government, or

d) was assigned to the foreign service.

<sup>126</sup>  
(4) The Government may, by decision, reassign a position belonging to the basic staff of a governmental administrative body to another governmental administrative body.

<sup>127</sup>  
(4a) The Government, on the joint proposal of the ministers leading, managing or supervising the relevant government administrative bodies - with the exception of positions filled by command or secondment according to § 54, paragraph (3) - may exchange positions of the same classification category of two government administrative bodies with each other as specified in the government decree. with the fact that the exchange does not affect the existence of existing legal relationships in the workplaces. After the exchange of positions, the exerciser of the employer's authority modifies the conditions for filling the position and the tasks to be performed in the position as necessary.

<sup>128</sup> In contrast to  
(4b) paragraph (4a) , the minister appointed by government decree to manage a government office may, as specified in the government decree, exchange a position belonging to one government office with a position belonging to another government office between government offices, provided that the exchange does not affect the existence of legal relationships existing in the positions. After the exchange of positions, the exerciser of the employer's authority modifies the conditions for filling the position and the tasks to be performed in the position as necessary.

<sup>129</sup>  
(4c) If the redistribution of positions takes place exclusively between government offices, the authority related to the redistribution is exercised by the minister designated by government decree to manage the government office instead of the Government.

<sup>130</sup>  
(4d) The body designated for government personnel administration must be informed of the measure according to paragraphs (4b) and (4c) as specified in the government decree.

(5) A position belonging to the basic staff of a governmental administrative body is transferred to the centralized position pool if the duties of the governmental administrative body to be performed at the position are terminated. The governmental administrative body shall immediately inform the body designated for governmental personnel administration of the change affecting its scope of responsibilities.

### § 56 [ Position belonging to the centralized position pool ]

(1) The legal relationship according to § 54, paragraph (1) may be established on the basis of a license according to § 53, paragraph (4) in a position belonging to the centralized job pool .

<sup>131</sup>  
(2) A legal relationship for the performance of tasks defined within the framework of a European Union or separate project or program may be established in a position from the centralized position pool.

<sup>132</sup>  
(3) The Government may return a position from the centralized position pool to the centralized position pool, as defined in the Government Decree.

<sup>133</sup>  
(4) For the purpose of permanent foreign service, preparation for foreign service and temporary internal placement following foreign service, a government service relationship may be established at the outsourcing body according to § 102, paragraph (1) , in a position belonging to a centralized position pool.

<sup>134</sup>  
(5) The national expert according to § 103 can also be employed in a position belonging to the centralized position pool.

<sup>135</sup>  
(6) Paragraphs (2)–(4) of § 55 shall also be applied to positions from the centralized position pool of the government administrative body.

### § 57 [ Classification of the position ]

(1) Job classification categories:

a) administrator, including:

aa) government adviser,

ab) senior government advisor,

ac) chief government adviser,

- ad) chief government adviser,
- b) professional manager,
- c) senior professional manager,
- d) a person in the legal relationship of commissioner,
- e) consultant,
- f) senior political leader.

<sup>136</sup> (2) Regarding the main government office and the central office, as well as the government office, instead of the classification categories under point a) of paragraph (1), Annex 1 II. table 1–5. categories according to point must be applied.

(3) The position that belongs to the basic staff of the governmental administrative body shall be classified in one of the categories according to paragraphs (1) and (2) by the decision establishing the basic staff of the governmental administrative body .

(4) The position belonging to the centralized position pool shall be classified in one of the categories according to paragraph (1) or (2) in the decision authorizing its filling .

(5) The classification of the position established in accordance with paragraphs (2)–(4) may not be changed by the governmental administrative body.

(6) The modification of the classification of the position determined in accordance with paragraphs (2)–(4) may be initiated by the managing, managing or supervisory minister of the governmental administrative body at the body designated for governmental personnel administration, in accordance with the provisions of the Government Decree.

<sup>137</sup> (7) The classification of the post held by a permanently absent government official shall be amended by the Government on the proposal of the Minister, if this is necessary in order to fulfill the tasks to be performed in the post and paragraph (1a) of § 134 is not applicable. On the day following the end of the government official's absence, the classification of the position will revert to the original classification, unless otherwise decided by the Government.

(8) The classification of the position determined in accordance with paragraphs (2)–(4) may be modified by decision of the Government.

<sup>138</sup> (9) Paragraphs (4) and (5) of Section 51 shall be applied accordingly with regard to the proposal according to Paragraph (6) .

(10)

#### **§ 58 [ Conditions for filling the position ]**

(1) The position may be filled by a person who is suitable for the given position

a) the conditions defined by law for the establishment of a legal relationship according to § 54, paragraph (1) ,

<sup>139</sup> b) the professional requirements determined by the exerciser of the employer's authority in accordance with paragraph (2) .

(2) The practitioner of the employer's authority - taking into account the tasks to be performed in the position and the provisions of the government decree according to paragraph (3) - determines the professional conditions for filling the position, so in particular:

- a) educational qualification,
- b) other qualifications,
- c) the existence of a basic or specialized public administration exam, legal professional exam, academic degree, other public administration studies,
- d) language skills,
- e) professional experience, and
- f) fulfilling the training obligation.

(3) The Government establishes in a decree the aspects and frameworks for determining the professional and qualification requirements according to paragraph (2) .

#### **§ 59 [ Change of position ]**

(1) The existence of a government official's legal relationship in government service is not affected if the government official is transferred from one position of the government administrative body to another position of the same government administrative body.

(2) If, as a result of the change of position in accordance with paragraph (1) , the person exercising the employer's authority also changes, the employer's measure on the change of position shall be taken by the exerciser of the future employer's authority with the consent of the former employer's authority.

<sup>140</sup>

#### **§ 60. [ Duties of the government administrative body in relation to the employment register ]**

The government official of the government administrative body listed in the entitlement management register participates in the management of the data in the employment register and in the performance of tasks related to the employment register, as defined in the Government Decree.

<sup>141</sup>

#### **60/A. § [ Different rules for the Prime Minister's Government Office ]**

(1) For the purposes of the Third Part, the Prime Minister's Government Office is considered a government administrative body.

(2) In relation to the Prime Minister's Government Office, the administrative state secretary of the Prime Minister's Government Office exercises the powers of the head of the governmental administrative body in relation to the basic staff and positions,

including positions belonging to the centralized position pool.

(3) The State Secretary for Public Administration of the Prime Minister's Government Office shall inform the State Secretary for Public Administration of the Ministry pursuant to Section 16, Paragraph (2) of the measures taken pursuant to subsection (2) .

## *IX. Chapter*

### *CENTRAL TASKS OF THE GOVERNMENT PERSONNEL ADMINISTRATION*

#### **§ 61** [ *Performance of the central tasks of the government personnel administration* ]

(1) The central tasks of government personnel administration are performed by the body designated by the Government in a decree (hereinafter: the body designated for government personnel administration).<sup>142</sup>

(2) The body designated for government personnel administration is entitled to manage the data included in the civil service basic register in order to perform its duties according to this law.<sup>143</sup>

(3) The body designated for government personnel administration shall use the Government Personnel Decision Support System within the scope of its responsibilities defined in the Act on the Government Personnel Decision Support System to perform its duties under this Act.

#### **§ 62** [ *Governmental personnel administration tasks* ]

(1) The body designated for government personnel administration manages the centralized job pool.

(2) The body designated for government personnel administration ensures the review of the basic staff of the government administrative body in accordance with § 52 .

(3) The body designated for government personnel administration receives and processes proposals related to the basic staffing and position of government administrative bodies.

(4) The body designated for government personnel administration prepares for the Government the decisions related to the basic number of government administrative bodies, the centralized job list and the position and ensures the implementation of the decisions.

(5) The body designated for government personnel administration – as defined in the Government's decree – controls the implementation of the Government's decisions related to the basic staffing of government administrative bodies, the centralized job list and the job position.<sup>144</sup>

(6) The body designated for government personnel administration keeps the job register and entitlement management register, which are part of the Job Registration System.<sup>145</sup>

(7)<sup>146</sup>

(8)

(9) The body designated for government personnel administration keeps records on the basis of information according to § 95, subsection (9).<sup>147</sup>

a) personal identification data of the relevant government official,

b) the definition of the activity carried out or reported by the government official on the basis of a permit,

c) the starting date of the performance of the activity performed or announced by the government official based on a permit,

d) the data of the governmental administrative body providing information in accordance with § 95, paragraph (9) .

(10) The body designated for government personnel administration shall contribute to the performance of the Government's employer duties as defined in the Government's decree.

(11) In addition to the provisions of paragraphs (1)–(10), the body designated for government personnel administration performs other tasks established for it by law or government decree.<sup>148</sup>

(12) The governmental administrative body - with the exception specified in the Government's decree - informs the body designated for government personnel administration in advance about all non-regular personal allowances with the content and form specified in the Government's decree.

<sup>149</sup>

#### **62/A. §** [ *Employment register* ]

(1) In relation to the positions of government administrative bodies, the employment register contains:

a) the name, PIR number and tax number of the body holding the position,

b) the name of the organizational unit and its position in the organizational hierarchy to which the position belongs,

c) the identifier of the position,

d) the type of position (position belonging to the basic staff or position belonging to the centralized position pool),

e) the classification category of the position,

f) the amount of the salary or salary according to the document establishing the legal relationship existing at the workplace, as well as the amount of benefits and subsidies paid on the basis of the legal relationship existing at the workplace - in addition to the salary or salary,

g) the fact that the position is filled or vacant, or that the person filling the position is permanently absent and the position is temporarily filled by another person,

h) the type of legal relationship existing at the workplace,

- i) the fact that the legal relationship existing in the workplace is fixed-term or indefinite,
- j) if the legal relationship existing in the workplace is fixed-term, then the date of termination of the legal relationship,
- k) the fact that the Government has authorized the filling of the position for a fixed or indefinite period,
- l) the fact of part-time employment and how many legal relationships exist in the given position,
- m) the form of financing of the position (domestic, EU, mixed),
- n) if the Government has authorized the filling of the position for a fixed period, the deadline specified in the permit,
- o) the number of the decision authorizing the filling of the position, or of any other decision, instruction or other employer measure related to the position, and
- p) the number of the decision, instruction or other employer measure related to the basic staff.

(2) In addition to the data specified in subsection (1) , the job register contains the following personal identification data of the person(s) filling the position for the purposes of § 61, subsection (2) :

- a) family name and surname (birth family name and surname), as well as
- b) place and time of birth.

(2a) <sup>150</sup> In the case of a position filled in accordance with § 54, paragraph (3) , in relation to persons assigned from the staff of the national security services, instead of the personal identification data according to paragraph (2) , a code uniquely created for the person must be included in the position register with a pseudonym. With reference to the commanding, assigning national security service, this code also indicates which national security service personnel the position will be filled with.

(3) <sup>151</sup> The body designated for government personnel administration manages the personal data according to paragraph (2) or the code according to paragraph (2a) for five years after the termination or termination of the employment relationship with the government administrative body that employs the person concerned.

(4) <sup>152</sup> The body designated for government personnel administration provides access to the employment register pursuant to Art. 62/B. for the persons listed in the authorization management register according to § , who have editing and viewing rights.

- (5) The employment register is linked as part of the government personnel information system
  - a) with the public service basic register of the governmental administrative bodies, and with the personnel register programs used to manage the public service basic register,
  - b) with the continuing education and performance evaluation system used by government administrative bodies,
  - c) with the public office cadastre, as well as
  - d) with the register used by the centralized salary accounting system.

#### <sup>153</sup> **62/B. §** [ *Authorization management register* ]

(1) The body designated for government personnel administration maintains a rights management register for the purpose of identifying and checking editing and access rights related to the employment register.

- (2) The entitlement management register contains:
  - a) the surname and first name, birth surname and first name, place and time of birth, and residential address of the person with editing or access rights,
  - b) the e-mail address and mobile number of the person with editing or viewing rights,
  - c) the type of authorization (editing or viewing),
  - d) the name of the body to which the right belongs, and
  - e) the date of origination of the entitlement.

(3) The governmental administrative body may only be granted the right to view or edit its own data or the data of the governmental administrative body managed or supervised by the minister.

(4) The body designated for government personnel administration may - in addition to the provisions of paragraph (3) - provide access rights to additional persons and bodies for the purpose of performing tasks related to government personnel management.

(5) For the purposes of an audit aimed at data management in accordance with the right to edit, and for the purpose of establishing any deficiencies and liability discovered during the audit, the data specified in paragraph (2) must be preserved for five years after the termination of the right to edit.

(6) In order to carry out its control tasks regarding the employment register and the entitlement management register, the body designated for government personnel administration is entitled to learn about and manage the data of all government administrative bodies.

## PART FOUR

### GENERAL RULES REGARDING GOVERNMENT SERVICE LEGAL RELATIONS

#### *Chapter X*

#### *GENERAL CONDUCT REQUIREMENTS AND PRINCIPLES*

#### **§ 63** [ *Principle of good faith and honesty* ]

(1) When exercising rights and fulfilling obligations, the government official and the exerciser of the employer's authority (hereafter together: parties) are obliged to act in accordance with the principles of good faith and honesty and to cooperate with

each other, and they may not exhibit behavior that violates the rights of the other party, violates your legitimate interest.

(2) The parties shall inform each other of all facts, data, circumstances or changes that are relevant to the exercise of the rights defined in this law and the fulfillment of obligations.

#### **§ 64 [ Prohibition of abuse of rights ]**

(1) The rights and obligations related to the government service relationship must be exercised and fulfilled in accordance with their purpose.

(2) Abuse of rights is prohibited. In the application of this law, abuse of rights is especially if it is aimed at or leads to impairing the legitimate interests of others, limiting their opportunities to assert their interests, harassing them, or suppressing their expression of opinion.

(3) The government official is obliged to comply with the laws related to the exercise of his profession.

(4) The adverse consequences of the abuse of the right must be remedied.

(5) If the abuse of the right consists in the refusal of the declaration of rights required by this law or the legislation issued for the implementation of this law and this behavior violates the compelling interest of the public service or the interest of the other party that deserves special consideration, the court may replace the declaration of law with its judgment, provided that the damage to interests cannot be prevented in any other way.

<sup>154</sup>  
(6) In case of asserting a claim based on the violation of the prohibition of abuse of rights

a) theasserter of the claim proves the fact, circumstance and disadvantage underlying the violation of the prohibition, and

b) the practitioner of the right proves that there is no causal connection between the facts and circumstances proved by the claim enforcer and the disadvantage.

#### **§ 65 [ Principle of professionalism ]**

(1) The government official shall perform his duties in accordance with the government service legal relationship and other professional rules, taking the public interest into account.

(2) The government official is obliged to enforce the professional requirements related to his duties during his work.

(3) The practitioner of the employer's authority shall determine the government official's salary based on the professional skills, training, practice and performance within the framework defined in this law.

#### **§ 66 [ Principle of effectiveness ]**

(1) In the government service legal relationship, actions must be taken based on the primacy of public service, with a sense of responsibility and in order to maintain trust in the public administration.

(2) The government official is obliged to carry out his work in an economical and cost-saving manner, keeping in mind the satisfaction of the citizens, efficiency and meeting the deadlines.

#### **§ 67 [ Protection of personal rights ]**

(1) The personal rights of those covered by this Act must be respected.

(2) The personal right of a government official may be restricted if the restriction is absolutely necessary for a reason directly related to the purpose of the public service and is proportional to the achievement of the goal. The government official must be informed in advance about the manner, conditions and expected duration of the restriction of the right to privacy.

(3) A government official may not waive his privacy rights in advance in a general manner; he may only validly make a legal declaration of his privacy rights in writing.

<sup>155</sup>  
(4) In case of violation of the personal rights of those covered by this law, as a legal consequence, the [Civil Code](#).

a) 2:51. § (1), 2:52. Paragraph (1) of § shall be applied, furthermore

b) 2:52. (2) and (3) of §, and 2:53. § shall be applied with the exception that when these provisions are applied, the rules of this Act on liability for damages shall govern.

(5) The rules set out in the government decree on disciplinary proceedings shall be applied to oblige the government official to pay damages, with the exception that the provisions on the statute of limitations shall govern the initiation of the proceedings.

(6) In contrast to paragraph (5) , if the government official's legal relationship is terminated or his legal relationship is terminated, the government administrative body may apply directly to the court in order to oblige the government official to pay damages.

(7) A government official may only be asked to make a statement or provide information, and only an aptitude test may be applied to him, which does not infringe his personal rights and is essential from the point of view of the establishment, performance or termination of the public service.

(8) The practitioner of the employer's authority may only control the government official in the context of his conduct related to the public service. The control of the exercise of the employer's authority and the tools and methods used in the process must not involve a violation of human dignity. The private life of a government official cannot be controlled.

(9) The practitioner of the employer's authority shall inform the government official in advance about the use of the technical devices that are used to control the government official.

### *XI. Chapter*

#### *THE LEGAL DISCLAIMER*

#### § 68 [ *Unilateral legal declaration, declaration, information* ]

(1) Rights or obligations may arise from a unilateral legal declaration in the cases specified in this Act, in the legislation issued for the implementation of this Act and in the civil service regulations.

(2) The unilateral legal declaration becomes effective upon notification to the addressee and, in the absence of a different provision of this law, may be amended or revoked only with the consent of the addressee.

(3) A declaration waiving or waiving a right cannot be interpreted in an expansive manner.

(4) The rules applicable to the agreement must be properly applied to the unilateral legal declaration. Regarding the statement made during the fulfillment of the agreement, which is not considered a legal statement, and also the legal statement of the exercise of the employer's authority related to the management of the work, Articles 70-73. The provisions contained in § must be applied accordingly.

(5) If this law requires a party to provide information, the information shall be deemed to have been provided if it is published in a locally customary and generally known manner.

(6) The information must be provided at a time and in such a way that it enables the exercise of the right and the fulfillment of the obligation.

#### § 69 [ *The condition* ]

(1) The parties may make the creation, modification or termination of the agreement dependent on a future, uncertain event (condition). It is not possible to set a condition on the basis of which the legal relationship would be modified to the disadvantage of the government official, or would result in the termination of the legal relationship.

(2) A contradictory, impossible or incomprehensible condition is invalid. In such a case, the agreement must be considered as if the parties had not stipulated the given condition.

(3) While the condition is pending, the parties are obliged to refrain from any behavior that would impair the conditional rights of the other party. The party may not refer to the occurrence or failure of the condition if it was caused by its own fault.

#### § 70 [ *Representation* ]

(1) The practitioner of the employer's authority is entitled to make a legal declaration on behalf of the governmental administrative body.

(2) The government official can only make his legal declaration in connection with the acceptance of the appointment, the conclusion or modification of the agreement, or the termination of the legal relationship in person.

(3) The government official may also make other legal declarations through his authorized representative, the authorization for this purpose must be recorded in writing. The power of attorney is valid until revoked or, in the case of a power of attorney for a fixed period, until the expiration of the fixed period. The revocation of the power of attorney is only valid for a bona fide third party if it has been communicated to him. The right of withdrawal cannot be validly waived.

(4) Even in the absence of the authorization specified in paragraph (3) , a relative may act on behalf of the government official if the government official is prevented from making the legal declaration. In the event of a dispute, you must prove the fact of obstruction.

(5) The government administrative body shall take into account the legal declaration made by the government official in person, if the legal declarations of the government official and the representative referred to in paragraphs (3) and (4) differ.

(6) Unless the content of the representation is clearly limited, the government official may not claim that his representative acted beyond his authority.

#### § 71 [ *Formal obligation* ]

(1) The essential agreement and legal declaration concerning the government service relationship must be put in writing.

<sup>156</sup>  
(1a) Legal declarations must be judged according to their content.

(2) At the request of a government official, the government administrative body must put its declaration of rights in writing, even if it is otherwise not mandatory.

(3) If the agreement had to be put in writing, it can only be amended or terminated in writing.

(4) A legal declaration made in violation of a formal obligation - unless this law provides otherwise - is invalid. The legal consequence of invalidity cannot be applied if the legal declaration was fulfilled by the consent of the parties and this does not harm the public interest.

(5) In the case specified in this law, the government administrative body must justify its unilateral legal declaration in writing, and the government official must be informed about the method of asserting the claim and - if it is shorter than the statute of limitations - about its deadline. In case of failure to inform about the deadline, the claim cannot be enforced after six months.

(6) The government administrative body is obliged to ensure that the agreement is put in writing and to hand over a copy of it to the government official.

(7) The names of the parties must be indicated in the agreement, as well as their data relevant to the fulfillment of the agreement.

(8) With the exception of the provisions of paragraph (11) , a legal declaration shall be considered written if it is communicated in an electronic document capable of recalling the information contained in the legal declaration unchanged, identifying the person making the declaration and the time when the legal declaration was made (hereinafter: electronic document).

(9) In order to identify the person of the declarant in accordance with paragraph (8), the enhanced security or certified electronic signature of the declarant is not required.

(10) The written legal declaration is considered communicated if it is handed over to the addressee or another person entitled to receive it, or the electronic document becomes accessible to them. The communication is effective even if the recipient or another

person entitled to receive it refuses or intentionally prevents it from being received. A record must be taken of this.

(11) The appointment document part of the appointment document and its amendment, the legal declaration related to the termination and termination of the legal relationship, the notice to eliminate the conflict of interest and the payment notice must be issued electronically by the exerciser of the employer's authority, at least with an enhanced security electronic signature.

(12) The electronic document becomes accessible when the addressee or another person entitled to receive it has the opportunity to become familiar with its content.

(13) In the case of a paper-based publication, in addition to the provisions of paragraph (10) , a legal declaration delivered as a consignment sent with additional service with return receipt in accordance with the legislation on postal services,

a) if the addressee or another person entitled to receive the item refused to accept it, or the delivery to the contact address declared by the addressee failed due to the address being unidentifiable, the addressee not knowing or moving, on the day of the attempted delivery,

b) if the shipment is returned with the indication of "unclaimed" reason for undeliverability, on the fifth working day after the day of placing the notice shall be deemed delivered.

(14) In the event of a dispute, the party making the legal declaration shall bear the burden of proving that the communication was duly made.

(15) Written declarations of rights must be issued in accordance with paragraphs (8) and (11) and delivered in accordance with paragraph (10) and § 72 .

(16) The provisions of paragraph (10) shall not be applied to electronic documents containing the employer measures referred to in paragraph (11) .

## **§ 72 [ Delivery of the electronic document ]**

(1) [CIII of 2023](#) on the digital state and certain rules for the provision of digital services for the delivery of an electronic document containing an employer measure pursuant to § 71, subsection (11) . The provisions contained in § 25 and [§ 27 of the Act \(hereinafter: Dáptv.\) shall be applied with the deviations contained in subsections](#) (3) and (3a) by providing that the user is a government official, and the body providing digital services is should be understood as a government administrative body.

(2) In order to electronically sign written legal declarations and confirm the receipt of electronic documents, the government official is obliged to [Dáptv.](#) to have the electronic identification service provided compulsorily by the Government and the related storage space suitable for the recommended electronic delivery service and to communicate your electronic contact information suitable for the recommended electronic delivery service to your employer. Unless otherwise provided by law, the government official must fulfill this obligation within 15 days of his appointment.

(3) In case of delivery of an electronic document containing an employer's measure pursuant to Section 71, Paragraph (11) , [Dáptv. Contrary to § 27](#) , if the service provider confirms that it did not receive the shipment despite the recipient's two notifications, the electronic document must be considered delivered on the fifth working day following the date of the second notification in the certificate.

(3a) In contrast to paragraph (3) , the document containing the employer's measure terminating the legal relationship with immediate effect is deemed to have been delivered at the time specified in the notification certificate of sending it to the addressee's storage place according to paragraph (2) .

(4) If the electronic delivery of the electronic document (or the application of the rules of the presumption of delivery) is not possible for any reason, or if it provides for the establishment of a legal relationship, the person designated in writing by the exercise of the employer's authority or authorized to do so in the organizational and operating regulations of the electronically issued legal declaration prepares an authentic paper-based publication with endorsements within days. The clause must contain the signature of the person entitled to the clause, the date of the clause and a textual reference to the fact that the paper-based publication is the same as the underlying electronically certified document. The paper-based publication must be communicated to the government official.

## **§ 73 [ Calculation of the deadline and duration ]**

(1) The provisions of paragraphs (2)–(6) shall be applied to the calculation of the deadline , if legislation or the agreement of the parties prescribes a deadline for making a legal declaration or demonstrating other behavior.

(2) A day shall mean a calendar day, unless otherwise provided by law.

(3) The calculation of the deadline begins on the day following the measure (event) that caused the deadline to begin.

(4) The deadline established in weeks expires on the day that, by virtue of its name, corresponds to the starting day. The day of expiry of a deadline set in months or years is the day that corresponds to the starting day by number, if this day is missing in the month of expiry, it is the last day of the month.

(5) The deadline expires at the end of its last day. The deadline expires at the end of the next working day according to the general working schedule, if the last day is a weekly rest day or public holiday according to the general working schedule.

(6) In the absence of a different provision of this law, the deadline shall be considered to have been met if the legal declaration is communicated by the end of the expiry date, or other conduct is demonstrated by this date.

(7) Failure to meet the deadline can be excused if the law establishing the deadline expressly allows this.

(8) The legal declaration and other conduct must be made or certified without delay, if necessary by advancing the costs otherwise not to be borne by the obligee, if the law obliges the party to make the legal declaration or to certify other conduct

without delay.

(9) Paragraphs (4)–(8) shall not be applied to the calculation of a period defined in legislation or in the agreement of the parties, which is not considered a deadline, the calendar is the governing factor for the calculation of such a period.

#### **§ 74 [ Invalidity ]**

(1) An agreement that conflicts with legislation or good morals, as well as which was created by circumventing legislation, is null and void.

(2) A sham agreement is void, and if it conceals another agreement, it must be judged on the basis of the concealed agreement.

(3) A void agreement is invalid, unless the legislation establishing the provision attaches a different legal consequence to it. The nullity can be invoked by the interested party without a deadline, the invalidity of the agreement is recognized ex officio by the Public Service Decision Committee and the court.

(4) The agreement may be contested if the party was mistaken in a material fact or circumstance when the agreement was concluded, provided that the mistake was caused by or could have been recognized by the other party, or if the parties were under the same mistaken assumption in a material fact or circumstance when the agreement was concluded, or if the party was induced to conclude the agreement by deception or illegal threats.

(5) In the application of paragraph (4), a mistake or a wrong assumption refers to a material fact or circumstance, if the party would not have concluded the agreement with a different content if it had been aware of it.

(6) The agreement may be contested by anyone who was in error or on a false assumption when the agreement was concluded.

(7) An agreement concluded as a result of deception may be contested by anyone who is misled or misled by the other party's intentional conduct.

(8) The agreement may be contested by anyone who was persuaded by the other party to enter into the agreement by means of illegal threats.

(9) The rules contained in paragraphs (7) and (8) shall be applied if the deception or illegal threat was made by a third party and the other party knew or should have known about it.

(10) The deadline for the attack is thirty days, which starts from the recognition of the error, deception, false assumption or, in the case of an illegal threat, from the cessation of the forced situation. The statute of limitations applies to the objection deadline, meaning that the right to object cannot be exercised after six months.

(11) The statement of rights to challenge must be communicated to the other party in writing within the time limit specified in paragraph (10).

(12) An agreement successfully challenged is invalid.

(13) The party's secret reservation or hidden reason does not affect the validity of the agreement.

#### **§ 75 [ Legal consequences of invalidity ]**

(1) Rights and obligations arising from a legal relationship established on the basis of an invalid agreement shall be considered as if they existed on the basis of a valid agreement. The legal relationship created on the basis of an invalid agreement - unless this law provides otherwise - the government administrative body is obliged to terminate immediately, with immediate effect, provided that the cause of the invalidity is not removed by the parties within a short time without harming the public interest.

(2) The government administrative body is obliged to pay the government official the salary for the time that would be paid in case of dismissal, and the rules of severance pay must also be applied accordingly, if the appointment is invalid for reasons arising from the employer's side, and it is based on paragraph (1) must be eliminated.

(3) If any part of the agreement is invalid, the law shall be applied instead, unless the parties would not have agreed without the invalid part.

(4) In case of invalidity of the unilateral legal declaration, rights and obligations do not derive from this legal declaration.

(5) In case of invalidity of the legal declaration for the termination of the legal relationship - with the exception of the successful challenge of the governmental administrative body's own legal declaration - the legal consequences of the illegal termination of the legal relationship must be applied accordingly.

(6) The rules of liability for damages according to this Act shall be applied accordingly to the compensation of damages resulting from the invalidity of the agreement.

## *XII. Chapter*

### *THE HUNGARIAN FACULTY OF GOVERNMENT OFFICIALS*

#### **§ 76 [ Legal status of the Faculty of Hungarian Government Officials ]**

(1) The Hungarian Faculty of Government Servants (hereinafter: MKK) is a public administrative professional body of government officials with self-government.

(2) MKK is a legal entity.

(3) MKK operates on the basis of mandatory membership. The government official becomes a member of the MKK upon appointment.

(4) Membership does not exclude other chamber memberships.

(5) The organization of the MKK consists of representative and administrative bodies, as well as officials and administrative bodies.

<sup>163</sup>  
(6) <sup>164</sup> The main representative and decision-making body of the MKK is the National Assembly of Delegates.

(6a) The general election of the members of the main representative body of the MKK and the officials of the MKK cannot be scheduled for the year of the general election of the representatives of the Parliament.

(7) The main administrative body of the MKK is the National Board (hereinafter: Board).

(8) Members of the Board:

a) the president, the vice-presidents; <sup>165</sup> consultation rights;

b) Chairman of the Supervisory Board with

c) the president of the National Ethics Committee. <sup>166</sup>

<sup>167</sup>  
(9) The chairman exercises the MKK's representation independently, and may delegate his powers in the manner specified in the Articles of Association. The work of the president is assisted by up to five vice-presidents elected by the National Assembly of Delegates. In this position, the president is entitled to a state secretary's salary and benefits. The president is exempted from the obligation to work and be available in his government service relationship, and in view of this, he is not entitled to a salary or other benefits in this legal relationship.

<sup>168</sup>  
(10) The president directs the activities of the National Office of the MKK (hereinafter: National Office) and the Secretary General leading the National Office.

(11)

#### <sup>169</sup> § 77 [Duties and powers of the MKK]

<sup>170</sup>  
(1) The MKK carries out its tasks through its organization operating nationally and in the capital and counties (hereafter together: regional level).

(2)

(3) The MKK

a) protects the authority of the Faculty of Government Officials, the interests of its bodies and members, as well as the rights of government officials; <sup>171</sup>

b) creates the detailed rules of professional ethics, establishes the system of the ethical procedure, and conducts the ethical procedures;

c) at the request of the government official, issues an ethics certificate to the members of the MKK, with which he proves that there is no ethical procedure against the given member, and that he is not under the scope of an ethical penalty;

d) participates with the right of consultation in the creation of legislation affecting the employment of government officials and the conditions of their professional practice, related to the professional examinations prescribed for government officials, and affecting the MKK;

e) s' opinion must be sought

ea) in matters related to the government service relationship,

eb) in connection with the provisions of the central and social security budgets concerning those in government employment, and

ec) in the principle issues of management of administrative stock and personal allowances;

f) may initiate the creation or amendment of legislation affecting the living and working conditions of government officials, as well as employment conditions and the exercise of the profession;

g) exercises the right of referral in any matter concerning his duties and powers;

h) can initiate the change of the law-breaking practice related to the government service relationship with the minister responsible for justice;

i) creates its operating rules;

j) keeps a register of its members and bodies;

k) can establish and donate prizes in recognition of excellent work;

l) he can initiate the awarding of an award or other recognition - defined in a government decree - at the Government, the minister responsible for public administration quality policy and personnel policy, or the head of the competent body;

m) can organize professional conferences, scientific meetings, preparatory further training;

n) may call for tenders and evaluate them, or publish publications for the development of public administration, the unification of its practice, the introduction of exemplary working methods of public administration, and the nurturing of its traditions;

o) may provide welfare, social and other discounted services for its members;

p) participates as an observer in the examination and further training of government officials, initiates legality and other measures in justified cases;

q) delegates a member to the Public Administration Continuing Education College;

r) creates its annual budget, accepts the report on the implementation of the annual budget in accordance with the Accounting Act;

s) performs all the tasks defined for MKK by law or government decree. <sup>172</sup>

(4) The head of the governmental administrative body with competence in the capital city or county is obliged to request the opinion of the MKK operating at the territorial level on the regulations referred to the authority of the head of the governmental administrative body regarding the work, working and rest time, rewards and allowances of government officials. The MKK, which

operates at the regional level, is entitled to comment on the employer measure taken by the administrative body of the capital or county with jurisdiction concerning the group of government officials or its draft, and to initiate a consultation in this context.

(5) The governmental administrative body is not obliged to provide information or conduct consultations, if this could result in the disclosure of facts, information, solutions or data that would endanger the interests and functioning of the public service or the legitimate interests and functioning of the governmental administrative body.

(6) A member of the MKK may not disclose any fact, information, solution or data that he or she has brought to the attention of the government administrative body or its legitimate interests and operations, as well as the interests and operations of the public service, with reference to treatment as confidential or classified data. to the public and may not use it in any way in activities other than the achievement of the goals specified in this law.

(7) A member of the MKK may make public the information he has come to know in the course of his activities only without jeopardizing the legitimate interests and operation of the governmental administrative body, as well as the interests and operation of the public service, as well as without violating privacy rights.

<sup>173</sup> (8) The membership register of the MKK is managed by the National Office in the IT system operated by the NISZ National Infocommunication Service Private Limited Company.

<sup>174</sup> **77/A. §** (1) In order to ensure the continuous operation of the MKK, in order to transfer the operating support established in the Act on the Central Budget, the MKK is obliged to submit the documents necessary for the support by January 15 of each year. The chapter manager entitled to provide operational support provides the support amount to MKK by January 30 of each year.

(2) The employees of the National Office - with the exception of the secretary general - are employed by a central governmental administrative body managed by a chapter manager authorized to provide operational support to the MKK.

(3) The material conditions necessary for the operation of the MKK are provided by the chapter owner authorized to provide operational support to the MKK.

<sup>175</sup> **77/B. §** (1) The MKK may turn to the head of the state body with authority in the given matter in any matter concerning its tasks and powers, and

- a) you can request information, data, a position on professional and legal interpretation issues (hereafter together: information);
- b) can make proposals and initiate measures;
- c) he can express an opinion on the operation of the body he controls, as well as the law issued by him, the regulatory instrument of public law organizations and other decisions, and he can initiate its change or withdrawal.

(2) The requested body must respond to the request of the MKK within thirty days. If the information, as well as the response or the measure, does not fall under the jurisdiction of the requested body, it is obliged to transfer the request to the competent body within eight days, and to inform the MKK at the same time.

#### <sup>176</sup> **§ 78** *[Rules for data management related to membership]*

<sup>177</sup> (1) The government administrative body informs the appointed body of the MKK about the establishment and termination of the government service relationship in the manner specified in paragraph (6) .

(2) A member of the MKK may appeal to the designated body against registration, failure to do so, or deletion from the register. Legal remedies against registration-related decisions and omissions are provided for in the Ákr. provisions shall apply.

<sup>179</sup> (3) The MKK keeps a record of the results of the ethical procedures defined in point b) of § 77, paragraph (3) .

<sup>180</sup> (4) The designated body of the MKK manages member registration data for the purpose of performing its tasks defined in § 77, paragraph (3) of the MKK from the data scope of the public service basic register according to Annex 3, Annex 3 I/A. 1–4, 9–11, I/B. 1–2., II.1., III.1., V.7. point and exclusively with regard to the previously existing government service and public service legal relationship, as well as the rights contained in points III.6, IV.1, V.1–2, 5 and 8 of Annex 3, as well as the rights arising from the membership relationship and data generated in connection with obligations. The government administrative body transfers the data managed by the MKK to the MKK in the manner specified in paragraph (6) . The managed data must be deleted five years after the termination of membership.

<sup>181</sup> (5) By the fifth day of each month, the government administrative body shall directly provide the data defined in paragraphs (1) and (4) and the changes that have occurred in them through the IT system defined in the Act on the Government Personnel Decision Support System - in accordance with the procedure defined in the Government Decree data provision to the MKK.

(6) In the MKK member register, the managed data of the government official must be identified with the technical identifier created in the IT system according to paragraph (5) and transferred from the IT system according to paragraph (5) .

#### <sup>182</sup> **78/A. §** *[Rules for the election of MKK officials]*

(1) In the general election of MKK officials, only members listed in the voter register may exercise their right to vote. The voter register is an electronic register maintained by the MKK.

(2) The MKK produces the voter list no later than twenty days before the day of the election, and at the same time notifies the MKK member entitled to vote in the general election of the MKK officials (hereinafter: entitled to vote) about the inclusion in the list in the usual way.

(3) For three days, access to the voter register shall be granted to those entitled to vote for the purpose of checking their natural personal identification data.

(4) During the inspection according to paragraph (3), the person entitled to vote is obliged to check the personal identification data of the natural person and, in the event of a data discrepancy - immediately after detecting the discrepancy - report the data discrepancy and the data corresponding to reality to the exercise of the employer's authority, who will report the data to the Government. It is corrected in the Personnel Decision Support System and in the civil service basic register.

(5) If the person entitled to vote is not listed in the voter register, he may apply to be included in the register at the employing governmental administrative body. After establishing the applicant's right to vote, the government administrative body records the data of the person entitled to vote in the civil service basic register.

(6) The voter register is closed by the MKK on the fifteenth day before the election day.

### *XIII. Chapter*

#### *THE GOVERNMENT SERVICE LEGAL RELATIONSHIP AND ITS SUBJECTS*

##### **§ 79 [ The government service relationship ]**

The government service legal relationship is a special legal relationship established for the purpose of public service and work.

##### **§ 80 [ The Government as an employer ]**

(1) The government service relationship is established between the Government as employer and the government official as employee.

(2) The governmental service relationship is not affected by the change in the composition of the Government and the termination of the mandate of the Government.

<sup>183</sup> Under the employer body according to

(3) [§ 18, paragraph \(3\) of Act I of 2017](#) on public administrative procedure, the employer according to the law on legal activities and the law on taxation shall be understood as the government administrative body which the government official performs or has performed the duties of his position.

<sup>184</sup>

(4) The Government manages the data of the government official included in the civil service basic register in order to fulfill the employer's duties related to the government service relationship.

##### **§ 81 [ Exerciser of the employer's authority ]**

(1) The employer's rights over the government official are exercised on behalf of the Government by the head of the official organization of the government administrative body (hereinafter: exerciser of employer's authority) on behalf of the Government, unless otherwise provided by law or government decree.

<sup>185</sup>

(1a) In contrast to the provisions of paragraph (1), the employer's rights are defined in Article 33/A. in the case according to § , it is exercised by the head of the joint office organization, if the agreement establishing the joint office organization provides for it.

(2) The exercise of employer rights may delegate the exercise of employer rights - with the exceptions specified in paragraph (3) - in writing to a government official occupying the position of professional senior manager or professional manager. The delegated employer authority cannot be further delegated.

##### **(3) Non-transferable:**

<sup>186</sup>

a) definition of the tasks to be performed in a position belonging to the basic staff of the governmental administrative body in the regulations,

b) defining the professional requirements for filling a position belonging to the basic staff of the government administrative body,

<sup>187</sup>

c) the definition in the regulations of the tasks to be performed in a position belonging to the centralized position pool authorized to be filled on the basis of § 53, paragraph (4) ,

d) determination of the professional conditions for filling a position that is authorized to be filled on the basis of § 53, paragraph (4) , and belongs to the centralized job pool.

<sup>188</sup>

(3a) The practitioner of the employer's authority - based on the agreement of the government administrative body, the government official and the National University of Public Service - may also define the teaching and research activities carried out at the National University of Public Service (hereafter together: educational task) as tasks to be performed at the workplace.

<sup>189</sup>

(3b) In the agreement according to paragraph (3a), the number of hours per week of the educational task must be fixed, as well as - as defined in the Government's decree - provisions must be made about other issues related to the performance of the task.

<sup>190</sup>

(3c) The performance of the educational task does not affect the government service relationship and the exercise of the employer's rights. A government official performing educational duties is entitled to the salary and other allowances, discounts and subsidies according to his appointment. The government administrative body bears the government official's salary, other allowances, discounts and subsidies provided to him, the related public burdens and the costs arising from the performance of the educational task.

<sup>191</sup>

(3d) Carrying out the educational task is considered professional experience gained in education, research, and research organization.

(4) If the employer's authority was not exercised by the person authorized to do so, his action is invalid, unless the exerciser of the authority has approved the declaration of rights in writing within six months.

(5) Detailed rules related to the exercise and transfer of the employer's authority related to the government service relationship shall be laid down by the Government in a decree.

#### *XIV. Chapter*

##### *ESTABLISHMENT OF GOVERNMENT SERVICE LEGAL RELATIONSHIP*

###### **§ 82 [ General conditions of appointment ]**

(1) Government service relationship

a) has a criminal record,

b) able to act,

c) with at least a high school diploma or an intermediate-level professional qualification, as well as

d) fulfilling his obligation to swear an oath

can be established and maintained by a Hungarian citizen.

(2) A government service relationship cannot be established with a person who has committed a crime against the state [ [Act C of 2012 on the Criminal Code \(hereinafter: Criminal Code\) XXIV. Chapter](#) , and [Chapter IV of 1978 on the Criminal Code. Act \(hereinafter: Act IV of 1978\) Chapter X](#) ], crime against the administration of justice ( [Ctk. XXVI.](#) , or [Act IV of 1978 Chapter XV. Title VI](#) ), corruption crime ( [Ctk. XXVII. Chapter](#) ) or a crime against the purity of public life, as well as against the purity of international public life ( [Act IV of 1978, Chapter XV, Titles VII and VIII](#) ), an official crime ( [Ctk. XXVIII.](#) or [Act IV of 1978 XV Chapter IV](#) ), or a crime against public trust ( [Chapter XXXIII of the 1978 Civil Code](#), or [Chapter XVI Title III](#) ) is under the scope of criminal proceedings.

<sup>192</sup> In addition to what is specified

(3) <sup>192</sup> In addition to what is specified in paragraphs (1) and (2), a government service relationship may not be established with those who

a) homicide was in force until June 30, 2013 [ [Article IV of 1978 Act § 166 \(2\) point i](#) ], aiding and abetting suicide [ [IV of 1978 § 168 \(2\) of the Act](#) ], violation of personal freedom [ [IV of 1978 Act § 175 \(3\) point e](#) ], human trafficking [ [IV of 1978 Act 175/B. § \(2\) point a](#) ] and (5) ], change of marital status [ [IV of 1978 Act § 193 \(2\) point b](#) ], endangering a minor [ [IV of 1978 Act § 195, paragraphs \(1\)–\(3\)](#) ], forced intercourse [ [IV of 1978 Act § 197 \(2\) point a](#) ] and (3) ], violence against the public area [ [IV of 1978 Act § 198 \(2\) point a](#) ] and (3) ], defacement ( [§ 201-202/A of Act IV of 1978](#) ), abuse of prohibited pornographic recording ( [§ 204 of Act IV of 1978](#) ) , promotion of business-like lust [ [IV of 1978 Act § 205 \(3\) point a](#) ], drug abuse [ [IV of 1978 Act 282/B. Section \(1\), paragraph \(2\) points a\) and c\)](#) , [282/B. Section \(5\) and \(7\) point a](#) ] is subject to criminal proceedings,

b) prohibited recruitment [ [Ctk. Section 146 \(3\)](#) ], homicide [ [Criminal Code Section 160 \(2\) point i](#) ], complicity in suicide [ [Criminal Code Section 162 \(2\)](#) ], prohibited use of human body [ [Civil Code Section 175 \(3\) point a](#) ], drug trafficking [ [Criminal Code Section 177 \(1\) points a\) and b\)](#) ], drug possession [ [Criminal Code Section 179, paragraph \(1\) point a](#) ] and [paragraph \(2\)](#) ], inducing pathological addiction ( [Section 181 of the Civil Code](#) ), abuse of performance-enhancing substances [ [Ctk. Section 185 \(3\) and \(5\)](#) ], kidnapping [ [Criminal Code Section 190 \(2\) point a](#) ] and (3) point a) ], human trafficking and forced labor [ [Criminal Code. Section 192, paragraph \(5\) point a](#) ] and [paragraph \(6\) point a](#) ] , forced labor [ [Btk. Section 193 \(2\) point c](#) ], violation of personal freedom [ [Criminal Code Section 194 \(2\) point a](#) ] and (3) ], sexual coercion [ [Criminal Code Section 196 \(2\) point a](#) ] and (3) ], sexual violence [ [Criminal Code Section 197, subsection \(2\)](#) , [subsection \(3\), point a](#) ] and [subsection \(4\)](#) ], sexual abuse ( [Section 198 of the Criminal Code](#) ), fence [ [Ctk. Section 200 \(2\) and \(4\) point a](#) ] , promotion of prostitution [ [Criminal Code Section 201](#) ] was in force until June 30, 2020, paragraph (1) point c) , paragraph (2) and paragraph (4) point b) ], exploitation of child prostitution ( [Section 203 of the Criminal Code](#) ), child pornography ( [Ctc. 204-204 /§ A](#) ), indecency [ [Ctk. Section 205 \(2\)](#) ], endangering a minor ( [Section 208 of the Civil Code](#) ), child labor ( [Section 209 of the Civil Code](#) ), violation of family status [ [Section of the Civil Code Section 213, subsection \(2\) point b](#) ] is subject to criminal proceedings,

c) the [Civil](#) Code is subject to a ban from employment pursuant to [§ 52, paragraph \(3\), and](#)

d) is under compulsory medical treatment due to the commission of the crimes specified in points a ) and b) .

(4) <sup>193</sup> A government service relationship may not be established with a person against whom specified in paragraph (2) and points a) and b) of paragraph (3)

a) a prison sentence to be executed due to an intentional crime was imposed,

aa) in the case of a prison sentence of less than five years, for five years from the date of release,

ab) in the case of imprisonment of five years or more, for eight years from the date of release;

b) due to an intentional crime, community service or a fine was imposed, for two years from the date of the exemption;

c) due to an intentional crime, a suspended sentence of imprisonment was imposed, for three years from the date of release.

(5) In addition to the provisions of paragraphs (2) and (4), a probation officer may not be appointed,

a) who has no criminal record, but who has been found criminally responsible for committing a crime by a court in a legally binding decision,

aa) in the case of an enforceable prison sentence of five years or more imposed for an intentional crime, for twelve years from the date of discharge,

ab) in the case of an enforceable prison sentence of less than five years imposed due to an intentional crime, ten years from the date of release,

- ac) in the case of imprisonment imposed for an intentional crime, the execution of which is suspended, for eight years from the start of the exemption,
- ad) in the case of community service or a fine imposed due to an intentional crime, for five years from the start of the exemption,
- ae) in the case of a suspended fine imposed due to an intentional crime, for three years from the start of the exemption,
- af) in the case of a custodial sentence imposed due to a careless crime, which must be executed, for eight years from the date of discharge,
- ag) in the case of a suspended prison sentence due to a negligent crime, for five years from the start of the exemption,
- ah) in the case of public service work imposed due to a negligent crime, for three years from the start of the exemption,
- b) against whom the court applied compulsory medical treatment, for three years from the entry into force of the order terminating compulsory medical treatment;
- c) against whom the court applied probation, the probationary period, in the event of its extension, for three years from the end of the extended probationary period;
- d) who is under the scope of criminal proceedings, not including private prosecution or supplementary private prosecution;
- e) who is subject to a ban from occupation that excludes the continuation of activities performed on the basis of a government service relationship.

(6) According to legislation, a government service relationship subject to national security control may not be established with a person whose national security risk was determined to be a national security risk, unless the authorized person or body has approved the establishment of the government service relationship.

- (7) If the government official becomes a person subject to national security control while in government service, and
  - a) you do not contribute to the national security inspection or
  - b) during a national security inspection, a national security risk was established and the maintenance of the government service relationship was not approved by the person or body authorized to do so according to the law,
 the government service relationship must be terminated with immediate effect.

(8) In the event of termination of the government service relationship in accordance with paragraph (7), the government official is not entitled to a layoff period or severance pay. The reason for the termination and its legal consequences must be communicated to the government official.

<sup>194</sup> (9) In the case of a body where the law allows the legal performance of the official duties of the government official employed there to be verified by means of a reliability test, a government service relationship can be established by a person who acknowledges that during the existence of the government service relationship, he was aware of the legal performance of his duties and without his consent - in the cases and in the manner specified by law - the body designated for that purpose by law can verify it with a reliability test specified by law.

(10) A person entitled to the old-age pension defined in accordance with this Act may not be appointed as a government official, unless the Government consents to the employment of the government official at the request of the employer.

<sup>195</sup> (11) A member of the administrative and technical staff of a foreign mission according to the Act on foreign missions and long-term foreign service who has a secondary education is exempt from fulfilling the condition specified in paragraph ( 1) point c) .

(12) Exemption from the conditions of employment defined in this Act - with the exception defined in paragraph (11) - cannot be granted. During the entire duration of the government service relationship, the government official must comply with the employment conditions defined in this law.

<sup>196</sup> (13)

### § 83 [ The selection procedure ]

(1) On the basis of legislation or the decision of the exercise of the employer's authority, the appointment may be made by invitation or tender procedure (hereinafter together: selection procedure). In the case of a tender procedure, an appointment can only be given to a person who participated in the tender and met the tender conditions.

(2) The period of time required for the preparation and conduct of the selection procedure shall be determined taking into account the deadline set out in subsection (2) of Section 55 .

(3) The personnel center operates a recruitment database to facilitate the selection and information of potential applicants. Hungarian citizens who have no criminal record, are able to act and have at least a high school diploma or an intermediate vocational qualification can apply for admission to the recruitment database. Annex 4 defines the data that the person applying for inclusion in the recruitment database must or can optionally provide.

(4) The head of the governmental administrative body may directly access the data of persons registered in the recruitment database in a manner suitable for individual identification in order to fill the vacant position.

(5) The mandatory CV (hereinafter: CV) of applicants for inclusion in the recruitment database, participants in the selection process and government officials shall contain the mandatory data areas specified in the Government Decree, as well as the annexes to the CV, which confirm the contents of the CV, and may contain other additional information information data.

(6) The governmental administrative body may process the personal data obtained on the basis of paragraphs (4) and (5) until the date of the decision on the establishment of the government service relationship or - in the case of the establishment and existence of a government service relationship - until the termination or termination of the government service relationship.

### § 84 [ Certificate based on official certificate ]

(1) The person intending to establish a government service relationship shall, prior to the appointment, certify with an official certificate<sup>197</sup> that he has no criminal record and is not under the scope of criminal proceedings pursuant to Section 82 .

(2) Anyone who wishes to establish a government service legal relationship must, in addition to what is stated in paragraph (1) , also certify that the exclusionary conditions defined in paragraphs (3) and (4) of § 82 do not apply to him.

(3) In addition to what is stated in subsection (1), a person who intends to establish a government service relationship as a probation officer shall also certify with an official certificate that the exclusionary conditions contained in subsection (5) of Section 82 do not apply to him.

(4) At the request of the exercise of the employer's authority, the person intending to establish a government service legal relationship shall certify with an official certificate that he is not under the scope of a ban from an occupation that does not allow the establishment of a government service legal relationship.

(5) In justified cases, the exercise of the employer's authority may call on the government official in writing to certify with an official certificate within fifteen working days from the date of the call - if it is not possible within this time limit due to an extenuating reason, immediately after its termination - that

a) has a criminal record,

b) is not subject to a ban from occupation related to his position,

c) in addition to the provisions of point a ) , in the case of a probation officer, that the exclusionary conditions set out in subsection (5) of § 82 do not apply to him, and<sup>198, in addition to what is stated in point</sup>

d) a) , the exclusionary condition contained in § 82, subsections (2)–(4) does not apply to him .

(6) The governmental administrative body handles the reason for excluding employment and to be examined based on paragraphs (1)–(4) for the purpose of checking

a) a person intending to establish a government service relationship as a government official,

b) the government official

the personal data contained in the official certificate issued by the criminal registry body.<sup>199</sup>

(7) The personal data obtained on the basis of paragraphs (1)–(6) shall be retained by the governmental administrative body until the date of the decision on the establishment of the government service relationship, or - in the case of the establishment and existence of a government service relationship - in paragraph (7) of § 174 and it is managed for the period specified in subsection (4) of § 179 .

#### **§ 85 [ Establishment of the government service relationship, duration of the appointment ]**

(1) The government service relationship is established by appointment and its acceptance. A government service relationship can be established for both a fixed and an indefinite period. In the absence of a different provision, the government service relationship is established for an indefinite period and full-time. The appointment and its acceptance must be recorded in writing. The invalidity of the appointment due to the failure to write it down can only be invoked by the government official within thirty days of starting work.

(2) The duration of a fixed-term government service relationship must be determined by calendar or other suitable means, i.e. in connection with the performance of specific work, the performance of a task or the occurrence of an event. The date of termination of the government service relationship - with the exception of the termination of long-term foreign service - cannot depend solely on the will of the government administrative body or the government official, if the parties did not determine the duration of the government service relationship on a calendar basis. In the latter case, the employer informs the government official about the expected duration of the government service relationship.

#### **§ 86 [ The appointment document ]**

(1) The appointment document

a) from the document establishing the government service relationship and

b) consists of a position document defining the content elements of the government service relationship.

(2) The appointment document must contain

a) the date of commencement of the government service relationship,<sup>200</sup>

b) the duration of the government service legal relationship - in the case of a government service legal relationship established for a fixed period, determined taking into account § 85, paragraph (2) of the legal relationship,

c) the starting and ending day of the government official's probationary period, with the exceptions set out in paragraph (7) ,<sup>201</sup>

d) the name of the government administrative body and organizational unit employing the government official, in the case of those employed in the Prime Minister's Government Office, the name of the government administrative body, as well as the designation of the Prime Minister's Government Office, and the name of the organizational unit of the Prime Minister's Government Office,

e) the government official's place of work,

f) the government official's working hours,<sup>202</sup>

g) the classification and identifier of the position of the government official, in case of a change of position, the identifier of both the previous and the new position,

h) the salary of the government official, as well as

i) defining the tasks to be performed at the position.

(3) The task to be performed at the position can be determined by referring to the regulations of the governmental administrative body.

(4) The appointment document may also provide for other issues affecting the government service relationship.

(5) The appointment document is issued by the employer.

(6) If the invalidity of the appointment is established before starting work, the government official cannot be employed until the cause of the invalidity is eliminated. If the cause of the invalidity comes to the attention of the exercise of the employer's authority after the work has begun, the government official must be prohibited from working until the invalidity is rectified.

(7) In the appointment document - paragraph (10) , § 59 , § 88 § (4) e, 89/A. § , with the exception of § 104, paragraph (9) e and § 105, paragraph (2) e - a trial period of at least three, but not more than six months must be stipulated when establishing a government service relationship.

(7a) If 89/A. According to § , it takes place during the government official's probationary period, or the government official enters into a new government service relationship within 30 days after the termination or termination of the previous government service relationship during the probationary period, a probationary period corresponding to the remaining part of the probationary period may be stipulated in the new appointment or appointment document.

(7b) In case of extension of the fixed-term government service relationship, no new probationary period can be imposed in the case of employment in the same or similar duties.

(8) The probationary period cannot be extended.

(9) During the trial period, either party may terminate the government service relationship with immediate effect without giving reasons.

(10) In the case of an appointment of less than three months, the parties may agree on the stipulation of a probationary period, with the probationary period being at most half of the duration of the fixed-term appointment.

(11) In the case of a government service relationship established for a maximum of twelve months not covered by paragraph (10) , the longest duration of the probationary period shall be determined proportionally, taking into account the provisions of paragraph (7) . In doing so, § 129, paragraph (19) shall be applied.

#### § 87 [ The oath ]

(1) At the time of appointment, the government official must take an oath to strictly comply with his duties.

(2) The oath must be taken verbally in front of the exercise of the employer's authority or the manager appointed by him - no later than 30 days from the date of signing the appointment. The government official signs an oath document about taking the oath.

(3) The text of the oath is as follows:

"I, ....., pledge on my honor and conscience that I will be loyal to Hungary and its [Basic Law](#) ; I will keep your laws and keep them with others; I exercise my office for the benefit of the Hungarian nation."

(According to the oath taker's belief:)

"God help me!"

(4)

#### § 88 [ The scholarship ]

(1) The Government may establish a scholarship to support professional practice in public administration.

(2) The person awarded the scholarship (hereinafter: scholarship recipient) has a legal relationship with the government administrative body as a scholarship holder.

(3) The scholarship holder's legal relationship counts

- for the period of time required for service recognition,
- the practical time required for the public administration examination,
- in public administration practice.

(4) After the successful fulfillment of the conditions specified in the contract establishing the legal relationship with the scholarship holder, the government administrative body that establishes a government service relationship for the first time within one year after the termination of the legal relationship with the scholarship holder may not impose a probationary period.

(5) For the legal relationship with the scholarship holder

a) § 64 , 66–68 of this law shall be applied accordingly . § , 70–75. Section 86(2)(a) , ( f ) and (g) , Section 90(1)(b) , Section 91(1)(b) , (c) , (e)–j) and subsections (2)–(5) , § 93 subsections (1) and (2) , § 94 , § 98 , § 115 , § 118 subsection (3) § 119, subsections (1) , (3) and (5) , subsection (6) point a) and subsection (11) , § 120 , § 121 (1) , (4 ) ) and (6) , § 127 , § 128 § (1) and (6)–(8) , § 129 (1) , (10)–(12) , (16)– Paragraphs (17) and (21)–(22) , the rules relating to the registration of normal working hours from Section 133, Paragraph (1) point a) and Paragraph (1) point c), Section 135 Paragraph (3) a) and point d) , §§ 136 and 137 , § 139 , § 155 , § 156/A. § 157 /A. § 164 , paragraphs (1)–(11) and (20)–(28) , § 165 , § 167–169 through §

b) where this law

ba) mentions salary, that scholarship;

bb) mentions an appointment or an appointment document, the contract establishing the scholarship holder's legal relationship;

bc) mentions a government service relationship, there a scholarship relationship;

- bd) mentions a government official, there a scholarship recipient;<sup>212</sup>
  - be) mentions governmental administrative bodies, the receiving institution, the ministry disbursing the scholarship for the purposes of § 137 and § 139 ;
  - bf) mentions work, work, duties, that professional practice;
  - bg) mentions freedom, absence from it
- must be understood.

#### **§ 89 [ Modification of the appointment ]**

- (1) The employer may amend the appointment with a unilateral legal declaration.
- (2) With the exception specified in paragraph (1) , the rules applicable to the appointment must be applied to the modification of the appointment .
- (3) A government official may request his dismissal in writing within four working days from the notification of the change in his appointment, if
  - a) the amount of his salary does not reach 80% of his previous salary after the amendment of the appointment,
  - b) his working hours change,
  - c) the place of work changes outside the boundaries of the settlement,
  - d) obliges him to perform tasks that do not correspond to his education, professional qualification or qualification, professional experience,
  - e) the exerciser of the employer's authority transfers the government official employed in the professional management position to an administrative position,
  - f) <sup>213</sup> the exerciser of the employer's authority wishes to continue employment in a position subject to placement restrictions,
  - g) <sup>213</sup> the appointment is changed due to a change of position according to Section 55 (4a) or (4b) .
- (4) If the government official does not request his release based on paragraph (3) , the change in appointment is deemed to have been accepted by the government official.
- (5) In response to the request contained in subsection (3), the government official must be exempted - starting from the date of making the declaration - on the basis of point g) of § 107 subsection (2) , when determining the amount of the allowance for the exemption period, the severance pay and other benefits, the his salary before the change of appointment must be taken as a basis.<sup>214</sup>
- (6)

#### **89/A. § <sup>215</sup> [Requested command]**

- (1) At the government official's request, another government administrative body may be appointed unilaterally and definitively in the procedure according to this § as the government administrative body employing the government official, instead of what is stated in the appointment document of the government official when the application is submitted (hereinafter: requested command).
- (2) The government official can apply to the head of the official organization of the government administrative body that employs him (for the purposes of this section, hereinafter referred to as the "transferring body"), and the government official employed at the government office can apply to the headmaster once a year for a transfer to another government administrative body (for the purposes of this section, hereinafter: the receiving body) command (for the purposes of this section, hereinafter: application). In the application, the receiving body must be indicated, as well as the planned start date of work at the receiving body, which cannot be earlier than the 31st day from the date of submission of the application.
- (3) The head of the official organization of the transferring body - not including the ministry - forwards the request - with his opinion - within 5 working days from the receipt of the request to the administrative secretary of the ministry headed by the minister managing or supervising the transferring body.
- (4) If the transferring body is a ministry, the application according to paragraph (2) must be submitted to the ministry's secretary of state for administration.
- (5) The Secretary of State for Public Administration pursuant to paragraphs (3) and (4) shall decide on the requested command or rejection of the request within 10 working days from the date of receipt of the request.
- (6) The Secretary of State for Public Administration in accordance with paragraphs (3) and (4) shall immediately inform the head of the administrative organization of the receiving body of his decision in accordance with paragraph (5) . The State Secretary for Public Administration pursuant to paragraph (3) shall immediately inform the head of the administrative organization of the transferring body of his decision pursuant to paragraph (5) .
- (7) If the Secretary of State for Public Administration pursuant to paragraphs (3) or (4) has ordered the requested command of the government official, the receiving body shall issue the government official with the new appointment document within 5 working days.
- (8) If the receiving body is not under the leadership, management or supervision of the same minister as the transferring body, and the head of the official organization of the receiving body does not agree with the requested command, this fact - instead of applying the provisions of paragraph (7) - reports the receiving body to the State Secretary for Public Administration of the ministry headed by the leading, controlling or supervising minister within 5 working days.
- (9) If no agreement is reached between the administrative secretaries of the ministry headed, controlling or supervising minister of the transferring body and the receiving body within 5 working days after the notification in accordance with paragraph (8) on the subject of the requested command, the administrative state secretary who ordered the requested command 3 informs the State

Secretary for Public Administration of the Prime Minister's Government Office in writing within one working day, who decides on the requested command.

(10) If the State Secretary for Public Administration of the Prime Minister's Government Office agrees with the command in his decision according to paragraph (9) , the receiving body shall issue the new appointment document to the government official within 5 working days. If the State Secretary for Public Administration of the Prime Minister's Government Office does not agree with the command, the government official will continue to be employed by the transferring body.

(11) If the transferring body is a government agency and the receiving body is a central government administrative body according to Section 2 (2) points c)–e) , for the purposes of this section, in relation to the transferring government agency, the head of the official organization must be the head of the government office to understand.

(12) If the receiving body is a government agency and the transferring body is a central government administrative body according to Section 2 (2) points c)–e) , for the purposes of this section, in relation to the receiving government office, the head of the official organization must be the head of the government office to understand.

(13) If both the transferring and receiving body is a government agency, in contrast to paragraphs (3)–(12), the chief executive of the transferring government office shall, with his opinion, submit the request according to paragraph (2) of the government official employed at the government office within 5 working days from the receipt of the request forwards it to the head of the host government office. If the chief in charge of the receiving government office agrees with the requested command, he will immediately inform the chief in charge of the transferring government office and arrange for the issuance of the new appointment document within 5 working days. If the head of the receiving government office does not agree with the requested command, he or she immediately informs the head of the transferring government office of this fact, and within 5 working days reports it to the administrative secretary of the ministry headed by the minister appointed to manage the government office by government decree. If no agreement is reached between the heads of the transferring and the receiving government office within 5 working days after the notification, the administrative state secretary of the ministry headed by the minister appointed to manage the government office by government decree will decide on the subject of command. If the administrative secretary of the ministry headed by the minister appointed by government decree to manage the government office agrees with the requested command in his decision, the head of the receiving government office shall ensure that the government official is issued with a new appointment document within 5 working days. If the administrative secretary of the ministry headed by the minister appointed by government decree to manage the government office does not agree with the requested command, the government official will continue to be employed by the transferring government office.

(14) For one year from the date of the requested appointment, no higher salary than the government official was entitled to at the transferring body on the day before the appointment may be established.

(15) Paragraph (14) does not apply in the event that during the requested command

- a) a government official who was previously employed in an administrative position is assigned to a managerial position,
- b) the government official employed in a managerial position is transferred to a managerial position of a higher classification category,
- c) the government official is transferred from the scope of one salary scale according to Annex 1 to the scope of the other salary scale, or
- d) the government official falls under or is excluded from the scope of the Act on Foreign Missions and Permanent Foreign Service.

(16) The Secretary of State for Public Administration pursuant to paragraphs (3) and (4) and the Secretary of State for Public Administration of the Prime Minister's Government Office may delegate the exercise of their powers pursuant to this §.

(17) The State Secretary for Public Administration of a ministry headed by a minister appointed by a government decree to manage the government office may delegate the exercise of his powers according to paragraph (13) .

#### **Section 90** [ *Amendment of the appointment of a pregnant government official* ]

(1) From the time the pregnancy is established, until the child is one year old, the government official may be given tasks appropriate to his condition from a health point of view, and the working conditions and working hours must be modified accordingly if, based on a medical opinion, he is unable to perform the tasks assigned to his position.

(2) The government official's salary in the case according to paragraph (1) cannot be less than his previous salary.

(3) The government official referred to in paragraph (1) shall be exempted from the obligation to work if, taking into account the provisions of paragraph (2), employment in accordance with his health condition is not possible at the government administrative body. The government official is entitled to his salary during the period of exemption from work, unless he does not accept the offered position without good reason.

216

#### **90/A. §** [ *Legal succession occurring in the person of a government administrative body* ]

(1) If there is a change in the person of the governmental administrative body due to legal succession, the rights and obligations arising from the legal relationships existing at the time of legal succession in the relevant positions are transferred from the transferring governmental administrative body to the receiving governmental administrative body at the time of legal succession.

(2) Before the transfer, the transferring governmental administrative body is obliged to inform the receiving governmental administrative body about the rights and obligations arising from the legal relationships affected by the transfer. Failure to provide information to the receiving governmental administrative body does not affect the enforcement of claims arising from these legal relationships.

(3) In the case of legal succession according to paragraph (1), the new appointment certificate of the government official occupying the position shall be issued by the receiving government administrative body within sixty days of the transfer.

(4) The provisions of subsections (1)–(3) shall be applied in the case of redeployment of positions pursuant to subsection (4) of § 55 and exchange of positions pursuant to subsections (4a) and (4b) of § 55 .

**90/B. §** *[Procedural rules related to succession of duties and succession in the person of a government administrative body]*

(1) In the case of legal succession according to Section 20, Subsection (5) (hereinafter referred to as "task-right succession"), it is not necessary to issue a new appointment document or to amend the employment contract in the case of the employee whose employment relationship is covered by task-right succession (hereinafter for the purposes of this section: affected employee), if within 60 days of the date of the succession of duties and rights, the ministry headed by the minister taking over the duties and powers, or in the case of Section 20 (2) point b) of Section 20 (2) 90 /A . Legal succession takes place according to §

(2) In the case according to paragraph (1), the receiving ministry shall refer to the succession of tasks and rights in the 90/A. becoming known according to § 90/A. Within 15 working days after the succession according to §, it informs the affected employees electronically - in a circular letter.

(3) Subsection (1) does not affect the succession of rights that occurred at the time of the succession of tasks and rights with regard to the employer's rights over the employee concerned. The ministry headed by the minister transferring the duties and powers, or in the case of Article 20 (2) point b) the designated ministry in accordance with Article 20 (2) point b) (hereafter together in the application of this section: transferring ministry) provides assistance in the exercise of employer's rights upon request of the receiving ministry, and provides the receiving ministry with the data necessary for the exercise of the employer's right.

(4) In the case according to paragraph (1), the receiving ministry is the legal successor of the 90/A. In accordance with Section (3), the new appointment document is issued and the employment contract is amended.

(5) In the case according to paragraph (1) - in the absence of a different provision by the Government - the person concerned is employed under Article 90/A. until the date of the legal succession according to § , he performs the task transferred to the receiving ministry at the place of employment of the transferring ministry.

(6) In the case referred to in paragraph (1), the personal data of the concerned employee after the succession of duties shall be transferred to the 90/A. It is managed by the transferring ministry until the date of legal succession according to § 90/A. After the legal succession according to § , it is handed over to the legal successor of the receiving ministry.

(7) If, within 60 days after the date of the succession of tasks, the employee's legal relationship is not fulfilled according to Article 90/A. legal succession according to § , but a new legal succession according to § 20, paragraph (5) e occurs, the provisions of paragraphs (1)–(6) shall be applied with the exception that 90/A. legal succession according to § shall be understood as a new legal succession according to § 20, subsection (5) .

## *XV. Chapter*

### *CONTENTS OF THE GOVERNMENT SERVICE LEGAL RELATIONSHIP*

**§ 91.** *[ Obligations of the employing governmental administrative body ]*

(1) The governmental administrative body is obliged

a) organize the swearing-in of government officials;  
b) to employ the government official in the given position based on the provisions of his appointment and the laws, as well as the civil service regulations;

c) provide the government official with healthy and safe working conditions, as well as the conditions necessary for working;

d) to record in writing the requirements (graduation, professional qualifications, professional qualification, experience, abilities) necessary for the performance of the government official's duties;

e) to organize the performance of tasks in such a way that the government official can exercise his rights and fulfill his obligations arising from the government service relationship;

f) to provide the information and guidelines necessary to perform the tasks;

g) to provide justified and necessary training and further training related to the duties of the government official prescribed or authorized by the exerciser of the employer's authority;

h) to pay the salary and other emoluments of the government official;

i) reimburse the government official for the costs reasonably incurred in fulfilling the obligations arising from the government service relationship, and

j) to ensure the possibility for the government official to exercise his rights related to his interest representation activities.

(2) A government official may only be employed for work that, in view of his physical constitution or development, cannot have adverse consequences for him.

(3) During the employment of a government official with a disability or a change in working capacity, the government administrative body must ensure the conditions of reasonable adaptation.

(4) The governmental administrative body ensures free of charge the aptitude test of the government official before starting work and during the existence of the government service relationship, with regard to the scope of duties defined in the ministerial decree issued on the basis of the authorization of the Act on Labor Protection.

(5) The head of the official organization of the governmental administrative body is obliged to issue public service regulations in the matters defined in this Act, as well as in matters falling under the general employer's regulatory powers - as defined in the Government's decree.

#### § 92 [ *Professional ethical requirements* ]

The professional ethical principles for government officials are, in particular, commitment, prioritizing national interests, justice, fairness, dignity, decency, freedom from prejudice, and a sense of responsibility.

#### § 93 [ *Obligations of the government official* ]

- (1) The government official is obliged
- a) to appear at the prescribed place and time in a condition capable of working;
  - b) during working hours - for the purpose of work, in a condition capable of working - to be available to the government administrative body and to perform work according to the employer's instructions;
  - c) perform his work personally;
  - d) execute the instructions of his superior based on the provisions of this law;
  - e) perform his duties in the interest of the public, with the expertise and care expected of him, in accordance with the laws and management decisions;
  - f) in general, to behave in such a way as not to endanger the health and physical integrity of others, not to interfere with their work, not to cause material damage or incorrect judgement;
  - g) to keep the classified data, and in addition, he may not provide information to unauthorized persons and bodies about a fact that he came to know in the course of his activities and the release of which would have adverse or beneficial consequences for the state, a government administrative body, an employee or the citizen.
- (2) The government official is exempted from the obligation to be available and to perform work
- a) for the duration of his inability to earn,
  - b) for the duration of treatment in a medical institution related to the human reproduction procedure in accordance with the law,
  - c) for the duration of your mandatory medical examination,
  - d) for at least four hours required for donating blood,
  - e) the nursing mother twice a day during the first six months of breastfeeding, twice a day for two hours in the case of twins, once a day until the end of the ninth month, for two hours a day in the case of twins,
  - f) for two working days upon the death of a relative,
  - g) for the time required to participate in the training,
  - h) for the duration of the volunteer or facility fire service,<sup>221</sup>
  - i) during the conduct of a court, authority, public service arbitration or ethics procedure for the period necessary for personal participation in the procedure or in the meeting of the MKK National Delegate Assembly and other representative and administrative bodies,
  - j) for the period of absence justified due to personal, family or unavoidable reasons deserving of special consideration,
  - k) for the period specified in this Act, in the legislation issued for the implementation of this Act, and in the civil service regulations,
  - l) on the basis of the permission of the practitioner of the employer's authority, and
  - m) for the duration of the actual voluntary reserve military service,<sup>222</sup>
  - n) during the period of preparation for adoption in accordance with the law - for the purpose of meeting the adoptable child in person - for a maximum of ten working days per year.<sup>223</sup>
  - o) for a maximum of five working days per year for the purpose of providing personal care to a relative in need of care due to serious health reasons or to a person living in the same household as a government official.<sup>224</sup>
- (3) In the case according to paragraph (2) point n), the government official must be exempted from the obligation to be available and work at the time of his request - on the basis of a certificate issued by the organization facilitating adoption, within ninety days of its issuance. The government official informs the exercise of the employer's authority of the use at least five working days in advance.<sup>225</sup>
- (4) In the case according to point o) of paragraph (2), the government official must be exempted from the obligation to be available or to work in two installments at the time corresponding to his request - after presenting a certificate on the justification of the care. The justification for the care is certified by the treating physician of the person in need of care.

#### § 94 [ *Refusal to execute the instruction* ]

- (1) The government official is obliged to refuse to carry out the instructions of his superior, if by doing so
- a) would commit a crime or violation of regulations, or
  - b) would directly and seriously endanger the life, physical integrity, health, or environment of another person.
- (2) The government official may refuse to execute the instruction if its execution
- a) would directly and seriously endanger his life, health or physical integrity, or
  - b) it would conflict with legislation or a normative instruction issued by a government administrative body.
- (3) The government official is obliged to draw the attention of the person giving the instruction, and may also request that the instruction be written down, if the instruction

- a) its implementation would conflict with legislation or a normative instruction issued by a government administrative body,
  - b) its performance may cause damage and the government official may face the consequences, or
  - c) infringes the legitimate interests of those concerned.
- (4) The person giving the instruction may not refuse to put the instruction in writing. The government official cannot be disadvantaged because of his request for recording.
- (5) If the person giving the instruction is not the direct superior of the government official, then the written record must be requested through the direct superior.
- (6) If a government official disagrees with the decision or instruction of his superior, he is entitled to put his dissenting opinion in writing. Because of this, you cannot get a disadvantage.
- (7) The legal refusal of an instruction does not exempt the government official from continuing to be available for the purpose of work and to comply with the legal instructions.
- (8) If the government official does not perform work as a result of a lawful refusal to comply with the instruction, he is entitled to a salary for the lost time.
- (9) A government official may deviate from his superior's instructions if this is absolutely necessary to protect the government administrative body from damage and there is no way to notify the government administrative body. The governmental administrative body must be informed immediately of deviations from the instructions.

#### **§ 95 [ Prohibition of joint application and conflict of interest for government officials ]**

(1) A government service relationship cannot be established if the government official has a management (supervision), control or settlement relationship with his relative.

<sup>226</sup> (2) The minister responsible for foreign policy with regard to the foreign service network and the long-term foreign service, and the minister responsible for the coordination of European Union affairs with regard to the EU ÁC - unless otherwise provided by law - <sup>227</sup> may grant an exemption from the prohibition contained in paragraph (1) in particularly justified cases .

<sup>228</sup> (3) A government official cannot be a local government representative at the local government that operates in the area of competence of the government administrative body that employs him.

<sup>229</sup> (4) The central government administrative body cannot be a government official

- a) the chairman or deputy chairman of a local ethnic self-government,
- b) the president or deputy president of a national ethnic self-government, and
- c) a representative of a nationality self-government.

<sup>230</sup> (4a) The government official of the regional body of the central government administrative body and the government official of the regional government administrative body cannot

- a) the president or deputy president of a national ethnic self-government, and
- b) a representative of a national nationality self-government,

if the duties of the government official include matters concerning the municipality of the given nationality.

<sup>231</sup> (4b) The government official of the regional body of the central government administrative body and the government official of the regional government administrative body cannot

- a) the chairman or deputy chairman of local ethnic self-government, and
- b) a representative of a local ethnic municipality,

if the government official's job duties include matters concerning the given nationality self-government and the competence of the government administrative body extends to the local nationality self-government.

(5) The government official's legal relationship for further work, including other gainful employment, as well as activities carried out for remuneration - scientific, educational, artistic, proofreading, editorial, intellectual activity subject to legal protection, foster parent employment legal relationship, state project evaluator legal relationship and a legal relationship for the performance of tasks related to the Hungarian presidency of the Council of the European Union for the second half of 2024 (hereafter together: activities that can be exercised) and, with the exception of voluntary activities in the public interest, may only be established with the prior permission of the employer.

(6) Prior to its establishment, the government official is obliged to notify the exerciser of the employer's authority in writing of the legal relationship for the performance of the exerciseable activity, as well as the legal relationship for the performance of the voluntary activity in the public interest.

(7) Contrary to the provisions of paragraph (6), a government official may only establish a legal relationship for the performance of practicable activities and voluntary activities of public interest based on the prior permission of the employer, if the duration of the work is partly the same as the government official's scheduled working hours.

(8) In case of failure to request prior permission according to paragraphs (5) and (7) and failure to report according to paragraph (6), the government official's legal relationship in government service may be terminated by dismissal.

(9) The practitioner of the employer's authority shall inform the body designated for government personnel administration within 30 days of the notification, in the case of a request for prior permission, of the decision being made - as specified in the Government's decree.

(10) The government official

a) may not hold office in a party, may not undertake public participation on behalf of or in the interest of a party - with the exception of participating as a candidate in parliamentary, European parliamentary or local government elections;

232  
b) may not be a senior official or supervisory board member of a business company, unless the business company is majority-owned by a local government, public body, or an organization founded by the state or established by the state independently, or with another organization founded by the state, an organization established by the state or is directly or indirectly owned by a (public) foundation jointly established with an organization outside the state economy, or is permanently owned by the state, or is delegated by the state or an economic company majority-owned by the state based on an agreement or shareholding, furthermore, if the degree of direct or indirect state influence in the company - [CXX of 2001](#) on the capital market . calculated based on the provisions of [the law - at least fifty percent](#).

(11) There is no conflict of interest arising from the exercise of such state influence in a business company or other organization as a result of senior officials, supervisory committee or audit committee membership, the basis of which is a state measure taken to strengthen the stability of the public finances or the financial intermediary system, in particular with regard to the increase of state capital and the provision of loans , surety or guarantee.

233  
(11a) Membership in the board of trustees and supervisory board of a public-interest asset management foundation performing a public task, as well as the position of asset auditor in a public-interest asset management foundation performing a public task, do not create a conflict of interest by the fact that the person concerned may not participate in decision-making or carry out activities that the public-interest asset management foundation [IX of 2021](#) on public interest trust foundations . [Section 15 \(3\) of the Act](#) prohibits this.

(12) International administrative expert activity does not create a conflict of interest if the agreement between the government official and the organization coordinating the tasks related to the export and development of digital solutions is approved in advance by the exercise of the employer's authority and the duration of the activity does not exceed six months per relevant year .

(13) The government official is obliged to notify in writing immediately if a conflict of interest as defined by law arises against him, or if he finds himself in a conflict of interest situation during the existence of his government service relationship. If the exercise of the employer's authority becomes aware of a reason for a conflict of interest, he is obliged to immediately call upon the government official in writing to eliminate the conflict of interest within thirty days, indicating the legal consequences (written call to eliminate the conflict of interest). If the government official does not eliminate the conflict of interest within thirty days from the delivery of the notice, his government service relationship will be terminated.

(14) If the conflict of interest according to paragraph (1) arises during the existence of the government service relationship, then, in the absence of agreement between the parties involved, the exercise of the employer's authority shall decide which government official's government service relationship will be terminated.

#### § 96 [ Performance evaluation ]

(1) The work performance of a government official may be evaluated in writing by the practitioner of the employer's authority (performance evaluation). The performance evaluation can be carried out as necessary, based on the discretion of the employer.

(2) In the case of a government official's request, his work performance must be evaluated once in the current year.

(3) Based on the performance evaluation, the government official

a) his/her salary can be reduced by a maximum of 20% or increased by a maximum of 30% within the limit of the amount belonging to the given classification category,

b) performance recognition can be paid.

(4) The detailed rules for the performance evaluation of government officials are defined in the Government Decree.

(5) The government official may initiate a civil service legal dispute to annul the performance evaluation.

#### § 97 [ The training ]

234  
(1) The government official is obliged and entitled to participate in training, further training, retraining or public administration management training (hereinafter collectively referred to as: training) prescribed by the Government, the minister who leads, directs or supervises the government administrative body, or the exerciser of the employer's authority.

(2) The training is provided by the National Public Service University, unless otherwise provided by law.

(3) The government administrative body is obliged to reimburse the salary of the government official for work time lost due to the completion of the required training and related reporting or examination obligations.

(4) The government official is obliged to reimburse the costs of the training to the government administrative body if he misses the training for reasons attributable to him or fails to fulfill the prescribed requirements.

(5) If the government official misses the training for a reason that can be blamed on the exercise of the employer's authority, or does not complete it, then the government administrative body is obliged to reimburse the government official for the costs of the training.

(6) The detailed rules of compulsory training shall be established by the Government in a decree.

#### 235 97/A. § [ Administrative examination ]

(1) Within two years from the date of appointment, a probation officer or government official who works as a probation officer, legal aid and victim support service, or a body designated as a compensation authority shall take an administration exam that also assesses knowledge of the administration of justice. Legislation may grant partial or full exemption from this exam to government officials with specified educational qualifications.

(2) In exceptionally justified cases, the practitioner of the employer's authority may grant a postponement of the condition for obtaining the administration exam - for a maximum of 3 years.

#### **§ 98 [ *The statute of limitations* ]**

- (1) The claim related to the government service relationship expires within three years.
- (2) Claims for compensation for damage caused by a crime shall be time-barred in five years, if the statute of limitations for criminal liability is longer than this, in a corresponding period.
- (3) Claims for damages due to personal injury caused by a crime shall expire in five years, if the statute of limitations for criminal liability is longer than this, in a corresponding period.
- (4) In the absence of a different provision of this law, the compensation is due immediately upon the occurrence of the damage.
- (5) In the absence of a different provision of this law, the compensation for damages is due immediately upon the occurrence of the personal injury.
- (6) The statute of limitations of the claim begins when it becomes due. The statute of limitations of the claim must be taken into account *ex officio*.
- (7) The statute of limitations for a government official's claim to redemption of leave begins on the day the government service relationship is terminated.
- (8) A time-barred claim cannot be enforced in court. Performance after the statute of limitations cannot be claimed back on the grounds of statute of limitations.
- (9) If the right holder is unable to assert his claim for a justifiable reason, he may do so within six months from the end of the obstacle, even if the limitation period has already passed or less than six months remain.
- (10) A written request to enforce the claim, the enforcement of the claim before the court, the initiation of the use of a mediator or conciliator according to law, the modification of the claim by agreement, the conclusion of a settlement, and the recognition of the obligee interrupt the statute of limitations. After the interruption of the statute of limitations or the final termination of the procedure that caused the interruption of the statute of limitations, the statute of limitations begins again. If an enforceable decision was made during the procedure interrupting the statute of limitations, the statute of limitations is interrupted only by enforcement actions.

### *XVI. Chapter*

#### *EMPLOYMENT OTHER THAN APPOINTMENT*

#### **§ 99<sup>236</sup> [ *Common rules for assignment and domestic posting* ]**

- (1) A government official may be temporarily employed in a way other than the appointment by secondment in the interest of the government, foreign service secondment, domestic and foreign secondment, and secondment between government offices. In the written employer's measure on temporary employment other than appointment, provisions must be made in the Government's decree.
- (2) Employment other than appointment may not result in disproportionate harm to the government official, especially in view of his age, health or other circumstances. Employment other than the appointment can be ordered if the performance of the task belonging to the other position corresponds to the government official's education, professional qualification or professional qualification.
- (3) The government official must be informed in writing at least ten working days in advance of the order of employment other than the appointment, as well as its expected duration.
- (4) You cannot be assigned or required to work in another location without your consent as part of a secondment
  - a) from the time the government official's pregnancy is established until the child is three years old,
  - b) a government official raising a minor child alone,
  - c) a government official caring for a close relative in need of long-term care,
  - d) the government official whose health impairment of at least 50% has been determined by a rehabilitation expert body.
- (5) If any of the reasons specified in paragraph (4) occur during the period of non-appointment employment, the non-appointment employment shall be terminated immediately at the request of the government official.

#### **§ 100 [ *Assignment in the interest of the government* ]**

- (1) Based on the decision of the Prime Minister, the minister or ministers appointed by him, or the State Secretary for Public Administration of the Prime Minister's Government Office - after seeking the opinion of the head of the relevant governmental administrative body - the government official of the governmental administrative body may be assigned to another governmental administrative body for a fixed period of time in the interest of the government.
- (2) The duration of the secondment in the interest of the government may not exceed one year. The secondment for the same task can be extended once, for a maximum of one year. After the end of the secondment, the government administrative body to which he was appointed is obliged to keep the government official employed in his original position.
- (3) For the duration of the secondment in the interest of the government, the government official is entitled to the salary included in the appointment from the body where the secondment took place; during the secondment period, the salary may only be changed in favor of the government official.

#### **§ 101 [ *The domestic assignment* ]**

- (1) With the exception specified in paragraph (2), the practitioner of the employer's authority may oblige the government official to work outside the settlement of the usual place of work. The condition for this is that the government official performs the work

on the basis of the guidance and instructions of the exerciser of the employer's authority, even during the period of the secondment.

(2) A government official raising a child under the age of 14 may not be required to go on a domestic assignment outside the administrative boundaries of the settlement where he resides.

(3) It is not considered a domestic secondment if the government official performs his work - due to the nature of the work - outside the headquarters of the government administrative body, as well as if he does it in a settlement that belongs to the organizational functioning of the government administrative body.

(4) The duration of the domestic assignment may not exceed sixty working days per occasion and one hundred and ten working days per calendar year.

(5) The rules for covering the additional expenses and daily allowance of government officials on domestic assignment shall be established by the Government in a decree.

(6) The rules of temporary postings abroad, which do not exceed three months, other than those of this section, shall be established in the Government Decree.

237

**§ 102.** <sup>238</sup> [ *Permanent foreign service assignment* ]

(1) For the purpose of carrying out a sectoral professional task or support for this task, the government official shall go to the ministry headed by the minister responsible for foreign policy or the minister responsible for the coordination of European Union affairs, as well as to the military representation of the Permanent Mission of Hungary to NATO and the Permanent Mission of Hungary to the OSCE (hereinafter referred to as: outsourcing agency) can be assigned for a fixed period of time necessary for the performance of tasks based on the decision of the government administrative agency - in consultation with the outsourcing agency (hereinafter: foreign service assignment).

(2) For the duration of the foreign service assignment, the government official will be included in the staff of the seconding body, his appointment document must be amended, and after the completion of the assignment period, he will be returned to the staff of the government administrative body.

(3) Foreign service assignment does not affect the government service relationship. During the duration of the foreign service secondment, the government official's salary and other benefits, the related public burdens and the costs arising from the foreign service secondment are borne by the government administration body to which the government official was seconded.

(4) A government official appointed as a government official to the ministry headed by the minister responsible for the coordination of European Union affairs for the purpose of posting to the EU ÁK as a diplomat or specialist diplomat for long-term foreign service, or a government official assigned to this body to perform a sectoral professional task for a specified period of time in the framework of a foreign service assignment, and to the EU ÁK the minister responsible for the coordination of European Union affairs exercises the employer's rights over the additional government official to be seconded.

(5) In matters not regulated in paragraphs (1)–(4), in relation to foreign service assignment, [LXXIII of 2016 on foreign missions and permanent foreign service. the rules of the law](#) must be applied.

**§ 103** [ *Expert participation in development programs financed by the European Union or international organizations, national experts employed in European Union institutions and international organizations* ]

(1) The government administrative body and the government official may agree that the government official performs expert activities at the institutions of the European Union or within the framework of development programs financed by international organizations, or national expert activities at the institutions of the European Union or other international organizations for a fixed period of time. An agreement concluded between a government official and the body responsible for the implementation of development programs or an institution of the European Union or another international organization regarding the exercise of expert activity does not create any additional legal relationship under this law.

(2) Employment as an expert or as a national expert is provided for in an agreement between the body referred to in paragraph (1) and the sending governmental administrative body. The government official's government service relationship with the sending state administrative body continuously exists during the period of employment as a national expert.

(3) The appointment of the government official for the duration of the performance of the activities contained in paragraphs (1) and (2) must be modified by mutual agreement. After the specified period of time, the government official must be reinstated to the position he held before the expert activity.

(4) During the performance of the activities specified in subsections (1) and (2), the government official's legal relationship in government service cannot be terminated by exemption, with the exception of subsection (2) of § 107 .

(5) Paragraph (3) shall not apply to a government official who participates in the program according to paragraph (1) as an expert responsible for the implementation of certain partial tasks, and who may be in the beneficiary country during the implementation period .

(6) A government official is not entitled to leave according to § 128 during the period of activity according to subsection (1) , if the body according to subsection (1) grants him leave during the period of employment.

*XVII. Chapter*

*TERMINATION AND TERMINATION OF THE GOVERNMENT SERVICE LEGAL RELATIONSHIP*

**§ 104** [ *Termination of the government service relationship* ]

(1) The government service relationship is terminated:

- a) at the end of the fixed period included in the appointment;
- b) upon the death of the government official;
- c) upon reaching the age of 70;
- d) by the termination of the governmental administrative body without legal successor;
- e) by electing or appointing a government official as a senior political leader or political leader;
- f) if the government official does not eliminate the conflict of interest within thirty days from the delivery of the notice;
- g) if the government official establishes a legal relationship with a state or intergovernmental international organization or the bodies of the European Union;
- h) if the government official has reached the old-age pension age based on the social security rules and has obtained the length of service necessary for the full old-age pension, with the exception of Act [LXXXIV of 2003 on certain issues of the performance of health care activities. a government official who is considered a healthcare worker according to law](#), and in view of the particularly important interest of the government administration body, if the Government has authorized it and the legal relationship is maintained by the government administration body;

i) upon change of legal relationship in the case according to paragraph (3) of § 114 ;

j) if, based on the Government's decision, the position from the centralized position pool is returned to the centralized position pool,

l) if the Government places the job in the centralized job pool based on § 55, paragraph (2) ,

m) if the Government terminates the position that is part of the basic staff or if the 52/A. is terminated based on §

(2) The prime minister may grant an exemption from the age limit specified in point c) of paragraph (1) if the appointment as a government official is necessary for the assignment of head of foreign mission related to long-term foreign service.

(3) If the government service relationship is terminated based on the provisions of point d) of paragraph (1) , the government official must be paid an amount corresponding to the amount corresponding to the salary for the period of exemption in the event of dismissal.

In order to check the condition according to point h) of paragraph (1) , the government official may request that the government administrative body contact the pension insurance administration body for the purpose of checking the government official's service time one year before reaching the applicable old-age pension age. The government official can also prove to the government administrative body the existence of the length of service necessary for the full old-age pension with the decision of the pension insurance administrative body taken earlier. The governmental administrative body may process the personal data obtained in this way for the period specified in this law for the purpose of verifying the fulfillment of the condition specified in point h) of paragraph (1) .

(5) If the governmental administrative body agrees with the maintenance of the legal relationship of the government official, it shall seek the opinion of the Government.

(6) According to the provisions of point h) of paragraph (1), the governmental administrative body may maintain the legal relationship if the Government agrees. The opinion of the Government binds the governmental administrative body in making its decision.

(7) If the government administrative body does not maintain the government official's legal relationship, the government official's government service legal relationship is terminated on the last day of the month in which the decision is received or - if it falls on a later date - the last day of the month in which the government official reaches the applicable retirement age has reached retirement age and has completed the length of service required for the full old-age pension.

(8) If the Government servant

- a) at a state or intergovernmental international organization, or
- b) at the bodies of the European Union

establishes a legal relationship, his government service legal relationship is terminated on the day before the start of the legal relationship according to points a) or b) .

(9) If the government official establishes a new government service legal relationship as the first legal relationship within 30 days after the termination of his government service legal relationship, his government service legal relationship shall be considered continuous.

(10) If the person establishing a government service legal relationship, prior to the establishment of the government service legal relationship, [CXCIX of 2011 on civil service officials. Act CVII of 2019](#) on bodies with special legal status and the legal status of those employed by them in a government service or public service legal relationship pursuant to [the Act \(hereinafter: Kttv.\). Act \(hereinafter referred to as: Act\)](#), was in a public service legal relationship, civil servant, tax and customs service, professional service, military service, national defense employee or law enforcement administrative service legal relationship, and within 30 days after the termination of this legal relationship, establishes a government service legal relationship as the first legal relationship, its legal relationship shall be considered continuous for the purposes of this Act.

## **§ 105. [ Termination of the government service relationship ]**

(1) The government service relationship may be terminated:

- a) by mutual agreement of the parties,

- b) by resignation,
- c) with exemption,
- d) loss of office with disciplinary punishment,
- e) with immediate effect during the trial period.

(2) If the government official establishes a new government service legal relationship as the first legal relationship within 30 days after the termination of his government service legal relationship, his government service legal relationship shall be considered continuous.

<sup>250</sup> (3) If the person establishing a government service legal relationship is in a government service or public service legal relationship according to the Act on Civil Service Officials prior to the establishment of the government service legal relationship, [Küt.](#) was in a public service legal relationship, civil servant, tax and customs authority service, professional service, military service, national defense employee or law enforcement administrative service legal relationship, and within 30 days after the termination of this legal relationship, he establishes a government service legal relationship as the first legal relationship, his legal relationship shall be considered continuous.

#### **§ 106 [ Resignation of a government official ]**

- (1) A government official may resign from the government service relationship at any time.
- (2) The resignation period of a government official is two months.
- (3) In the case of a fixed-term government service relationship, the resignation period may not extend beyond the period specified in the appointment.

#### **§ 107 [ Exemption of the government official ]**

- (1) The government service relationship may be terminated with exemption if
  - a) based on the Government's decision, staff reductions must be implemented;
  - b) <sup>251</sup> the task performed by the government administrative body in the position of the government official has ceased;
  - c) <sup>251</sup> ceases due to the tasks to be performed in the position held by the government official or the reorganization of the position held by the government official
  - d) the government administrative body employs another government official in the position of the government official in order to ensure the tasks more efficiently;
  - e) <sup>252</sup> the government official is considered retired;
  - f) <sup>253</sup> the government official intentionally misrepresented or omitted material information or facts in the declaration of conflict of interest or in the declaration of interest, as well as in the declaration regarding his personal relationships,
  - g) the government official fails to request prior permission in accordance with Section 95 (5) and (7) or submit a notification in accordance with Section 95 (6) ,
  - h) <sup>254</sup>
- (1a) <sup>254</sup> In the case according to point f) of paragraph (1).
  - a) the falsity or omission of essential data or facts is reported by the Integrity Authority pursuant to Art. 29/B. during the inspection pursuant to § (9c) ,
  - b) the existence of intent by the employer establishes.

- (2) The government service relationship must be terminated by dismissal if
  - a) the government official is unworthy of exercising his profession;
  - b) the work of the government official is not appropriate;
  - c) a reason for excluding employment comes to the attention of the governmental administrative body;
  - d) the government official is unfit to perform his duties due to health reasons;
  - e) [Act LXXXI of 1997](#) on social security retirement benefits . the condition contained [in § 18, paragraph \(2a\) of the Act](#) is applied for by the government official fulfilling the exemption period;
  - f) in the case according to § 82, paragraph (7) ;
  - g) it is requested by the government official on the basis of § 89, paragraph (3) or § 166, paragraph (5) .

(3) The governmental administrative body is obliged to justify the exemption. The reason for the exemption must be clearly stated in the justification and the government administrative body must prove that the reason for the exemption is real and reasonable.

(4) The government administrative body is not obliged to justify the termination of the indefinite-term legal relationship by way of exemption, if the government official is classified as a pensioner.

<sup>255</sup> (5) The government official shall be exempted from the title of inappropriate performance contained in paragraph (2) b) if the government official achieves a below-average or unacceptable performance level as a result of the performance evaluation.

(6) Pursuant to point c) of paragraph (2), the governmental administrative body terminates the government service relationship - with the exception of paragraph (7) - with immediate effect if it becomes aware of a reason for excluding employment.

(7) Pursuant to point c) of subsection (2), the government administrative body terminates the government service relationship with immediate effect based on subsection (1) of Section 75 and applies the legal consequences of the invalidity,

a) if the government official does not comply with his obligation set forth in § 84, paragraph (5) even after repeated legal notices and does not prove that the failure to fulfill the obligation occurred for an excusable reason, or

b) if the government official is unable to prove compliance with the requirements excluding employment and to be examined based on § 84 paragraphs (1)–(4) with the official certificate issued by the criminal registration body, or the reason for excluding employment is otherwise known to the employer gets

(8) In the event of the termination of the government service relationship for the reason specified in paragraph (6) , the government official is not entitled to a layoff period or severance pay. The reason for the termination and its legal consequences must be communicated to the government official.

(9) In case of unfitness due to health reasons specified in point d) of paragraph (2) , the government official may be excused if

a) there is no task suitable for your state of health at the workplace,

b) there is no vacant position corresponding to his education, training, professional qualification and state of health, or he does not contribute to his employment in another position.

(10) LXXXI of 1997 on social security retirement benefits . The eligibility period required to establish the condition contained in § 18, paragraph (2a) of the Act must be verified by the decision of the pension insurance administrative body.

(11)

### **§ 108 [ Ensuring more efficient performance of duties ]**

(1) If there is a change in the tasks specified for the position held by the government official, the government official's education, professional qualification, professional qualification, and professional experience are not adequate for the efficient performance of the job, the government administrative body may fill the position with another government official. The change may be a reason arising in the sphere of interest of the governmental administrative body. A cause arising within the sphere of interest of the governmental administrative body is considered especially if it is related to a legislative change in the performance of the tasks of the governmental administrative body.

(2) The government administrative body is obliged to offer the opportunity for the government official to obtain the education, professional qualification, and professional qualification necessary for the performance of the tasks within a reasonable time limit provided by the educational institution.

(3) The legal relationship of a government official may be terminated for the reason set out in § 107, subsection (1), point d) only in the event that there is no vacant position at the employing governmental administrative body that matches the government official's education, professional qualification, professional qualification, or professional experience, or the government official will not accept the position offered in this way.

(4) The government administrative body must inform the government official in writing about the existence of the offered position, its absence, and the consequences of not accepting the position.

(5) The justification for the exemption must include that

a) what is the reason according to paragraph (1) arising in the sphere of interest of the governmental administrative body , and

b) what is the additional requirement that is necessary to fill the position, but the government official does not have it.

(6) Exemption based on point d) of § 107, paragraph (1) cannot be applied if

a) the government official undertakes to obtain the given educational qualification, professional qualification or professional qualification within the deadline provided by the educational institution, or

b) the government official accepts a vacant position corresponding to the government official's education, professional qualification, professional qualification, and professional experience.

### **§ 109 [ Unworthiness ]**

(1) The reason for the lack of merit can only be a demonstrable and provable fact in the government official's behavior or work.

(2) It is deemed unworthy if the government official

a) exhibits behavior outside of his workplace that is capable of seriously damaging the good reputation of the government administration body that employs him or trust in good public administration, or

b) he does not perform his duties with the professional dedication expected of the fund  
and for this reason it is not expected that their legal relationship will be maintained.

(3) The right of exemption on the grounds of lack of merit is granted by the governmental administrative body

a) within thirty days of becoming aware of the underlying reason, but no later than one year after its occurrence;

b) in the case of committing a crime, until the statute of limitations expires  
can practice.

(4) Before making a decision regarding the determination of lack of merit, the government official must be given the opportunity to learn about the circumstances on which the decision is based and to present his defense and evidence within fifteen days of being informed of it, unless, based on the circumstances of the case, the government official cannot be expected from an administrative body.

### **§ 110 [ The obligation to provide information ]**

(1) At the latest when announcing the exemption, the government administrative body shall inform the state employment agency and the body designated for government personnel administration in writing about the personal data, education, professional qualification, qualification and salary of the government officials affected by the exemption.

- (2) The obligation to provide information contained in subsection (1) is conditional on the exemption being made for the reason specified in § 107 subsection (1) points a)–c) and the number of government officials affected by the exemption within thirty days
- a) in case of employment of less than twenty government officials, at least five people;
  - b) in the case of employment of twenty or more but less than one hundred government officials, at least ten;
  - c) in the case of employment of one hundred or more but less than three hundred government officials, at least 10% of the government officials;
  - d) in case of employment of three hundred or more government officials, at least thirty people.
- (3) During the application of paragraph (2) , the number of persons in government service and employment shall be calculated.

#### **§ 111 [ The exemption period ]**

- (1) The exemption period is two months.
- (2) The exemption period begins on the day specified in the exemption document. The exemption period may start on the day following the notification of the exemption at the earliest.
- (3) In the case of termination of a fixed-term government service relationship, the exemption period may not extend beyond the time when the government service relationship would have been terminated even without exemption pursuant to the appointment.
- (4) The government official must be exempted from the obligation to work for at least half of the period of exemption, and is entitled to a salary for this period. The conflict of interest rules cannot be applied to a government official exempted from the obligation to work. The government official must be exempted from working in accordance with his request - in at most two installments.
- <sup>258</sup> (4a) The government official is entitled to a salary for the entire period of exemption if he is exempted from the obligation to work due to unpaid leave.
- (5) The government official is entitled to the salary for the period of exemption from the obligation to work in equal monthly installments.
- (6) The paid allowance cannot be reclaimed if the government official has been permanently exempted from work and the circumstances preventing the payment of the allowance occurred after the government official was exempted from work.
- (7) If the government official establishes a full-time or part-time employment relationship with any budgetary body or with any economic organization under at least the majority influence of a budgetary body during the period of exemption from the obligation to work,
- a) he is obliged to notify his employer of this fact in writing immediately,
  - b) <sup>259</sup> he is not entitled to a salary for the time remaining from the exemption period.
- (8) The government official is not entitled to a period of exemption on the grounds of lack of merit according to Article 107, paragraph (2) point a) and grounds for excluding employment according to Article 107, paragraph (6) e, as well as Article 107, paragraph (1) in the case of an exemption based on point f) .

#### **§ 112 [ Severance pay ]**

- <sup>260</sup> (1) Government officials - with the exception of paragraph (10) - are entitled to severance pay
- a) in case of exemption,
  - b) in case of termination of the governmental administrative body without legal successor,
  - c) in the event of the termination of the legal relationship pursuant to § 104, paragraph (1), point k) , if the position from the centralized job pool is returned to the centralized job pool earlier than the deadline specified in the permit pursuant to § 53, paragraph (4), based on the Government's decision , or the Government allowed the filling of the position belonging to the centralized position pool for an indefinite period,
  - d) in the event of the termination of the legal relationship on the basis of points l) and m) of § 104, subsection (1) .
- (2) The amount of the severance pay, if the government official's time in government service is at least
- a) three years: one month,
  - b) five years: two months,
  - c) eight years: three months,
  - d) ten years: four months,
  - e) thirteen years: five months,
  - f) sixteen years: six months,
  - g) twenty years: eight months,
- applicable at the beginning of the exemption period or at the termination of the governmental administrative body without legal successor - <sup>261</sup> an amount corresponding to his salary.
- (3) The level of severance pay is increased by the amount of four months' salary, if the government official's legal relationship with the government service is terminated within five years prior to the acquisition of the right to the old-age pension. A government official is not entitled to an increased amount of severance pay if he has previously received an increased amount of severance pay under one of the legal titles. The amount of the paid severance pay must be indicated on the employment certificate.
- (4) When determining the amount of severance pay, only the time spent in the government service relationship may be taken into account.
- (5) In the event of the termination of a government service relationship established for a fixed period by dismissal in accordance with § 85, paragraph (2), the period between the appointment and the dismissal shall be taken into account when determining the

amount of the severance pay.

(6) From the point of view of the application of paragraphs (3) and (4), it is considered time spent in a government service relationship

- a) at the legal predecessor employer - including, in the event of a change of legal relationship, at the transferring employer - ,<sup>262</sup>
  - b) in government service, state service, civil service, civil servant, health service legal relationship, tax and customs authority service legal relationship, professional service legal relationship, contractual or professional military service relationship, national defense employee legal relationship, or employment relationship at the budgetary body,
  - c) in case of requalification in the professional service or military service relationship,<sup>263</sup>
  - d) of the [Civil Code](#), in an employment relationship with the relevant body
- also time spent. Points b ) and d) apply with the exception that the government official is not entitled to severance pay for the period of time on the basis of which he received severance pay upon termination or termination of his previous legal relationship.<sup>264</sup>

(7)

(8) The government official is entitled to half of the amount of the severance pay if he was relieved of his duties because he did not consent to his employment in another position pursuant to § 107, subsection (9), point b) , unless he refused his consent with a valid reason, such as especially if

- a) the amount of the salary offered is less than 80% of your previous salary,
- b) they offer fixed-term employment instead of the previous indefinite-term employment,
- c) the travel time between the new place of employment and the place of residence - by means of public transport - exceeds three hours per day, or two hours in the case of a government official raising a child under 10 years of age.

(9) Severance pay must be paid on the last day of the exemption period.

(10) Government officials are not entitled to severance pay if

- a) is considered a pensioner at the latest on the date of termination of the government service relationship;
- b) lack of merit according to point a) of § 107 , paragraph (2) , inappropriate work according to point b) of § 107, paragraph (2) , under the legal title of reason excluding employment according to § 107, paragraph (6) or § 166 (5) , the government official was dismissed at his request.<sup>265</sup>

c) government officials were dismissed on the basis of point f) of § 107, subsection (1) .

(11) If the government official establishes a full-time or part-time employment relationship with any budgetary body or with any economic organization under at least the majority influence of a budgetary body during the period of exemption from the obligation to work, he is not entitled to severance pay, however, in the calculation of the period on which the severance payment is based in his new legal relationship, the period terminated by the exemption based on the legal relationship, the period entitled to severance pay must be taken into account.

<sup>266</sup> If, within 180 days after the termination or termination of the government service relationship, the government official enters into a legal relationship to hold a senior official position or work in an economic company under the direct or indirect majority influence of the state, or

(12) [CXCIX of 2011](#) on public service officials . [law](#) or establishes a legal relationship aimed at working at the body covered by this law (hereafter together in the application of this section: new legal relationship),

a) if he is entitled to severance pay, he is entitled to the proportional amount of severance pay determined in accordance with paragraphs (2)–(8) corresponding to the period between the termination of the government service relationship and the establishment of the new legal relationship,

b) within 30 days from the establishment of the new legal relationship, he must repay the amount of the severance pay paid to him in excess of the part of the period according to point a) to the government administrative body that previously employed him,

c) in the calculation of the period on which the severance payment is based in the new legal relationship, the period entitling to severance pay based on the previous legal relationship shall be taken into account to the extent that the severance payment amount for the period according to point a) is reduced by the appropriate amount of time spent in the legal relationship according to paragraph (2) .<sup>267</sup>

(13) Contrary to the provisions of point b) of paragraph (12) , the severance pay does not have to be repaid if there is no remuneration within the framework of the new legal relationship. If the government official has already paid back the severance pay, the government administrative body that previously employed him is obliged to pay it again to the person concerned within 30 days after the notification according to point c) of paragraph (14) , if the conditions are met.<sup>268</sup>

(14) The government official is obliged to inform immediately

- a) the government administrative body that previously employed him on the establishment of the new legal relationship,
- b) the new employing body that it falls within the scope of paragraph (12) ,
- c) the government administrative body that previously employed him on the fulfillment of the condition according to paragraph (13) .

### § 113 [ Protection of exemption ]

(1) The governmental administrative body may not terminate the legal relationship with an exemption

- a) pregnancy,
- b) maternity leave,
- c) unpaid leave taken for the purpose of taking care of the child, or - even without taking unpaid leave - the period up to the child's age of three,

- d) inability to earn due to caring for a sick child,
  - e) actual voluntary reserve military service,
  - f) six months from the start of the woman's legal treatment related to the human reproduction procedure, but no longer than six months, and
  - g) <sup>269</sup>unpaid leave received for the purpose of caring for a relative at home,
  - h) <sup>270</sup>unpaid leave taken for the purpose of taking care of the grandchild
  - i) § 93, paragraph (2) point o) and 157/A. Exemption according to § 156/A. leave according to §
- during its duration.

(2) From the point of view of the application of the protection according to paragraph (1) , the date of notification of the exemption is decisive.

(3) The government official may only refer to the circumstance specified in points a) and f) of paragraph (1) if he has informed the government administrative body about it. In the event of notification by a government official following the notification of the exemption, the governmental administrative body may revoke the exemption in writing until the termination of the government service relationship, but no later than 15 days after the notification.

(4) The protection according to paragraph (1) c) without taking unpaid leave is the right of the parent who last took unpaid leave.

(5) In the case of incapacity for work due to illness, the exemption period begins at the earliest on the day following the expiration of the incapacity for work, but no later than one year after the end of the sick leave.

(6) The protection specified in subsection (5) does not apply to the termination of the government official's legal relationship by dismissal, if the government official is considered retired.

(7) The protection specified in subsections (1) and (5) does not apply to the termination of the government official's legal relationship by exemption, if the exemption is requested by the government official in accordance with the provisions of Section 107, subsection (2), points e) or g) .

(8) <sup>271</sup>The government official is not entitled to exemption protection on the grounds of lack of merit according to § 107, paragraph (2) point a) and the reason for excluding employment according to § 107, paragraph (6) e, as well as § 107, paragraph (1) in case of exemption based on point f) .

#### **§ 114 <sup>272</sup>[ Change of legal relationship ]**

(1) If, as a result of a provision of legislation, the whole or a part of a government administrative body (its organizational unit, a defined group of its material and non-material resources or tasks and powers) is transferred from the scope of this law to a body under the scope of the law on the legal status of public employees , the government official employed within the framework of the relevant organization or activities of the government administrative body - with the exception of paragraphs (3), (4) and (9) - is transformed into a civil servant legal relationship at the time of the change of legal status and the position held by him is included in the centralized position list costs

(2) The receiving employer shall inform the affected parties of the transformation of the legal relationship within thirty days of the transformation.

(3) Contrary to the provisions of paragraph (1) , the legal relationship of the government official will not be transformed if the receiving employer cannot establish a public employee legal relationship with the government official affected by the transfer based on the provisions of the Act on the Legal Status of Public Employees, in this case the government service legal relationship is, by virtue of the law, the transfer ceases at the time. The termination of the legal relationship must be notified in writing to the government official on the date of handover. In the event of the termination of the legal relationship, the government official must be paid the severance pay determined by applying § 112 .

(4) The provisions of paragraph (3) shall be applied accordingly if there is a conflict of interest against the government official affected by the transfer based on the regulations on public employees, unless the cause of the conflict of interest can be eliminated, and to this end the government official takes action within 30 days of the transformation, and proves it.

(5) Within forty-five days following the transformation of the legal relationship into a civil servant legal relationship, the government official must be classified according to the rules applicable to the civil servant legal relationship, and his salary must be determined.

(6) In the absence of a different legal provision, a government service relationship of indefinite duration shall be transformed into a civil servant relationship of indefinite duration. In case of full-time employment, the legal relationship is transformed into a full-time civil servant legal relationship.

(7) In the case of a transformed legal relationship, the government official's time recognized as a government service legal relationship at the governmental administrative body affected by the transformation under the scope of this Act shall be considered as if he had spent it at the receiving body.

(8) Following the transformation of the legal relationship of a manager in a government service relationship, the level and title of the managerial position must be established, taking into account the rule on the legal relationship of public employees.

(9) If, at the time of the transformation of the legal relationship, a civil service legal dispute regarding disciplinary action is ongoing, during the assessment of the claim

a) the rules of disciplinary dismissal must be properly applied if the legal relationship of the government official becomes a civil servant,

b) the rules of extraordinary termination must be properly applied if the legal relationship of the government official is an employment relationship,

c) the rules of disciplinary punishment for loss of office must be applied accordingly, if the legal relationship of the government official becomes a civil service legal relationship transforms.

273

(10) The provisions of § shall be applied accordingly if the government official's legal relationship is transformed into a civil service, tax and customs authority service, professional service or military service legal relationship, a national defense employee legal relationship, a law enforcement administrative service legal relationship or an employment relationship.

**§ 115** <sup>274</sup> [ *Procedure in case of termination of the legal relationship* ]

(1) When a government official terminates his/her legal relationship, he/she must hand over his/her documents related to his/her duties and account with the government administrative body. The government administrative body must provide the necessary conditions for the transfer and acceptance and settlement electronically.

<sup>275</sup> (2) Upon the termination or termination of the legal relationship, the government official's salary and other allowances must be paid - with the exception of holiday redemption - on the last day of work, but within fifteen days at the latest, and the employment certificate must be issued electronically.

<sup>276</sup> (3) In connection with the establishment and termination of the government service relationship, the employer may use the services provided by the Public Service Personnel Service Framework of the personnel center and provide its employees with the conditions specified in the law.

**§ 116** [ *Legal consequences of unlawful termination of the legal relationship* ]

(1) If the Public Service Decision Committee or the court determines that the government administrative body unlawfully terminated the government service relationship of the government official, the government official may request his continued employment in his original position if

a) the termination conflicts with the prohibition of the abuse of the right or exemption protection, or the governmental administrative body violates the provisions on exemption restrictions,

b) the governmental administrative body shall include the government service relationship of the elected trade union official or the labor protection representative (members of the labor protection committee) in § 172, paragraph (10) , or in [Article XCIII of 1993](#) on labor protection . canceled in a manner contrary [to Article 76 \(3\) of the Act](#),

c) in the case of a disciplinary penalty of loss of office, the disciplinary liability does not exist or the penalty is not proportionate to the gravity of the disciplinary offense committed,

d) the termination of the legal relationship conflicted with the requirement of equal treatment, or

e) the government official has successfully challenged the termination of the legal relationship by mutual agreement or his own legal declaration to that effect.

(2) At the request of the governmental administrative body, the Public Service Decision Committee or the court shall waive the further employment of the government official in the original position, provided that the government administrative body cannot expect the further employment of the government official.

<sup>277</sup> (3) In the case included in paragraph (1), the government official's missed salary (other emoluments) must be reimbursed, as well as damages incurred in connection with the illegal termination of the legal relationship. There is no need to reimburse the salary (other compensation) or the part of the damage that was reimbursed elsewhere or could have been reimbursed with due care. A lack of due care should be considered in particular if the government official does not cooperate with the state employment agency in order to establish a legal relationship aimed at working, or if he rejects a suitable workplace offered by this agency - in view of the conditions laid down in the legislation on the promotion of employment - and does not look for it himself actively work. The Public Service Decision Committee or the court determines the consequences of the failure to exercise due diligence in relation to compensation for lost salary, other allowances, and damage to government officials based on consideration of all the circumstances of the case.

(4) If, in the event of the illegal termination of the government service relationship in accordance with paragraph (1), the government official does not request his continued employment in the original position or the Public Service Decision Committee or the court ignores it, the government service relationship shall not be terminated until the final decision of the decision establishing the illegality or the ceases on the day the court judgment becomes final. Then, in addition to the provisions of paragraph (3), the Public Service Decision Committee or the court obliges the government administrative body to pay flat-rate compensation corresponding to at least two and no more than twelve months' salary of the government official, taking into account all the circumstances of the case, especially the gravity of the violation and its consequences.

(5) If the government service relationship was not unlawfully terminated in accordance with paragraph (1) , the government service relationship shall be terminated at the time specified in the legal declaration on termination, but for the government official - the weight of all the circumstances of the case, especially the violation and its consequences based on his discretion - flat-rate compensation corresponding to at least two and at most twenty-four months' salary must be paid.

(6) When judging the amount of compensation, the Public Service Decision Committee or the court shall take into account the extent to which the government official fulfilled his obligation (reduction of damages) contained in paragraph (3) .

(7) If the government official terminates his/her government service relationship not in accordance with the provisions of this law, he/she is obliged to pay the government administrative body the amount corresponding to his/her salary for the period of resignation.

(8) If the government official unlawfully terminates his fixed-term government service relationship, the provisions of paragraph (7) shall be applied accordingly. However, if the remaining period of the fixed period is shorter than two months, the government administrative body may only demand the payment of the allowance for the remaining period.

(9) The governmental administrative body is also entitled to claim damages exceeding the amount specified in paragraphs (7) and (8). Together, these may not exceed the amount of the government official's twelve-month salary.

(10) The rules regarding the compensation of damage caused by the government official shall govern the enforcement of the claims of the governmental administrative body arising on the basis of paragraphs (7)–(9).

#### **§ 117 [ Location restriction and re-application restriction ]**

(1) The Government shall determine the sectors and the positions within the sectors in which the government official may not establish a legal relationship to work at the economic company whose main activity is the sector activity after the termination or termination<sup>278</sup> of the government service relationship (hereinafter: employment restriction).

(2) The duration of the restriction according to paragraph (1) is the time corresponding to the time spent in the position subject to the restriction, but no more than two years.

(3) Information acquired during the government service relationship may not be used for business purposes beyond the time limit specified in paragraph (2).

(4) Contracts concluded in violation of paragraphs (1)–(3) of the [Civil Code](#), or the nullity provisions [of Act I of 2012 on the Labor Code \(hereinafter: Act\)](#) shall be applied.

(5) The location restriction can be taken into account when determining the salary.

(6) If the government official's government service relationship is terminated in accordance with the provisions of Section 107, subsection (2), point a), he may not establish a government service relationship for three years from the termination of the legal relationship.

(7) If the government service relationship has been unlawfully terminated, the government official shall be entitled to the same<sup>279</sup> amount of compensation as a government official employed in a similar position.<sup>280</sup>

(8) If the government official's legal relationship in the government service is defined in § 105 (1) point b), § 107 (1) points a), b) and d) and § 107 (2) g) is terminated in accordance with the provisions of point 1, he may establish a new government service legal relationship for three years from the termination of the legal relationship only with the permission of the Government.

### *XVIII Chapter*

#### *WORKING TIME, REST TIME, FREEDOM*

#### **§ 118 [ Working hours, work schedule, working time frame ]**

(1) The practitioner of the employer's authority shall develop the working order and the rules for the work schedule in accordance with the nature of the tasks performed by the government administrative body and the position established for the performance of the task, as well as the quantity and deadlines of the tasks (work schedule).

(2) The working time is forty hours per week, the daily working time is eight hours (general full daily working time), within the framework of which the employer can determine the starting and ending time of the work (general work schedule).<sup>281</sup>

(3) The appointment may establish a shorter weekly working time than the working time specified in paragraph (2), with the provision that in this case the otherwise due salary must be reduced proportionally (part-time).

(4) The practitioner of the employer's authority may also define working hours in a working time frame.

(5) The working time to be completed in the working time frame must be determined based on the duration of the working time frame, the daily working time and the general work schedule. In doing so, the non-working day falling on a working day according to the general working schedule must be ignored.

(6) When determining the working time according to paragraph (3), the duration of the absence must be ignored or the days falling on it must be taken into account according to the daily working time applicable to the government official.

(7) The duration of the working time frame is a maximum of four months or sixteen weeks.

(8) Depending on the nature of the work, the practitioner of the employer's authority may determine the duration of the time that must be spent at the workplace out of the full working time, as well as certain specific rules for working during this period.

#### **§ 119 [ Certain rules of the working time schedule ]**

(1) The rules of the working time schedule (work schedule) - taking into account the general regulations related to the organization of the work schedule - are established by the employer.

(2) In cases of employment other than appointment, the government official is governed by the work order according to the place of work.

(3) The exerciser of the employer's authority allocates the working time taking into account the requirement of healthy and safe working, as well as the nature of the work.

(4) The exercise of the employer's authority may determine the government official's working hours differently from the general work schedule.

(5) The daily working time of a government official according to his schedule cannot be less than four hours, excluding part-time work.

(6) According to the position of the government official  
a) daily working hours are no more than twelve hours,  
b) weekly working hours are no more than forty-eight hours  
it can be.

(7) Working hours may not exceed  
a) in the case according to point a) of paragraph (6), the working time frame, failing this, eight hours a day on average per week, and  
b) in the case according to point b) of paragraph (6), the working time frame, in the absence of this, the monthly average of forty hours per week.

(8) The duration of the specified extraordinary working hours must also be included in the government official's working hours according to his schedule.

(9) The government official's daily working time according to his schedule shall include the entire duration of duty and standby, if the duration of the work cannot be measured.

(10) In the case of unequal working time schedules, the duration of the weekly working hours according to the schedule shall be taken into account as an average.

(11) Based on the agreement of the parties, the exerciser of the employer's authority may divide the daily working time into two parts (split daily working time), between which a rest period of at least two hours must be provided.

#### **§ 120 [ Provisions regarding public holidays ]**

(1) Holidays: January 1, March 15, Good Friday, Easter Monday, May 1, Whit Monday, August 20, October 23, November 1 and December 25–26.

(2) Normal working hours for public holidays  
a) at a government administrative body that is still operating due to its purpose,  
b) within the framework of the seasonal activity,  
c) for the provision of a service that satisfies a social public need or for the provision of services abroad - due to the nature of the service - in the case of work required on this day,  
d) during work abroad  
can be allocated to an employed government official.

(3) The governmental administrative body is considered to be operating for its purpose even on a non-working day if, in order to use the activity

a) on the basis of a demand arising from a locally developed or generally accepted social custom directly related to the holiday, or  
b) it takes place in order to prevent or eliminate an accident, natural disaster, serious damage, as well as a threat to health or the environment, as well as for the protection of property.

(4) The scheduling rules for public holidays must be applied properly if the public holiday falls on a Sunday, as well as for Easter and Whit Sunday.

(5) The decree issued annually by the minister responsible for employment policy, regulating the change in the working hours of employees employed in the general work schedule due to public holidays, shall also apply to government officials.

#### **§ 121 [ The break between work and the rest period ]**

(1) If the daily working time exceeds six hours, the government official must be provided with a break of at least twenty minutes per day beyond the working hours - by interrupting the work - and after every additional three hours of work.

(2) The government official must use the inter-work break in such a way that he/she can be available to his/her supervisor, even by interrupting the inter-work break as necessary. A break between work interrupted due to the order of the manager is considered working time, for which a break equal to the time of the interruption must be provided immediately after the termination of the circumstance that caused the interruption.

(3) When applying paragraph (1), the duration of the time spent on extraordinary work must be included in the daily working hours according to the schedule.

(4) Government officials must be provided with a rest period of at least eleven hours (daily rest period) between the end of their daily work and the start of the next day's work.

(5) A government official is not entitled to a rest period after being on standby if he has not performed any work.

(6) Government officials are entitled to two consecutive rest days per week, one of which must fall on a Sunday (weekly rest day).

#### **§ 122 [ Extraordinary working hours ]**

(1) In exceptional cases, government officials are obliged to work beyond their scheduled working hours.

(2) Extraordinary working hours

a) working time other than the working time schedule,  
b) working time beyond the working time frame,  
c) the duration of the duty, furthermore  
d) in the case of work ordered while on standby, the period from arrival at the workplace to completion of work - if the government official has to work at several locations, from arrival at the first place of work to completion of work at the last place

of work.

(3) It is not considered extraordinary working time if the government official works the time of authorized absence based on an agreement with the employer.

(4) Extraordinary working hours must be ordered in writing upon request by a government official. The procedure for ordering, recording and accounting for such work is established by the employer.

(5) There is no limit to the ordering of extraordinary working hours in order to prevent or eliminate an accident, natural disaster, serious damage, or a direct and serious threat to health or the environment.

(6) Extraordinary working hours on public holidays

a) for a government official who can be employed on this day during normal working hours, or

b) in the case specified in paragraph (5).

can be ordered.

(7) The ordering of extraordinary working hours may not endanger the physical integrity and health of the government official, nor may it represent a disproportionate burden in view of his personal, family and other circumstances.

(8) In the case of full-time working hours, two hundred hours of extraordinary working time may be ordered per calendar year.

<sup>282</sup>

(9) The provisions of paragraph (8) shall be applied proportionately if the government service relationship

a) started during the year,

b) was established for a fixed period of time,

c) was established on a part-time basis.

### **§ 123 [ On-call and readiness ]**

(1) In exceptional cases, the government official is obliged to be available for work for a specified time and place in addition to his scheduled working hours.

(2) Availability exceeding four hours

a) the continuous provision of services that satisfy social public needs, and

b) prevention or removal of an accident, natural disaster, serious damage, as well as threats to health or the environment

can be ordered for

(3) During the period of availability, the government official is obliged to maintain his state of being able to work and to perform work according to the instructions of the head of the official organization.

(4) The exercise of the employer's authority can determine the location of availability (on-duty) for the government official, otherwise the location of residence is determined by the government official in such a way that he is immediately available in the event of an order from the head of the official organization (standby).

(5) Paragraph (4) of Section 122 shall be applied accordingly to order availability .

(6) The duration of availability must be communicated at least one week in advance, one month in advance. The exercise of employer authority may deviate from this - in particularly justified cases. During the deviation, the requirements of healthy and safe work must be observed.

(7) The duration of the on-call may not exceed twenty-four hours, in which the duration of the regular and ordered extraordinary working hours assigned to the day of the start of the on-call must be included.

(8) The monthly duration of standby may not exceed one hundred and sixty-eight hours, which must be considered as an average in the case of a working time frame.

(9) Standby can be ordered during the weekly rest day (weekly rest period) only with the government official's consent, if the government official was on standby on his weekly rest day during the one hundred and sixty-eight hour period preceding the order.

### **§ 124 [ Compensation for extraordinary working hours, on-call, on-call, and regular working hours on public holidays ]**

(1) In the case of extraordinary working hours, a government official is entitled to free time equal to its duration.

(2) Contrary to paragraph (1), to the government official

a) as compensation for the extraordinary working time completed on the weekly rest day, double the working time completed,

b) as compensation for extraordinary working time performed on a public holiday, three times the working time performed

there is an adequate amount of free time.

(3) A government official shall be entitled to free time equal to the duration of on-call or standby duty performed beyond the daily working hours. If the government official is on duty or on standby on his weekly rest day or on a non-working day, he is entitled to free time according to paragraph (2) .

(4) A flat rate of leisure time of up to twenty-five working days per year may be established for a government official who regularly performs extraordinary working hours.

(5) A government official occupying a managerial position is entitled to free time for extraordinary working hours, or a flat rate for free time, if this is established by the civil service regulations.

(6) A government official who is obliged to work during normal working hours on a public holiday is entitled to free time equal to twice the duration of the completed work.

(7) The free time must be issued within thirty days at the latest after completing the extraordinary working time or the working time according to paragraph (6) , if this is not possible, it must be redeemed. The amount of the redemption is the proportional amount of the government official's salary at the time of payment for free time.

### **§ 125 [ Remote work ]**

(1) Remote work is an activity carried out regularly at a place separate from the seat of the employing governmental administrative body or the normal place of work, which is carried out with an information technology or computer technology device (hereinafter collectively: computer technology device) and the results of which are transmitted electronically, excluding working at home .

(2) Remote work can be carried out based on an agreement, at a place determined by the employer.

(3) In the absence of a different agreement, the means necessary for working and maintaining contact shall be provided by the employer.

(4) The detailed rules for teleworking are established in the Government's decree, based on which the exercise of the employer's authority lays down the special conditions and rules in regulations.

(5) The practitioner of the employer's authority may stipulate that the computer or electronic device provided by him may be used by the government official exclusively for work.

(6) The practitioner of the employer's authority is obliged to provide the teleworking government official with all information that he provides to other government officials.

(7) The practitioner of employer authority shall inform the government official

a) on the rules of control by the practitioner of the employer's authority,

b) on the rules for restricting the use of computing or electronic devices.

(8) The exerciser of the employer's authority shall determine the method of inspection and, in the case of an inspection in the area of the property serving as the place of work, the shortest period between the notification and its commencement. The inspection may not impose a disproportionate burden on the government official or any other person using the property as a place of work.

#### § 126 [ Working at home ]

(1) In the case of an agreement between the government official and the employer, the government official may perform his work at his place of residence or stay, using his own means, other than the normal place of work.

(2) Home work may take place if the nature of the work to be performed allows it, and if ordering or allowing home work does not entail disproportionate harm to the government administrative body or the government official.

(3) In the agreement for working at home, the time of working at home, the tasks to be performed individually, as well as the method and time of the communication and the submission of the completed work must be recorded.

(4) The detailed rules for working from home are established in the Government Decree, and within the framework of this, the head of the office organization establishes the civil service regulations.

#### § 127 [ Special provisions concerning certain groups of government officials ]

(1) The rules regarding working and rest time shall be applied with the deviations contained in paragraphs (2) and (3) when there is a risk of harm to health defined in the law.

(2) In the case specified in paragraph (1).

a) unequal working hours can only be used with the consent of the government official,

b) the weekly rest days cannot be distributed unequally,

c) extraordinary working hours or standby cannot be ordered.

(3) In the case specified in paragraph (1), the government official's daily working hours according to his schedule may not exceed eight hours during night work.

#### § 128 [ Freedom ]

(1) Based on the time spent at work, the government official is entitled to 20 working days of basic leave each calendar year, and in addition to the basic leave, each year in paragraphs (3)-(8) and § 155 , as well as 156/A. is entitled to take additional leave specified in § (hereafter together: leave).

(2) In addition to the provisions of paragraph (1), leave is granted based on the following periods:

a) the duration of exemption from the obligation to work based on the working time schedule,

b) the first six months of unpaid leave taken for the purpose of caring for the child,

c) during the period of maternity leave,

d) the duration of unpaid leave of not more than thirty days received for caring for a relative,

e) the duration of actual voluntary reserve military service not exceeding three months,

f) a) , b) , h) , j) , n) and o) of § 93 (2) and 157/A. Cases specified in § (1) , as well as

g) all time not spent in work for which the government official is entitled to a salary.

(3) In addition to his basic leave according to paragraph (1), the government official of the ministry shall annually:

a) three working days for government adviser classification,

b) five working days in the case of manager-government advisor classification,

c) seven working days in the case of government chief adviser classification,

d) nine working days in the case of manager-chief government advisor classification

you can take additional leave.

(4) paragraph (1) , the government official of the main government office, the central office, and the government office shall annually, depending on the classification of the position he holds:

- a) three working days in the case of office advisor classification,
  - b) five working days in the case of manager-office adviser classification,
  - c) seven working days for office chief adviser I. classification,
  - d) Office Chief Counsel II. eight working days for classification,
  - e) nine working days in the case of manager-chief office adviser classification
- you can take additional leave.

(5) A government official occupying a professional management position may take additional management leave instead of the additional leave specified in paragraph (3) , the rate of which is annually:

- a) five working days for the head of department,
- b) ten working days for department head.

(6) If a government official working permanently underground or in a workplace exposed to ionizing radiation performs his activities for at least three hours a day under working conditions exposed to ionizing radiation, five working days of additional leave per year, and ten working days per year if the government official has spent at least five years in such a workplace you can take additional leave.

(7) Irrespective of the daily working time spent at a workplace exposed to radiation damage, the additional leave specified in paragraph (6) is also entitled to a government official who is employed at a workplace regularly exposed to double health damage, provided that one of the health damage is radiation damage.

- (8) The government official, if
- a) on the basis of the effective qualification carried out by the rehabilitation authority or its legal predecessors
    - aa) his state of health is 60 percent or less based on the rehabilitation authority's complex rating,
    - ab) has a health impairment of at least 40 percent, based on the relevant expert opinion, official position, official certificate,
    - ac) his work capacity is reduced by at least 50 percent,
  - b) is exempted from the complex classification based on the provisions of the law, during the period of disbursement of disability benefits (person with altered work capacity),
  - c) is entitled to disability support, or
  - d) entitled to a personal pension for the blind,
- you can use five working days of additional leave per year.

<sup>288</sup> (9) A government official who is not entitled to additional management leave and to additional leave according to § 155, subsections (1) and (2) , may use 3 working days of additional leave per year from the age of fifty.

## <sup>289</sup> § 129 [ Issuance of leave ]

(1) The leave - additional leave according to § 155, subsections (4)-(6) , as well as 156/A. With the exception of leave according to § - it must be issued and taken in the year it is due.

(2) Practitioner of employer authority

a) in the case of a service interest, the basic leave shall be issued by the last day of March of the year following the year in which it is due,

b) with regard to point a) and the provisions of paragraph (6) , the supplementary leave may be issued until the last day of June of the year following the year in which it is due, and the government official may use it until that date, if the due year has passed.

<sup>290</sup> (2a) If the government official is unable to take his/her leave in the year due due to sick pay, maternity leave, or unpaid leave taken for the purpose of taking care of a child or grandchild, taking care of a relative, within thirty days from the end of the impediment - the even after the year of due date - you can use the leave.

<sup>291</sup> (3) After the deadline according to paragraphs (2) and (2a), leave cannot be granted or used.

(4) It is considered a service interest defined in point a) of paragraph (2) , in particular, if due to the issuance of the basic freedom

- a) continuous performance of the basic tasks of the organization, or
  - b) timely performance of extraordinary tasks that cannot be planned in advance
- cannot be insured.

(5) <sup>292</sup> Half of the leave is available to the government official.

(6) Supplementary freedom - § 155, paragraphs (4)-(6) e, and 156/A. With the exception of supplementary leave according to § - it can be issued and used if the basic leave has already been issued.

(7) The practitioner of the employer's authority shall inform the government official within an appropriate period of time, subject to the provisions of paragraph (3), of the amount of leave that has not yet been taken and the deadline for the possibility of taking it.

<sup>293</sup> (8) The practitioner of the employer's right to leave the government official who has already started - Article 156/A. with the exception of the leave according to § - you can interrupt it for exceptionally important reasons. In this case, the time spent traveling from the place of residence to the workplace during the leave, or the return journey, as well as the time spent at work, is not included in the leave. The government administrative body is obliged to compensate the government official for the damages and costs incurred in connection with the interruption.

(9) When granting leave, working days according to the work schedule (working time schedule) must be taken into account.

(10) A government official is entitled to a proportionate part of the leave if the government service relationship began or ended during the year.

(11) With the exception of paragraphs (13) and (22), leave may not be redeemed for money, and leave may not be accumulated.

(12) The statute of limitations for a government official's claim to redemption of leave begins on the day the government service relationship is terminated.

(13) In the event of termination and termination of the government service relationship, if the exerciser of the employer's authority takes proportional leave - Article 156/A. with the exception of leave according to § - not issued, the proportional leave (if the government official has remaining leave) must be redeemed on the fortieth day after the termination of the legal relationship.

(14) A government official whose working schedule does not provide for two rest days per week shall have his leave calculated in such a way that he is exempt from work for the same calendar period (week) as those working with a five-day work week.

(15) In the case of a working time schedule that ensures more than two days of rest per week, every day of the week is considered a working day, except for the government official's two days of rest and the public holiday.

(16) If the government official has used more leave before the termination of the government service relationship than he would be entitled to for the time spent at the government administrative body, he is obliged to repay the salary paid for the difference.

(17) The overpayment cannot be reclaimed if the government service relationship was terminated due to the government official becoming a pensioner, death, the position held by him being included in the centralized position list, or the termination of the government administrative body without a legal successor.

(18) If the government official received more vacations than he was entitled to in the year in which they are due, the government employee is entitled to proportionally less vacations in the following year.

(19) A fractional day reaching half a day is considered a full working day.

(20) If a change in the amount of leave takes place during the year, the government official is entitled to a proportional part of the basic leave, and a proportional part of the additional leave can be used.

(21) The government official must notify his request to take leave no later than fifteen days before the start of the leave. If a circumstance concerning the government official arises, due to which the performance of the work obligation would be disproportionately or significantly harmed in view of his personal or family circumstances, the government official shall immediately notify the employer. In this case, the exercise of the employer's authority is obliged to issue the leave without the rule regarding the fifteen-day notification deadline. The government official is obliged to prove the existence of the condition immediately upon starting work, if requested by the employer.

(22) If the government official did not receive the leave due for the first six months of the unpaid leave taken for the purpose of taking care of the child or grandchild or taking care of a relative, it can be redeemed in money based on the agreement of the parties. after the termination of unpaid leave taken for the purpose of caring for a relative.

### **§ 130 [ Sick leave ]**

(1) The practitioner of the employer's right shall issue a sick leave of fifteen working days per calendar year to the government official for the duration of the certified inability to work due to illness.

(2) Contrary to the provisions of paragraph (1), sick leave is not granted for the period of incapacity for work due to an industrial accident and occupational disease, as well as for the period of incapacity for work due to pregnancy according to the social insurance rules.

(3) In the case of a government service relationship that begins during the year, the government official is entitled to a proportionate part of the sick leave.

(4) When issuing sick leave, the provisions contained in § 129 shall be applied, with the exception that if the government official is exempted from his obligation to work due to a public holiday, this day shall be considered as a working day.

(5) Paragraph (19) of Section 129 shall govern accordingly regarding sick leave .

### **§ 131 [ Unpaid leave ]**

(1) A government official is entitled to unpaid leave

a) for the duration of actual voluntary reserve military service;

b) for the duration of foreign service, if your spouse or partner performs foreign service;

c) for the duration of the international administrative expert activity.

(2)

(3)

(4) The government official must notify the use of unpaid leave in writing at least fifteen days in advance.

(5) Leave without pay shall be terminated at the date specified by the government official, but no earlier than on the thirtieth day from the notification of the legal declaration to terminate the leave.

(6) The time limit provisions of paragraphs (4) and (5) shall not be applied to unpaid leave according to point a) of paragraph (1) .

### **§ 132.**

### **§ 133 [ Registration of working and rest time ]**

(1) The practitioner of the employer's authority is obliged to keep records

- a) normal and extraordinary working hours,
- b) readiness,
- c) freedom, as well as
- d) other working time discounts

duration.

(2) From the register, it must be possible to determine up to date the regular and extraordinary working hours performed, as well as the start and end times of standby.

(3) The register according to point a) of paragraph (1) can be kept - unlike the provisions of paragraph (2) - by verifying the working time schedule communicated in writing at the end of the month and by indicating the change up to date.

(4) The exercise of the employer's authority - after learning about the needs of the government officials - may prepare an annual vacation plan (hereinafter: vacation plan) of the schedule of vacations for the current year by the end of February in the current year, and inform the government officials about it.

## *XIX Chapter*

### *SALARY, ABOVE-SALARY BENEFITS, DISCOUNTS AND SUBSIDIES*

#### **§ 134 [ The salary ]**

(1) Based on the legal relationship of the government service, the government official is entitled to a monthly salary according to Annex 1 , which is established by the practitioner of the employer's authority within the range according to the classification of the position. The salary must be rounded to the nearest hundred forints. Rounding off is not considered a salary determination based on an employer's measure, different from the general one.

(1a) <sup>302</sup> On the basis of a fixed-term legal relationship established by the application of point b) of § 54, paragraph (5) in a position held by a government official who is permanently absent - contrary to the provisions of paragraph (1) - to a classification category one lower or one higher than the classification category of the position a salary falling within the corresponding salary band can also be paid.

(2) The amount of the salary must reach at least the amount of the guaranteed minimum wage.

(3) The amount and scope of the guaranteed minimum wage shall be established by the Government.

(4) In the case of a monthly salary, the amount of the monthly salary must be divided when determining the hourly salary

a) in the case of general full daily working hours: 174 hours,

b) <sup>303</sup> in the case of full daily or part-time working hours other than normal: 174 hours with the time-proportional part.

(5) <sup>303</sup> The established salary of a government official can be modified based on performance evaluation. The salary can be changed even without a performance evaluation, if it is necessary to change the classification category of the position held by the government official.

#### **§ 135 [ Remuneration in the absence of work ]**

(1) If a government official is unable to work due to a reason arising from the operational scope of the government administrative body, he is entitled to a salary for the lost working time (time off).

(2) If a government official is exempted from working on the basis of point j) or l) of § 93, subsection (2) , he is entitled to remuneration for the lost working time in accordance with the agreement reached with the employer.

(3) The government official is entitled to a salary

a) for the duration of the leave,

<sup>304</sup> in the cases defined in points c)-g), i) and n) of Section 93 (2) ,

c) if this law stipulates the payment of a salary without work without specifying its amount,

d) for time missed due to a public holiday.

(4) <sup>305</sup> 70% of the salary is due for the duration of the sick leave.

(5) The government official under Art. 156/A. For the duration of parental leave issued pursuant to §, he is entitled to ten percent of the salary, which must be reduced by the amount paid to the government official for this period, according to [Act LXXXIII of 1997 on the benefits of the compulsory health insurance. Act 42/A. §\\_\(1\) paragraph e](#) or [42/E. Child care fee according to §\\_\(1\)](#) , paragraph LXXXIV of 1998 on the support of families \_ with the amount of child care assistance according to [Section 20, Paragraph \(1\) of the Act.](#)

#### **§ 136 [ Protection of salary ]**

(1) The salary must be established and paid in Hungarian legal currency, unless otherwise provided by law or for work abroad.

(2) The fee cannot be paid in a voucher or other form of payment.

#### **§ 137 [ Rules for paying the salary ]**

(1) Payment of the salary to which a government official is entitled under this Act shall be made by transfer to the payment account chosen by the government official, or, in the absence of a payment account, by delivery of a cash payment from a payment account.

(2) In connection with the payment account, a bank account contribution of the amount specified in the Central Budget Act may be given <sup>306</sup> to the government official at most per month.

307  
(3) The government administration body employing the government official shall bear the cost of transferring the salary to a payment account or paying it in cash, with the fact that, in the case of transferring the salary to a foreign payment account, the cost of the transfer shall be borne by the government official based on the decision of the exercise of the employer's authority to do so.

(4) The salary due to the government official must be settled and paid once a month in arrears. If the legal relationship lasts less than one month, the allowance must be settled and paid at the end of the legal relationship.

(5) In the case of unequal working hours, the government administrative body employing the government official shall calculate and pay the government official's salary by appropriate application of the provisions of Section 134, Paragraph (4) .

(6) The allowance must be paid by the fifth day following the month in question.

308  
(7) In the case of payment of the salary by bank transfer, the government administrative body employing the government official must act in such a way that the government official's salary can be disposed of on the salary payment day. In the case of a transfer to a foreign payment account, the government administrative body is obliged to initiate the transfer by the date.

(8) The salary must be paid to the government official, unless otherwise authorized or restricted by a court or other official decision.

(9) If the legal relationship is terminated before payment, the government administrative body employing the government official must send the salary to the address specified by the government official on the due date. The costs of sending are borne by the government administrative body employing the government official.

(10) If the deadline according to paragraph (6) falls on a weekly rest day (weekly rest period) or a public holiday, the salary must be paid on the preceding working day at the latest.

(11) For the duration of the delay, interest equal to the central bank base rate valid on the first day of the calendar semester affected by the delay shall be paid from the date of the delay.

(12) The provisions of this section shall be applied accordingly to the monetary payment of allowances and subsidies due or to be given to government officials.

### **§ 138 [ Settlement ]**

(1) The government official must be given a detailed written account of his salary. The settlement must be such that the government official can verify the correctness of the calculation and the title and amount of deductions from the salary. The written settlement must also include remuneration paid under the legal title of extraordinary work.

(2) If, due to a reason occurring after the settlement of the salary for the month in question, it is necessary to amend the settlement, the government official must be informed about the amendment of the salary settlement for the month in question at the latest when the next month's salary is settled. The salary difference must be paid at the same time as the next month's salary. The government administrative body employing the government official may deduct the salary paid without legal basis according to the rules regarding claims arising from advance payments.

### **§ 139 [ Other rules concerning the salary ]**

(1) Deductions from the salary - up to the non-deductible part of the salary - are based on legislation and an enforceable decision.

(2) The government administrative body employing the government official shall settle its claim on the basis of the government official's consent, or, if from the payment of an advance, or in the event of the termination of the government service relationship during the year, the allowance according to § 147, paragraph (1) and § 159, paragraph (1) arising from his time-proportional repayment obligation - up to the non-deductible part of the salary - can be deducted from the salary.

(3) It is prohibited to deduct salaries that benefit the government administrative body employing the government official, its representative or an intermediary person in exchange for the government official establishing or maintaining a legal relationship.

(4) In other respects, deductions from the salary are governed by court enforcement legislation.

(5) The provisions contained in this § also govern the deduction of trade union membership fees.

(6) There is no set-off against the salary.

(7) The salary paid without a legal basis can be reclaimed after sixty days if the government official had to recognize the groundlessness of the payment or caused it himself.

(8) The government administrative body employing the government official may enforce the government official's claim for the reimbursement of the debts related to the legal relationship by means of a demand for payment.

(9) A government official may not waive his claim to his salary in advance, except by agreement.

(10) Concessions are allowed in the case of money claims. The non-deductible part of the salary cannot be discounted.

(11) Debt assumption is possible in case of money claim. The government official may not assume the debt of the government administrative body employing the government official.

### **§ 140 [ The interest ]**

Based on an agreement between the government official and the government administrative body employing the government official, interest may be charged on money owed, provided that the rate does not exceed the [Civil Code, 6:47 a.m. the amount according to § .](#)

### **§ 141 [ Recognition of merits ]**

(1) Government officials may be awarded the following awards of merit:

a) written praise,

b) performance recognition,

c) motivation recognition,  
<sup>309</sup>

d)

e) recognition of service.

(2) The conditions for awarding the recognition and the amount of the allowance associated with the recognition shall be determined by the Government decree.

(3) The procedure for assessing and accounting for recognitions is established in the public service regulations of the governmental administrative body and is ensured within the framework of the appropriation for personal benefits.

#### § 142 [ Acknowledgment of performance ]

A government official may be awarded an achievement award for his outstanding performance over a longer period of time and for the effective performance of his duties.

#### § 143 [ Motivation recognition ]

A government official may be awarded a motivational award based on his or her competence, special abilities, knowledge, and skills, if his/her work in the given position is in the prime interest of the employer.

<sup>310</sup>

#### § 144.

#### § 145 [ Recognition of service ]

(1) A government official is entitled to recognition based on his length of service, the amount of which is

a) two months in the case of twenty-five years of government service,

b) three months in the case of thirty years of government service,

c) four months in the case of thirty-five years of government service,

d) five months in the case of forty years of government service

an amount corresponding to a salary.

(2) The recognition of service is due on the day of completion of the time spent in the government service relationship according to paragraph (1) .

(3) When determining the time period for recognition

<sup>311</sup>

a) of this Act, [Kttv.](#) , Küt, the Act on the Legal Status of Civil Servants, the Act on the Legal Status of Government Officials, the Act on State Officials and the Act on the Legal Status of the Personnel of the National Tax and Customs Administration in an employment relationship, government service, public service, government officials, state service and tax - and time spent in customs service,

b) time spent as a public employee in an employment relationship with a body covered by the Act on the Legal Status of Public Employees,  
<sup>312</sup>

c) the duration of the professional service relationship, contractual or professional military service relationship, national defense employee legal relationship, law enforcement administrative service relationship,

d) time spent in service or employment at the court and prosecutor's office,

e) the time spent in the professional foster parent relationship and in the foster parent employment relationship,

f) this Act, [Kttv.](#) , time spent in a stipend employment relationship with a body covered by the Act on the Legal Status of Civil Servants, the Act on the Legal Status of Government Officials and the Act on the Legal Status of Public Servants,  
<sup>313</sup>

g) in the case of the establishment of a legal relationship according to § 104, paragraph (9) and § 105, paragraph (2), the period between the two legal relationships ,  
<sup>314</sup>

h)  
<sup>315</sup>

i) <sup>316</sup> years of time spent in the public leadership service relationship, as a senior political leader in a political service relationship

j) the time spent in the healthcare service relationship

must be taken into account.  
<sup>317</sup>

(4) The government official is not entitled to the level of service recognition in which he received service time recognition or jubilee reward in another employment relationship.

#### § 146 [ Target allowance ]

(1) A government official may be granted an extraordinary target allowance, taking into account the additional tasks performed by him.

(2) The practitioner of the employer's authority - not including substitution - may establish an extraordinary, goal-related task for the government official, the fulfillment of which significantly exceeds the workload resulting from the performance of his task.  
<sup>318</sup>

(3) In addition to the salary of the government official, for the effective execution of the task related to the goal, the exerciser of the employer's authority determines a target allowance in writing, when establishing the task related to the goal or when certifying its completion, against the appropriation of the established personal benefits.

(4) In addition to paragraph (2), the exerciser of the employer's authority may establish a task linked to a purpose for a government official employed by another governmental administrative body, with the agreement of the head of the relevant official

organization. The target allowance is established for the government official by the exercise of the employer's authority setting the task related to the target.

(5) The international administrative expert activity can also be carried out by completing a task related to a goal. The duration of its provision in the current year may not exceed six months. For the effective execution of the task linked to the goal, the goal allowance is advanced by the head of the government administrative body.

(6) The definition of the task related to the goal is based on the agreement between the government administrative body and the organization coordinating the tasks related to the export of digital solutions and the development of its program. The agreement includes, in particular, the definition of the international administrative expert activity, the rules of implementation, the government official's remuneration, reimbursement and settlement procedure.

(7) When applying subsections (5) and (6), subsections (1)–(4) and the rules of temporary assignment abroad shall not be applied.

(8) The content and type of international administrative expert activity, as well as the detailed rules regarding the agreement related to the task linked to the goal, shall be established in the Government decree.

#### **§ 147 [ The cafeteria allowance ]**

(1) [CXVII of 1995](#) on personal income tax as a non-salary benefit of the government official . is entitled to the benefits listed [in paragraph \(1\) of Section 71 of the Act](#) to the extent specified in the Budget Act in accordance with the procedure specified by the Government (cafeteria allowance).

(2) The annual amount of the cafeteria benefit also covers the payment of the public charges related to each benefit and burdened by the governmental administrative body providing the benefit.

(3) An employee on long-term foreign service, an employee employed by a foreign mission in accordance with the Act on Foreign Missions and Permanent Foreign Service, and a spouse employed by a foreign mission, a government official performing expert activities in accordance with § 103 , and a government official in relation to the period that is not entitled to a salary, provided that the duration of the absence exceeds thirty days. In the case of an absence of more than thirty days, the government official is not entitled to the allowance from the first day of the absence. The duration of the absences cannot be counted - from the point of view of entitlement.

<sup>319</sup>  
(4) The head of the official organization provides in the civil service regulations about the detailed rules for the use of the cafeteria allowance, the procedure for its settlement and the rules for its reimbursement - taking into account the provisions of the Government's decree.

#### **§ 148 [ Other benefits, subsidies ]**

<sup>320</sup>  
(1) The government official can be provided with the refundable and non-refundable benefits specified in this law and in the government decree issued on the basis of the authorization of this law.

<sup>321</sup>  
(2) The extent and conditions of the benefit according to paragraph (1) , the procedure for assessment and accounting, and the rules for reimbursement shall be determined by the Government decree. The regulations of the governmental administrative body may not change the name of the allowance - defined in this law or the Government's decree - and may not apply a different one.

(3) The head of the government administrative body may declare the deceased government official as dead in the public service. A deceased retired government official can be declared dead in public service if his legal relationship was not terminated on the basis of a judicial decision in criminal proceedings or by dismissal on the grounds of lack of merit, or as a result of disciplinary proceedings. The funeral costs of a person declared dead by the public service are partially or fully covered by the government administrative body.

#### **§ 149 [ Housing benefits and subsidies ]**

(1) Government officials may be granted housing allowances, which are in particular the following:

- a) provision of a state-owned apartment under the management of the ministry or body against the payment of rent (service apartment),
- b) rent subsidy or sub-rent contribution for the lease of a municipal or privately owned apartment,
- c) financial support for the acquisition of an apartment, house or real estate necessary to provide housing with an interest-free loan or non-refundable benefit,
- d) providing a one-time financial support to solve housing needs,
- e) hostel or studio accommodation,
- f) contribution to housing-related costs,
- g) state support for the use of credit institution loans for the acquisition of home ownership.

(2) If the amount of a state subsidized loan requested from a credit institution for the construction or purchase of a government official's apartment exceeds the highest ratio of the loan collateral value of this residential property determined by the credit institution, the state undertakes to pay the difference. The government official can use the state guarantee through a credit institution that undertakes to do so in a contract with the state.

(3) In addition to the provisions of paragraph (2) , the state may accept a payment guarantee from the government official who:

- a) a government service relationship established for an indefinite period,
- b) has at least three years of public administration experience,
- c) does not serve his exemption or cancellation period,
- d) there are no disciplinary or criminal proceedings against him and

e) he has paid the loan portion secured by guarantee according to paragraph (2) to the credit institution, and his spouse or partner living in the same household as him is not obliged to repay the housing loan secured by state guarantee at the time of the application.

(4) The detailed rules for the guarantee provided for in paragraph (3) shall be established by the Government in a decree.

(5) Subsidy may be granted for a loan from a credit institution used for the acquisition of a privately owned apartment for a government official - in accordance with the procedure specified by the Government.

(6) A government official may initiate the conclusion of a HUF-based housing loan agreement for the construction or purchase of a privately owned apartment at a credit institution defined in the Act on Credit Institutions and Financial Enterprises - without ensuring self-reliance, if it meets the conditions set by the Government's decree.

#### **§ 150 [ Other social support ]**

At the government official's request, support can be granted in accordance with the Government's decree to ease his circumstances involving serious financial burden.

#### **§ 151 [ Study-type grants ]**

(1) Grants that can be provided to a government official to acquire and expand knowledge necessary for his intellectual development and the performance of his work at the highest possible level:

- a) scholarship,
- b) training and continuing education support,
- c) language learning support.

(2) The amount of the scholarship and subsidies and the way of using them - within the framework defined in the Government's decree - are established by the civil service regulations of the government administrative body.

(3) The government official and the government administrative body may enter into a study contract. In the study contract, the government administrative body undertakes to provide support during the studies, and the government official undertakes to continue the studies in accordance with the agreement and to not be employed by the government for a period of time commensurate with the amount of the support - but no more than five years - after obtaining the qualification. cancels it. The study contract must be in writing.

(3a) In the application of paragraph (3), the government service relationship is considered to be terminated by a government official

- a) of 89/A. change of job according to §
- b) termination of the legal relationship based on points a) and b) of § 105, subsection (1) ,
- c) the termination of the legal relationship on the basis of Section 105 (1) point c) , if it occurs because the government official fails to request prior permission in accordance with Section 95 (5) and (7) or Section 95 making a notification according to paragraph (6) .

(4) A study contract cannot be concluded

- a) to provide benefits based on legislation or public service regulations, and,
- b) if the government official was required to complete the studies by the government administrative body.

(5) The study contract must specify the form and amount of the support, as well as - in proportion to the amount of the support - the length of time that the government official must spend in a government service relationship with the government administrative body, which cannot be longer than five years.

(6) In the absence of a contrary stipulation in the study contract, the period during which the government official is not entitled to leave is not included in the period of time to be spent in a government service relationship with the given government administrative body.

(7) If the government administrative body does not provide the support or commits other material breaches of the contract, the government official shall be released from his obligations arising from the contract.

(8) If the government official receiving the support continues his studies with inadequate results, does not start work at the given government administrative body at the time specified in the contract, does not complete the specified period of time, or commits another significant breach of contract, the government administrative body may demand that the support actually provided reimbursement of an appropriate amount.

(8a) Subsection (8) shall also be applied in the event that the government official's government service relationship is terminated on the basis of Section 105, Subsection (1), point d) .

(9) If the beneficiary does not complete only a part of the period stipulated in the contract, his obligation to compensate is proportional to this.

(10) Both parties may terminate the study contract if there has been a significant change in their circumstances that would make it impossible to fulfill the obligation arising from the study contract, or if its fulfillment would result in disproportionate harm.

(11) In case of resignation of the government official, the government administrative body may reclaim the support provided by him. The government administrative body can claim back the support proportionately if the government official completes only a part of the term stipulated in the contract. In case of termination by the government administrative body, the support cannot be reclaimed.

(12) In the event of a breach of contract by any party, the other party shall pay any damages resulting from the breach of contract in accordance with the [Civil Code](#). can be enforced based on its provisions on liability for damages caused by breach of contract.

(13) In case of violation of the parties' personal rights related to the study contract, as a legal consequence, the [Civil Code. 2:51–2:53.](#) § shall be applied.

(14) Based on his own decision, the government official can only pursue studies in school-based education and training on the basis of a prior notification to the government administrative body or a study contract. The governmental administrative body can only restrict participation in education and training if it would result in disproportionate damage to the governmental interest. The part of the participant in the training must be provided with the free time necessary to continue his studies as a study working time discount, the government official is entitled to a salary for the duration of the study exemption, and the government official is obliged to work the duration of the study exemption.

(15) The amount of free time according to paragraph (14) must be established on the basis of the certificate issued by the educational institution about the duration of the compulsory school occupation and professional practice.

(16) In addition to the provisions of paragraph (15) , four working days of free time must be provided for each exam, and if more than one exam subject is to be taken on one exam day, four working days of free time must be provided for each exam subject - including the day of the exam. An examination is defined as an assessment determined by the educational institution. Ten working days of free time must be provided for the preparation of the thesis, major and year thesis.

(17) The government administrative body may provide the government official with a study working time discount in education and training outside the school system.

(18) The government administrative body may provide the government official with fifteen days of paid and unpaid creative leave once every four years, in addition to the leave, for the purpose of obtaining an education, professional qualification, education, professional examination, or academic degree.

## *XX. Chapter*

### *ADDITIONAL PROVISIONS RELATING TO GOVERNMENT OFFICIALS RAISING CHILDREN AND FOUNDING FAMILIES*

#### **§ 152** [ *Additional provisions on working hours* ]

(1) From the date the government official is pregnant until the child is three years old, or in the case of a government official raising his child alone, until the child is three years old

- a) unequal working hours can only be used with the consent of the government official,
- b) the weekly rest days cannot be distributed unequally,
- c) extraordinary working hours or standby cannot be ordered,
- d) government officials cannot be ordered to work at night.

(2) For a government official raising his child alone - from the age of three to the age of four - extraordinary working hours or standby can only be ordered with his consent, with the exception of the provisions of Section 122, Subsection (5) .

#### **§ 153** [ *Support for training and informing government officials* ]

(1) A government official is entitled to support for training, further training, and language learning under Section 151 even during maternity leave or unpaid leave taken for the purpose of taking care of the child.

(2) During maternity leave or unpaid leave taken for the purpose of caring for a child, a government official is entitled to receive regular information in electronic form about changes affecting the public service as a whole and the government administrative body.

#### **§ 154** [ *Provisions concerning the exemption period* ]

(1) The exemption period is compared to the period established in § 111

- a) thirty days in the case of a government official raising at least one child in his household,
- b) sixty days in the case of a government official raising at least three children in his household

it is extended if the government official requests it within four working days from the notification of the exemption.

(2) Both government official parents of the child are entitled to the discount according to paragraph (1) , if the government official and the child live in the same household.

#### **§ 155** [ *Provisions on supplementary freedom* ]

(1) The government official is after the child under the age of eighteen

- a) in the case of one child, four,
- b) in the case of two children, eight,
- c) in the case of more than two children, a total of fourteen

is entitled to additional work day leave.

(2) The additional leave according to paragraph (1) is increased by two working days for each child with a disability if the government official's child is disabled.

(3) From the point of view of entitlement to supplementary leave, the child must first be taken into account in the year of his birth, and lastly in the year in which he reaches the age of eighteen.

(4) In the event of the birth of a child, the father is entitled to eight working days of additional leave, no later than the end of the second month following the birth, and ten working days in the event of the birth of twins, which must be granted at a time appropriate to his request. The leave also applies if the child is stillborn or dies.

(4a) In the case of adopting a child, the father is entitled to take eight working days of additional leave, or ten working days in the case of adopting twins, at the latest by the end of the second month after the decision authorizing the adoption becomes final.

(5) In the event of the birth of a grandchild, the grandparent may take five working days of additional leave until the end of the second month following the birth at the latest, which must be granted at a time appropriate to the request.

(6) On the occasion of the conclusion of his first marriage, the government official shall be entitled to five working days of additional leave no later than the end of the second month following the conclusion of the marriage.

(7) Additional freedom

a) in the case according to paragraphs (1) and (2), both parents of the child who are government officials are entitled to use it if they live in the same household as the child,

b) in the case according to paragraph (5), all grandparents of government employees are entitled to use it.

#### **§ 156 [ Maternity leave ]**

(1) The mother is entitled to a continuous twenty-four weeks of maternity leave, with the obligation to use two of these weeks.

(2) Maternity leave is also granted to the parent who takes care of the child due to the mother's health condition or death, or on the basis of an enforceable court judgment or an enforceable decision of the guardianship authority.

(3) In the absence of a different agreement between the parties, maternity leave must be granted no later than four weeks before the expected date of birth.

(4) The unused part of the maternity leave, if the child is cared for in an institution reserved for the care of premature babies, can be used even after the child has been dismissed from the institution up to one year after the birth.

(5) The duration of maternity leave shall be considered as time spent at work, with the exception of entitlements specifically related to work.

(6) Maternity leave is terminated

a) in case of stillbirth of the child,

b) if the child dies, on the fifteenth day following his death,

c) if the child has been placed in temporary or long-term care, in accordance with the provisions of the law, and has been placed in a residential social institution for more than thirty days, on the day following the child's placement.

(7) In the case specified in paragraph (6) , the duration of leave - after giving birth - cannot be shorter than six weeks.

#### **156/A. § [Parental leave]**

(1) Government officials are entitled to a total of forty-four working days of parental leave until their child is three years old.

(2) The condition for taking parental leave is that the government service relationship has existed for one year at the time of taking it.

(3) Parental leave must be granted at a time appropriate to the government official's request. The government official announces his request for this at least fifteen days before the start of the leave. In the event of a reason that directly and seriously affects the operation of the government administrative body, the employer may postpone the granting of parental leave for a maximum of sixty days, and the reason for this, as well as the proposed date of granting the leave, shall be communicated in writing at the same time as the government official.

(4) The practitioner of the employer's authority shall provide the government official entitled to parental leave with a certificate of the duration of the parental leave issued, including the duration of the parental leave issued by the former employer.

#### **§ 157 [ Provisions on unpaid leave ]**

(1) A government official is entitled to unpaid leave for the purpose of taking care of the child until his or her child reaches the third year of age, which must be granted at a time appropriate to the government official's request.

(2) A government official - for the purpose of taking care of his adopted child - is entitled to unpaid leave for three years from the date of the decision authorizing the adoption to become final, but no more than until the date the child becomes compulsory school age, which must be granted at a time corresponding to the government official's request.

(3) In addition to the provisions of paragraph (1) , the government official shall be entitled to unpaid leave for the personal care of his child until the child reaches the age of ten during the period of payment of child care allowance.

(3a) The government official is entitled to unpaid leave for the personal care of his grandchild during the period of payment of the child care fee.

(4) A relative of a government official is entitled to unpaid leave for the duration of the care, but not more than two years, for the purpose of long-term personal care of a relative, expected to exceed thirty days. Long-term care and its justification are certified by the treating physician of the person in need of care.

#### **157/A. § [Working time discount related to the birth of a child]**

(1) The father is exempted from fulfilling his obligation to be available and to work, at the latest

a) following the birth of your child, or

b) in case of adoption of a child, no later than after the decision authorizing the adoption becomes final for two working days until the end of the second month.

(2) The father is entitled to the working time discount according to paragraph (1) even if the child is stillborn or dies.

(3) The father is not entitled to the working time discount according to subsection (1) if he is entitled to ten working days of additional leave based on subsection (4) or (4a) of Section 155 .

(4) The working time discount according to paragraph (1) must be provided at a time corresponding to the request of the entitled person, in two installments at most.

#### **§ 158 [ Stipulation of compulsory part-time work ]**

(1) At the written request of a government official employed full-time, part-time work shall be stipulated in the appointment, if the government official is entitled to unpaid leave until the child reaches the third year of age at the time of submitting the application - for the purpose of taking care of the child. In the case of part-time employment, the government official's weekly work schedule can be determined with unequal working hours at the request of the government official.

(2) The government official's request for unequal allocation of working time according to paragraph (1) can only be refused if it would mean a significantly greater work organization burden for the exerciser of the employer's authority. The practitioner of the employer's authority is obliged to give reasons in writing for the refusal of the request.

(3) Stipulation of part-time work

a) from the day following the termination of unpaid leave,

b) if the government official has an illness or other insurmountable obstacle affecting his person, his basic leave must be issued within thirty days from the end of the obstacle, from the day after the end of the leave effective.

(4) In the case of the application of the provisions of paragraph (3) point b) , unless otherwise agreed by the parties, the issuance of regular leave must begin on the first working day following the end of the unpaid leave. In the event of a different agreement, the issuance of regular leave must begin within thirty days of the end of the unpaid leave.

(5) The request must be communicated to the head of the official organization at least sixty days before the termination of the use of unpaid leave according to paragraph (1) . In the application, the government official is obliged to inform the head of the official organization

a) on the date of the third birthday of your child, who is entitled to take unpaid leave, and also

b) if you wish to work in an unequal working time schedule, about your proposal regarding the working time schedule.

(6) In the part-time work period stipulated on the basis of the application according to subsection (1), the exercise of the employer's authority is the government official

a) until the date according to the request, but

b) up to the child's age of four, in the case of government officials raising three or more children, until the child's age of six must employ. After that, the government official's working hours must be determined according to the rate before the application was submitted.

(7) Subsections (1)–(6) are not applicable to government officials employed in managerial positions.

#### **§ 159<sup>335</sup> [ Provisions regarding the cafeteria allowance ]**

(1) A government official raising a child - with the exception of the case according to Section 147, Paragraph (3) - may be granted a cafeteria allowance for each child, up to the child's age of ten, in an amount higher than the cafeteria allowance according to Section 147 .

(2) Both government official parents of the child are entitled to the discount according to paragraph (1) , if the government official and the child live in the same household.

(3) Pursuant to paragraph (1), the benefit is paid for the last time in the year when the child turns 10.

(4) The amount of the benefit according to paragraph (1) and the rules for its use shall be established by the head of the official organization in the civil service regulations.

#### **§ 160<sup>337</sup> [ Provisions for working at home ]**

(1) In his civil service regulations, the head of the official organization may establish provisions that are more favorable than those contained in § 126 regarding the work at home of a government official raising a child aged ten or younger .

(2) Both government employee parents of the child are entitled to the discount according to paragraph (1) if they live in the same household as the child.

#### **§ 161 [ The family foundation support ]**

(1) In order to contribute to the additional expenses incurred when starting a family, a government official may be granted, upon request, interest-free, one time during the existence of the government service relationship, taking into account the income conditions of his spouse or partner, but at the most, in an amount corresponding to five times the minimum wage.

(2) A government official is entitled to support in the event of the birth of a child, if the child was born or legally adopted during the period of his/her legal relationship, and he/she takes care of the child's maintenance in his/her own household, including the case if he/she is temporarily staying in a medical institution due to the treatment of the child's illness.

(3) Both government employee parents of the child are entitled to the support according to paragraphs (1) and (2) if they live in the same household as the child.

#### **§ 162 [ The start-of-school and child-rearing support ]**

(1) The government official - to the extent and in the manner specified in the Government's decree - is entitled to a school start grant once a year in respect of his child who is participating in public education or vocational training, who is pursuing school studies and who is raised in his own household.

(2) On the basis of subsection (1), government officials are entitled to support who are in government employment on August 1 of the current year and who are the child's parent or guardian - with the exception of the child protection guardian - or the parent's or guardian's spouse living in the same household or his life partner.

(3) A government official is entitled to child-rearing support for each child once a year - in order to improve the living conditions of families with children.

(4) Both government employee parents of the child are entitled to the support according to paragraphs (1) and (3) if they live in the same household as the child.

#### **§ 163 [ Support for camping ]**

(1) A government official is entitled to support for the costs of childcare and camping during the summer holidays of a kindergarten or school-aged child to the extent and in the manner specified in the Government Decree.

(2) Both government employee parents of the child are entitled to the support according to paragraph (1) if they live in the same household as the child.

### *XXI. Chapter*

#### *COMPENSATION AND DISCIPLINARY LIABILITY*

#### **§ 164 [ Liability of government official for damages ]**

(1) If the government official did not act in the way that is generally expected in the given situation, he is liable for damages for the damage caused by breaching the obligation arising from the legal relationship of government service.

(2) The existence of the conditions contained in paragraph (1) , the occurrence and extent of the damage, as well as the causal relationship must be proved by the governmental administrative body.

(3) The amount of compensation may not exceed the four-month salary of a government official or the four-month foreign currency salary of a government official on long-term foreign service. In case of intentional and grossly negligent damage, the full damage must be compensated.

(4) It is not necessary to compensate the damage, the occurrence of which was not foreseeable at the time of the damage, or which was caused by the culpable conduct of the governmental administrative body, or which resulted from the failure of the governmental administrative body to fulfill its obligation to mitigate the damage.

(5) It shall be considered culpable behavior of the governmental administrative body in particular if the damage was caused by the execution of an instruction, the consequences of which the instructed government official previously drew the attention of the person giving the instruction - as defined in Section 94, Paragraph (3) .

(6) Regardless of the government official's culpability, he is obliged to compensate the full damage in the event of a shortage of things taken over with the obligation to return or account for, which he permanently keeps in custody, exclusively uses or handles.

(7) The government official shall be relieved of responsibility if he proves that the deficiency was caused by an irreparable external cause, or that the government administrative body did not ensure the conditions for safe custody.

(8) The government official bears full financial responsibility according to paragraph (6) only if he has received the item certified by his signature on the basis of a list or acknowledgment. When the item is handed over to several government officials for safekeeping, the list or acknowledgment must be signed by all receiving government officials. The government official can authorize the receiver to receive the thing on his behalf and in his name.

(9) The treasurer, money manager or asset manager is also liable for the money, securities and other valuables managed by him without a list or acknowledgment according to paragraph (8) .

(10) The existence of the conditions specified in paragraphs (6) and (8) , the occurrence and extent of the damage (deficiency) shall be proved by the governmental administrative body.

(11) If the item handed over for safekeeping is damaged due to its damage, the government official shall be relieved of responsibility if he proves that he acted as is normally expected in the given situation.

(12) Inventory shortfall is a shortage in materials and goods (inventory stock) duly handed over and taken over for treatment, arising for an unknown reason and exceeding the amount of loss associated with the natural decrease in quantity and treatment. The range of materials after which natural quantity reduction and loss due to treatment cannot be accounted for, as well as the lower and upper limits of the reduction and loss are determined by the exercise of the employer's authority. For an inventory period, the natural decrease in quantity and the loss associated with handling can be determined to varying degrees.

(13) The government official, whose tasks set out in the rules of procedure include the management of materials and goods (inventory stock) duly handed over and received to him, shall be liable for the resulting inventory shortage, regardless of his culpability.

(14) Liability due to lack of inventory can only be asserted if

- a) the name and extent of liability for inventory shortages are recorded in writing;
- b) the inventory set has been duly handed over and received;
- c) the inventory shortfall is determined during the inventory taking of the entire inventory set, conducted according to the inventory procedure determined by the governmental administrative body.

(15) If the government official responsible for the inventory shortage according to paragraph (13) works in a position where he constantly manages the inventory stock taken over by himself, he is responsible for the entire amount of the inventory shortage.

(16) The other government officials who are responsible for the inventory shortage according to paragraph (13), as well as the other government officials who manage the inventory stock, are responsible for the inventory shortage in proportion to their salary.

(17) The condition of the presence of the government official or, in case of obstruction, his representative must be ensured during the inventory. If the government official does not take care of his representation, the government administrative body is obliged to appoint a professionally qualified and disinterested representative to perform this task.

(18) The government official may comment on the inventory during and after the inventory taking.

(19) The guidelines for determining liability for inventory shortages are contained in paragraph (26), with the exception that liability must be assessed within sixty days after the completion of the inventory. In the case of criminal proceedings, this deadline is thirty days and begins on the day following the delivery of the final or final decision of the court terminating the criminal proceedings, or the decision of the prosecutor's office or the investigative authority terminating the proceedings, which cannot be challenged by further legal remedies. After the deadline has passed, the government official responsible according to paragraph (13) cannot be obliged to pay compensation.

(20) If the damage was caused jointly by several persons, it shall be borne in proportion to their culpability, or, if this cannot be established, in proportion to their contribution. Government officials bear the damage in equal proportion, if the proportion of culpability or public influence cannot be established.

(21) In the event of a shortage of things handed over for safekeeping, government officials are liable in proportion to their salary.

(22) If the damage was caused intentionally by several people, there is room for joint and several liability.

(23) In terms of compensation, the government official who caused the damage is obliged to compensate

a) depreciation in the property of the government administrative body,

b) the missed financial advantage, and

c) the costs necessary to eliminate the financial disadvantages of the employer.

(24) The damage must be compensated in money, unless the circumstances justify compensation of the damage in kind.

(25) When determining the amount of damage:

a) the expenditure spent on repairing the damaged item - including operating costs - and the amount of possible depreciation still remaining despite the repair;

b) if the thing has been destroyed or has become unusable, or if it is not available, the consumer price valid at the time of the damage must be taken into account, also taking into account obsolescence.

(26) In order to determine the government official's liability for damages, the rules specified in the government decree shall be applied to the disciplinary procedure, with the exception that the statute of limitations shall govern the initiation of the procedure.

(27) In contrast to paragraph (26), if the government official's government service relationship is terminated, the exercise of the employer's authority may apply directly to the court in order to determine the government official's liability for damages.

(28) The Public Service Decision Committee or the court may partially exempt a government official from compensation based on circumstances deserving of extraordinary consideration. In doing so, it assesses in particular the urgency of the execution of tasks related to the tortious act, as well as other specific circumstances, the financial situation of the parties, the gravity of the violation, the extent of the damage, and the consequences of the compensation.

#### **§ 165 [ Responsibility for compensation of the governmental administrative body ]**

(1) The government administrative body shall be fully liable for damage caused to the government official in connection with the government service relationship, regardless of his culpability.

(2) The governmental administrative body shall be exempted from liability if it proves that

a) the damage was caused by a circumstance beyond its control, which it did not have to take into account and could not be expected to avoid the occurrence of the damaging circumstance or to prevent the damage, or

b) the damage was caused solely by the irreparable behavior of the injured party.

(3) There is no need to reimburse

a) the damage in relation to which the government administrative body proves that its occurrence was not foreseeable at the time of the damage,

b) the part of the damage that was caused by the government official's culpable conduct, or that resulted from the government official's failure to fulfill his obligation to mitigate the damage.

(4) The government official proves that the damage occurred in a causal connection with the government service relationship.

(5) The provisions contained in § 164, subsections (1)–(3) shall be applied accordingly to the compensation of the damage.

(6) In case of secondment of a government official or secondment in the interest of the government, the responsibility of those exercising the right of employer shall be joint and several.

(7) According to paragraph (1), the government administrative body is responsible for damages caused to the objects and belongings of the government official brought to the workplace.

(8) The governmental administrative body may require the storage of things brought into the workplace or the notification of the entry. Things that are not necessary for going to work or for work can only be brought in with the permission of the employer. In the event of a violation of these rules, the government administrative body is only liable for the damage caused if the damage is intentional.

(9) When determining the lost income in the context of the government service relationship, the missed salary and the monetary value of the regular benefits to which the government official is entitled in addition to his salary based on the government service

relationship must be taken into account, provided that he used them regularly before the damage occurred.

(10) Other regular, lawfully acquired income lost as a result of the injury must be reimbursed as lost income outside of the government service relationship.

(11) The damage that the government official avoids with extraordinary work performance, despite his significant disability resulting from the injury, must also be compensated.

(12) It is not necessary to reimburse the value of the benefits which, according to their purpose, are paid only in case of work.

(13) The amount of property damage must be determined based on the consumer price valid at the time of determining the compensation.

(14) The amount of property damage must be calculated taking obsolescence into account. The repair cost must be taken into account as damage, if the damage caused to the item can be repaired without depreciation.

(15) The government administrative body is also obliged to compensate the relative of the government official for the damage incurred in connection with the damage.

(16) If the government official dies in connection with the injury, the dependent relative may, in addition to the provisions of paragraph (1), request maintenance replacement compensation in an amount that meets his or her needs - taking into account the actual or expected salary and income - at the level before the injury ensures its satisfaction.

(17) It must be deducted when calculating the amount of compensation

- a) care provided by the social insurance or the voluntary mutual insurance fund,
- b) what the government official sought or could reasonably have sought in the given situation,
- c) to which the government official (his/her relative) obtained by utilizing the damaged item,
- d) to which the entitled party obtained as a result of expenses saved as a result of the damage.

(18) When determining the income on which the compensation is based, the income must be taken into account in the amount reduced by the contribution payable by the beneficiary according to the social security rules.

(19) An annuity can also be established as compensation. As a rule, an annuity must be established if the compensation is intended to support or supplement the maintenance of the government official or his relative entitled to maintenance.

(20) The governmental administrative body is obliged to pay an amount of general compensation suitable for the full financial compensation of the injured party, if the amount of the damage or a part of it cannot be precisely calculated. General compensation can also be established as an annuity.

(21) In the case of compensation provided on the basis of the injured party, the governmental administrative body, or liability insurance, the insurer may request a modification of the determined compensation if there is a significant change in the circumstances after the compensation has been determined.

(22) When determining the rate of change in salary, which serves as the basis for the modification of compensation, the rate of change in the actual average annual salary of government officials performing the same duties as the victim at the organizational unit employing the injured party at the time of the injury shall be the governing factor. In the absence of government officials performing the same task, the average annual salary change at the organizational unit must be taken into account as the basis for the amendment.

(23) The government administrative body and the insurance company may request an annual certificate from the government official or his/her relative regarding his/her income from work and his/her income.

(24) The governmental administrative body shall notify the injured party within fifteen days if it has implemented a change in salary that constitutes the basis for the modification of the amount of compensation.

(25) The governmental administrative body is obliged to call the injured party to submit a claim for damages within fifteen days of becoming aware of the damage. The government administrative body shall provide a written, reasoned response to the notification of the claim within fifteen days.

(26) It must be considered independent from the point of view of limitation

- a) salary and sick pay,
  - b) reduced earnings due to salary and injury, as well as
  - c) salary and disability pension, accident disability pension, disability benefit or rehabilitation benefit
- claim for reimbursement of the difference.

(27) If, in connection with the grievance, there are several separate claims due at different times, the statute of limitations shall be calculated independently of each other, starting from when each claim became due.

(28) The limitation period with the distinction contained in paragraph (1).

- a) from the day of the first payment of the sick pay,
- b) from the time when the loss of work capacity or health damage caused by the injury first led to damage reflected in loss of income,
- c) from the date of payment of the disability pension, accident disability pension, disability benefit or rehabilitation benefit begins.

(29) An annuity claim for a period older than six months can only be asserted if the claimant is not burdened with a failure to assert the claim, or if the employer has failed to comply with the obligations specified in paragraph (25). Annuity claims cannot be asserted for a period older than three years.

## **§ 166 [ Disciplinary liability ]**

(1) A government official commits a disciplinary offense if he culpably violates his obligations arising from a government service relationship.

- (2) Disciplinary penalties that may be imposed on a government official who commits a disciplinary offense:
- a) reprimand,
  - b) salary reduction within a classification category,
  - c) transfer from a management position to a non-management position,
  - d) loss of office.
- (3) The government official is subject to disciplinary punishment
- a) up to 1 year for the punishment specified in point b) of paragraph (2) ;
  - b) for 2 years from the execution of the penalty specified in point c) of paragraph (2) ;
  - c) up to 3 years for the penalty specified in point d) of paragraph (2) .
- At the end of the period, the disciplinary penalty must be deleted from all records.
- (4) The government official is obliged to give an account of his disciplinary punishment during the duration of the government service relationship. If the government service relationship was terminated due to loss of office, the former government official cannot be employed by the government administrative body for three years.
- (5) The government official may request immediate dismissal from the initiation of the disciplinary procedure. In this case, you are not entitled to severance pay.
- (6) Upon the recommendation of the investigating commissioner, the exerciser of the employer's authority may suspend the government official subject to disciplinary proceedings from his position until the announcement of the disciplinary decision at the most, if his presence would hinder the clarification of the facts or the gravity and nature of the breach of duty justifies keeping him away from the workplace.
- (7) <sup>341</sup>The suspension must be terminated immediately if the reason for it no longer exists.
- (8) There is a salary for the duration of the suspension, but 50% of this must be withheld until the suspension is lifted. The withheld amount must be paid after the disciplinary decision becomes final, unless the decision declaring the loss of office has become final.
- (9) The government administrative body may impose a disciplinary penalty of reprimand without conducting disciplinary proceedings, if the assessment of the facts is simple and the breach of duty is acknowledged by the government official.
- (10) In case of reasonable suspicion of committing a disciplinary offense, the exercise of the employer's authority is obliged to initiate the procedure. Disciplinary proceedings cannot be initiated if three months have passed since the breach of duty was discovered, or three years have passed since the disciplinary offense was committed.
- (11) In the event of a breach of obligation committed abroad, the deadlines shall be calculated from the return to the country, except in the case of long-term foreign service, breach of obligation committed abroad.
- (12) The detailed rules of the disciplinary procedure shall be laid down in the Government Decree.

## *XXII. Chapter*

### *THE PROCEDURE OF THE PUBLIC SERVICE DECISION COMMISSION, THE LEGAL DISPUTE*

#### **§ 167** *[ The Public Service Decision Committee ]*

- (1) The chairman and deputy of the Public Service Decision Committee, as well as its members (public service commissioners), are appointed for an indefinite period by the minister responsible for public administration quality policy and personnel policy.
- (2) A member of the Public Service Decision Committee can be anyone
- a) with at least five years of public administration experience,
  - b) with higher education,
  - c) has a professional examination in public administration or law and
  - d) gained experience in the field of civil service law.
- (3) It does not create a conflict of interest if the government official or professional manager or senior professional manager is a member of the Public Service Decision Committee.
- (4) The conflict of interest rules defined by government decree in the disciplinary procedure must be properly applied to the conflict of interest of the member of the council acting in the evaluation of the public service complaint.
- (5) The rules regarding the organization, procedure and benefits of the members of the Public Service Decision Committee shall be laid down by the Government in a decree.

#### **§ 168** <sup>342</sup>*[ The legal dispute ]*

- (1) <sup>343</sup>A government official may file a civil service complaint against the government administrative body defined in § 80, paragraph (3) in order to enforce his claim arising from the legal relationship of government service . The governmental administrative body and the interest representative body may assert their claims arising from this Act in court.
- (2) The civil service complaint can be submitted to the Public Service Decision Committee within thirty days of the delivery of the document on the employer's measure deemed to be harmful
- a) termination and termination of the government service relationship,
  - b) a written request to eliminate the conflict of interest,
  - c) the performance evaluation,
  - d) the decision made in disciplinary and compensation cases,

- e) unilateral modification of the appointment,
- f) a decision on the payment of compensation,
- g) <sup>344</sup> the payment notice
- h) <sup>345</sup> termination and termination of long-term foreign service,
- i) <sup>345</sup> posting on permanent foreign service and its unilateral modification

subject.  
<sup>346</sup> In the event of a claim beyond those specified

(3) in subsection (2), the civil service complaint may be submitted within the limitation period.

(4) The government official or the government administrative body may appeal to the court against the decision of the Public Service Decision Committee.

<sup>347</sup> (5) The government official may apply directly to the court with his claim if the Public Service Decision Committee does not adjudicate the public service complaint within the time limit specified in paragraph (10). In this case, the statement of claim can be presented within thirty days from the expiry of the deadline.

<sup>348</sup> (6) In the event of a challenge to the agreement to terminate the legal relationship by mutual agreement, the government official shall file the civil service complaint, and the government administrative body defined in § 80, paragraph (3) the statement of claim, from the determination of the ineffectiveness of the challenge in accordance with § 74, paragraphs (10) and (11) can submit it within thirty days. The challenge is ineffective if the other party does not respond or does not accept it within fifteen days of its communication.

<sup>349</sup> (7) The government official may appeal to the Public Service Decision Committee against the discretionary decision of the governmental administrative body, if this law allows.

<sup>350</sup> (8) The deadline set for submitting a civil service complaint shall be deemed to have been met if the civil service complaint addressed to the Public Service Decision Committee was sent by registered mail or in an electronic document no later than the last day of the deadline. If the party misses the deadline set for filing a public service complaint, they can use a certificate. The claim cannot be asserted after six months.

<sup>351</sup> (9) The submission of a civil service complaint has the effect of postponing the effect of the decision made in the case of compensation and the payment of damages, as well as the employer's measure of the payment notice.

(10) The Public Service Decision Committee shall judge the public service complaint in a reasoned decision within sixty days of its receipt and communicate its decision in writing. In justified cases, the Public Service Decision Committee can extend this deadline once by sixty days.

(11) The competence of the Public Service Decision Committee covers legal disputes arising at the governmental administrative body under the scope of this Act.

(12) The civil service complaint is judged by a three-person panel. The members of the acting council and the chairman of the council are appointed by the chairman of the Public Service Decision Committee. The chairman of the council can be someone who has a legal qualification.

(13) The council makes its decision by majority vote.

(14) <sup>352</sup> The procedure of the Public Service Decision Committee is free of fees and costs.

(15) The Public Service Decision Committee processes the personal data obtained in connection with the assessment of the claim asserted in its proceedings until the purpose of data management is achieved, but at the latest until the documents of the case that is the subject of the proceedings are disposed of or archived.

<sup>353</sup> § 169. [Publicity of decisions of the Public Service Decision Committee]

### XXIII Chapter

#### THE RECONCILIATION OF INTERESTS

§ 170 [The reconciliation of interests of government officials]

(1) In order to protect the social and economic interests of government officials and to maintain labor peace, this law regulates the relationship between the trade union and the government administrative body, as well as their interest representative organizations. In this context, it ensures the participation of government officials in the shaping of working conditions, and defines the procedure for preventing and resolving labor conflicts.

<sup>354</sup> (2) The right of government officials and government administrative bodies to form an interest representation organization together with others in order to promote and protect their economic and social interests, in accordance with the conditions defined by law, without discrimination of any kind, or to join the organization of their choice - only the given organization depending on its rules - join or stay away from such organizations.

(3) Interest representation organizations are entitled to establish or join associations, including international associations.

(4) Government officials are entitled to establish a trade union at the government administrative body. The trade union can operate bodies and involve its members in their operation.

(5) The governmental administrative body and the trade union are obliged to inform each other in writing about the person entitled to represent them and the official.

(6) The governmental administrative body is not obliged to provide information or conduct consultations if this could lead to the disclosure of facts, information, solutions or data that would endanger the interests and operation of the public service or the legitimate interests and operation of the governmental administrative body.

(7) A person acting on behalf of or in the interest of a trade union has brought to his/her attention a fact, information, solution or data that has been made known to the protection of the legitimate interests and operation of the governmental administrative body, as well as the interests and operation of the public service, with reference to treatment as confidential or classified data, you may not make it public in any way and you may not use it in any way in activities other than the achievement of the goals defined in this law.

(8) A person acting on behalf of or in the interest of a trade union may disclose information obtained in the course of his activities only without jeopardizing the legitimate interests and operation of the governmental administrative body, as well as the interests and operation of the public service, as well as without violating personal rights.

(9) The rights granted to the trade union in this Act belong to the local trade union with representation at the government administrative body.

(10) The government administrative body may not demand that a government official declare his membership of a trade union.

(11) The employment of a government official cannot be made dependent on whether he is a member of a trade union, or whether he terminates his previous trade union membership or undertakes to join a trade union.

(12) It is forbidden to terminate the government service relationship of a government official or to discriminate against the government official in any other way because of his membership in a trade union or trade union activities.

(13) Entitlements or allowances cannot be made dependent on belonging to a trade union or not being part of it.

(14)<sup>355</sup>

(15)<sup>356</sup> [XXIX of 1991](#) on the voluntary payment of membership fees for the employee representation . contrary to [the law](#), the government administrative body may not deduct or remit union or other interest representation membership fees from the salaries of government officials.

#### **§ 171 [ The central reconciliation of interests ]**

(1) Public Service Interest Conciliation Forum with the participation of the negotiating group of the Government, the national local government interest representation organizations, as well as the national employee interest representation organizations of government officials and civil servants in order to reconcile the interests of government administrative bodies and government officials, negotiate the settlement of controversial issues, and develop appropriate agreements (hereinafter: KÉF) operates.

(2) The competences of the KÉF include subjects related to the living and working conditions and employment conditions of government officials and civil servants employed in the public administration.

(3) The KÉF's opinion must be sought in relation to the matters falling within its competence according to paragraph (2) in the management of administrative labor and personal benefits.

(4) The KÉF is entitled to request information and make proposals in relation to other matters falling within its competence according to paragraph (2) .

(5) The rules of the organization and operation of the KÉF are contained in the agreement between the minister responsible for the quality policy of public administration and personnel policy, acting on behalf of the Government, and the parties participating in the negotiation of interests. Its secretarial duties are performed by the minister responsible for public administration quality policy and personnel policy.

(6)<sup>357</sup> The National Public Service Interest Conciliation Council, regulated in the Law on the Legal Status of Public Employees and the Law on the Service Relationship of the Professional Staff of Law Enforcement Bodies, is also the interest conciliation forum of government officials covered by this law.

#### **§ 172 [ The reconciliation of interests of government officials at work ]**

(1) Government service issues at the workplace are settled by the government official's interest conciliation at the workplace. The head of the government administrative body and the elected official of the trade union take part in the reconciliation of interests of government officials at the workplace. Negotiating partners can involve experts in the negotiation of controversial issues.

(2) The head of the government administrative body is obliged to ask the opinion of the trade union about the regulations regarding the work, working and rest time, rewards, and allowances of government officials referred to the authority of the employer.

(3) In addition to the provisions of paragraph (2), the trade union is entitled to communicate its opinion regarding the employer's measure (decision) affecting the group of government officials or its draft to the government administrative body, and to initiate a consultation in this context.

(4) The trade union may request information from the government administrative body regarding the economic and social interests of government officials related to their government service relationship, in particular:

a) in order to get to know the drafts, statistical staffing and salary data, calculations, analyzes and guidelines made in the subject areas listed in paragraph (2) ;

b) on the implementation of government service legislation;

c) on compliance with local agreements;

- d) at least every six months on the development of part-time and fixed-term employment.
- (5) The trade union may propose:
- a) for the government administrative body for measures affecting government officials,
  - b) for uniform interpretation of local regulations affecting government officials, and
  - c) for local regulatory subjects affecting government officials.
- (6) The trade union is entitled to inform government officials on issues related to labor relations or the employment relationship.
- (7) The governmental administrative body - in consultation with the trade union - ensures the possibility for the trade union to publish information about its activities at the governmental administrative body.
- (8) The trade union has the right to represent government officials vis-à-vis the government administrative body or its interest representative organization in relation to their rights and obligations regarding their financial, social, living and working conditions.
- (9) The trade union has the right to represent its members - on the basis of a power of attorney - in order to protect their economic and social interests before the court, the Public Service Decision Committee, authorities and other bodies.
- (10) The agreement of the directly superior trade union body is required for the government administrative body to terminate the government service relationship of a government official who holds an elected position at the trade union and is designated by the trade union.
- (11) When applying the provisions of paragraph (10), the trade union is entitled to nominate a maximum of one government official. If the government administrative body has several locations, the trade union is entitled to nominate a maximum of one government official per location.
- (12) The trade union is entitled to designate another government official instead of the government official entitled to protection according to paragraph (11), if the government official's legal relationship or position in the government service has been terminated.
- (13) The trade union shall communicate its position regarding the employer's measure in accordance with paragraph (11) in writing within eight days of receiving the written information from the governmental administrative body. If the trade union does not agree with the planned measure, the information must include the reasons for the disagreement. The justification is thorough if the implementation of the planned measure would result in discrimination due to participation in the trade union's advocacy activities. If the trade union does not communicate its opinion to the government administrative body within the above deadline, it must be considered that it agrees with the planned measure.
- (14) In order to fulfill their duties, at least 10% of the government officials of the government administrative body - but at least thirty government officials - who hold an elected position in the trade union of which they are a member and are designated by the trade union in accordance with paragraph (10) of ten percent of their monthly working time according to the schedule he is entitled to an appropriate working time discount. In addition, he is exempt from the obligation to work for the duration of the consultation. The working time discount cannot be combined. The use of the working time discount must be announced at least ten days in advance. If the government official becomes aware of the reason for using the discount later than this due to reasons other than his own fault, he must immediately announce his intention to use the working time discount after learning about it. In particularly justified cases, the government administrative body can refuse to use the working time discount.
- (15) There is a salary for the duration of the working time discount. The working time discount cannot be redeemed.
- (16) A person acting on behalf of a trade union who is not in a government service relationship may enter the territory of the government administrative body if the trade union has a member in a government service relationship with the government administrative body. When entering and staying at the workplace, the rules regarding the operating order of the government administrative body must be observed.

## *XXIV. Chapter*

### *DATA MANAGEMENT*

#### **§ 173 [ Rules of data management ]**

- (1) The government administrative body is obliged to inform the government official about the management of his personal data. The government administrative body may disclose facts, data, and opinions concerning the government official to a third party only in cases specified by law or with the consent of the government official.
- (2) The government official has the right to request the correction of incorrect data recorded about him, the deletion of illegally recorded data, and the right to refuse the disclosure of illegally requested data. The data controller is obliged to correct or delete incorrect data immediately.
- (3) In order to fulfill the obligations arising from the government service relationship, the government administrative body may transfer the personal data of the government official to a data processor, specifying the purpose of the data provision, as defined by law. The government official must be informed about this in advance.
- (4) Data relating to government officials may be used for statistical purposes and may be transferred for statistical use - without their consent and in a manner unsuitable for personal identification - on the basis of legislation.
- (5) The curriculum vitae of government officials shall contain the mandatory fields of information specified in the Government Decree, as well as the appendices to be attached to the curriculum vitae, certifying the contents of the curriculum vitae, and data relating to other additional information.

(6) If the government administrative body in accordance with Article XC of 2017 on criminal proceedings [.on the basis of § 111 of the Act](#) , he receives information that criminal proceedings have been initiated against a person subject to this Act, the natural personal identification data he came to know during the information, as well as the data on the fact of the initiation of criminal proceedings for a criminal offense to be prosecuted for fifteen days after the information, if the on the basis of information, employer action is taken, he is entitled to manage it until the action is taken. After that, the data must be deleted.

358

**§ 174.** [ *The civil service basic register* ]

(1) A civil service basic register must be kept about the government official.

(2) The civil service basic register must be kept electronically in the IT system specified in the Act on the Government Personnel Decision Support System.

(3) The personal data of the government official specified in Annex 3 must be handled in the civil service basic register.

(4) The head of the office organization of the government administrative body employing the government official is responsible for the protection of personal data included in the civil service basic register, for the legality of data management, and for the data services required by this law - in the absence of a different legal provision.

(5) Purpose of data management in the civil service basic register

a) ensuring the preparation and adoption of employer measures and legal declarations related to the government service relationship,

b) ensuring the exercise of rights and fulfillment of obligations related to the government service relationship, and

c) ensuring the determination and payment of the social security, social and mercy care due to the next of kin.

(6) The government administrative body manages the personal data defined in Annex 3 in the civil service basic register - with the exception defined in paragraph (7) - during the existence of the government service relationship.

(7) Following the termination or termination of the government service relationship under any legal title, the processing of personal data relating to the person concerned listed in Annex 3 in the civil service basic register must be limited for 50 years. Personal data subject to restrictions can only be seen by the person concerned, and can be forwarded to the body authorized to do so by law upon request. No other operations can be performed with the data subject to the restriction - in addition to the operations recorded above.

(8) The data stored in the civil service basic register based on paragraph (7) must be deleted on the day of the expiry of the deadline specified therein.

(9) The civil service basic register must be handled separately from the register containing other personal data of the government administrative body. The civil service basic register cannot be linked with other registers containing personal data - with the exception of the Government Personnel Decision Support System and the job location register, which is a system element of the Government Personnel Decision Support System.

(10) The information system according to paragraph (2) provides the government official with direct data provision - in the order specified in the Government's decree - for the centralized salary calculation operated by the treasury, on the data of the civil service basic register specified in Annex 3 , necessary for salary calculation and the changes that have occurred in them .

359

**§ 175.** [ *Other rules concerning the civil service basic register* ]

360

(1) 361

(2)

(3) To the extent justified in its procedure, the following are entitled to inspect and receive data from the civil service basic register:

a) the government official with regard to his own data;

b) the government official's superior;

c) the manager performing the performance evaluation;

d) the person performing legality control or practicing legality supervision;

e) the body or person conducting the disciplinary procedure;

f) in connection with a civil service legal dispute, the trial court, the Public Service Decision Committee;

g) for purposes defined by law, the national security services, acting in their scope of responsibilities, as well as the court, the prosecutor's office and the investigative authority in criminal proceedings;

h) the prosecutor acting in the scope of legality control;

i) in connection with the management of personal data, the president of the National Data Protection and Freedom of Information Authority;

j) within the scope of duties of the employee entrusted with this task of the body performing personnel, labor and salary calculation tasks, Annex 3 I/A., I/B., II., IV., V., VII., VIII. and for the purpose of calculating and checking the salary of the government official from the data set in point X.;

362

k) the minister responsible for the development of the civil service career in connection with the operation of the Government Personnel Decision Support System;

l) the head of the personnel center and the person authorized by him, employed at the personnel center, for the purpose of data matching, data collation, and data correction with regard to data relating to ministries, as well as in connection with the training, further training, and examination of government officials of government administrative bodies;

m) the body that audits European grants;

n) a body performing IT operational tasks or logistics-equipment tasks for the governmental administrative body - to the extent necessary for its activities - Annex 3 I/A. points 1–3. with regard to the data ranges included in subsection

<sup>363</sup>  
o) ministers appointed by government decree to manage the government office;

<sup>364</sup>  
p) head of the body designated for government personnel administration.

<sup>365</sup>  
(4) In the case of the minister, the prime minister's political director, the prime minister's chief national security adviser, the state secretary, the state secretary for public administration and the deputy state secretary, in addition to the data specified in Annex 3, the number of the driver's license, the EÜ VIP card must be registered in the basic civil service register number, the number of the diplomatic passport, as well as the details of the benefits according to the government decree on the benefits and conditions of the minister, the prime minister's political director, the prime minister's chief national security adviser, the state secretary, the state secretary for public administration and the deputy state secretary, as well as the government officials of government administration bodies.

(5) In the case of a government official performing long-term foreign service, in addition to the data specified in Annex 3, the name of the foreign mission, diplomatic or consular rank, and data on flat-rate reimbursement must also be recorded in the civil service basic register.

<sup>366</sup>  
(6) The government administrative body manages the government official's data specified in subsections (4) and (5) and in Annex 3 in its electronically managed civil service basic registration system for the period specified in subsection (4) of § 179.

<sup>367</sup>  
(7) If the government official is employed by another government administrative body after the termination or termination of his government service relationship, upon request, the government administrative body at his previous place of employment shall provide a copy of his data according to paragraph (6) in an electronically organized form to the employing government administrative body.

<sup>368</sup> If the practitioner of the employer's authority is in accordance with [Act XC of 2017](#) on criminal proceedings . on [the basis of § 111 of the Act](#) , he receives information that criminal proceedings have been initiated against a person under the scope of this Act, the natural personal identification data he came to know during the information, as well as information on the fact that criminal proceedings have been initiated due to a crime pursuant to § 82, subsection (4) , the information for the following fifteen days, if employer action is taken based on the information, he is entitled to manage it until the action is taken.

<sup>369</sup>  
(9) The practitioner of the employer's authority is entitled to process the personal data obtained during the notification pursuant to Section 82, Paragraph (4) for fifteen days after the notification, if an employer action is taken based on the notification, until the action is taken. After that, the data must be deleted.

<sup>370</sup>  
**§ 176. [ The Government Personnel Decision Support System ]**

The decision support task defined in the Act on the Government Personnel Decision Support System is carried out by the government administration body by uploading the data of the civil service basic register and their changes, as well as the organizational data of the government administration body, into the Government Personnel Decision Support System as defined by law.

**§ 177 [ Register kept by the personnel center ]**

(1) It is registered and managed by the personnel center

a) the application procedure carried out by him,

b) the competency examination,

c) the recruitment database,

<sup>371</sup>  
d)

<sup>372</sup>  
e) the performance evaluation

your data.

(2) The head of the personnel center is responsible for the protection of personal data in the records of the personnel center, the legality of data management, and the provision of data.

(3) To the extent justified in its procedure, the personnel center has the right to inspect the register and, with the consent of the personnel center, to receive data from it:

a) the head of the personnel center, as well as the person authorized by him, employed at the personnel center,

<sup>373</sup>  
b) the head of the body designated for government personnel administration and, within the scope determined by him, the government official authorized by him,

c) the head of the body designated for government personnel administration and the person authorized by him, who is employed by the body designated for government personnel administration,

d) with regard to their own data, the person included in the database,

e) the body or person conducting the disciplinary procedure,

f) in connection with a civil service dispute, the Public Service Decision Committee, the trial court,

g) in criminal proceedings initiated in connection with the legal relationship of the national security services and the government service, the court, the public prosecutor's office and the investigative authority, acting in their responsibilities,

h) the prosecutor, acting in the legality of the prosecutor,

i) the body or person acting in the ethical case, and

j) the chairman of the MKK for the purpose of exercising the powers specified in points f)-g) of Section 77, paragraph (3) .  
(4) For statistical purposes , the personnel center may only provide data in a way that is not suitable for personal identification from the register according to points a)-c) of paragraph (1) - as specified in a government decree.

(5) Data registration and data management according to point a) of paragraph (1) covers :

- a) the natural personal identification data of the applicant,
- b) the applicant's CV and motivation letter,
- c) other data related to the application procedure and selection,
- d) the results of the selection methods used during the application process,
- e) on the results of the competency examination, as well as
- f) for data according to Annex 4 .

(6) After the tender procedure has been conducted - regardless of its success - the personnel center may store the data related to the tender procedures in a way that is not suitable for individual identification for the purpose of statistical data collection. The personnel center deletes the data related to the application process from its records after the application process is closed, unless the applicant consents to the further processing of the applicant's data, in order to receive information about future application opportunities and to be included in the recruitment database. Data suitable for personal identification can only be provided from the tender register - in the manner specified in a government decree - to the government administrative body that announced the tender.

<sup>374</sup>  
(7) Data registration and data management according to paragraph (1) point e) - in order to operate the performance evaluation system of government officials in accordance with the law - covers:

a) the natural personal identification data of the government official and the manager performing the performance evaluation, and the classification of their position;

b) for individual tasks recorded during the government official's performance evaluation and their evaluation.

<sup>375</sup>  
(8) The personnel center deletes the government official's data according to paragraph (7) from the register after 3 years from the termination or termination of the government service relationship, if no new government service relationship has been established.

<sup>376</sup>  
(9) The central register related to the training, further training, and examinations of government officials is operated by the National University of Public Service, as defined in the Government Decree. The National Public Service University manages the data specified in paragraphs (10) and (11) for the period specified in § 179, paragraph (4) within the scope of this task .

<sup>377</sup>  
(10) The examination organizer designated by the Government in a decree keeps and manages the following data in relation to the basic examination in public administration and case management, as well as the professional examination in public administration:

- a) the natural personal identification data of the examinee,
- b) data on the examinee's employer,
- c) the data contained in the examination report,
- d) the number and date of the examination certificate,
- e) data required to pass the exam,
- f) contact details of the examinee.

<sup>378</sup>  
(11) The organizer of continuing education records and manages the following data in connection with the conduct of continuing education:

- a) natural personal identification data of the participant,
- b) data on the participant's employer,
- c) data required to complete further training,
- d) contact details of the participant.

#### **§ 178 [ Other duties of the personnel center ]**

The personnel center provides methodological support related to the selection, qualification, training, further training, performance evaluation, salary and responsibility systems of government officials.

#### **§ 179 [ Personal material ]**

(1) Among the documents related to the government official's government service relationship, the government official

- a) his portrait,
- b) your civil service basic registration data sheet,
- c) your CV,
- <sup>379</sup>  
d)
- e) sworn document,
- f) appointment and its amendment,
- g) performance evaluation,
- h) a document terminating his government service relationship,
- i) a decision imposing a disciplinary penalty in force, as well as

<sup>380</sup>  
j) a copy of your employment certificate, previous employment certificate,

- <sup>381</sup>  
k) <sup>382</sup> a copy of the document certifying your education, professional qualification, professional qualification,  
l) <sup>383</sup> copies of the documents used to verify your personal data according to Annex 3 ,  
m) other permits necessary for filling the position and performing its duties  
must be stored together (hereafter together: personal material).

(2) The persons and bodies defined in § 175, subsection (3) are entitled to access personal data .

(3) The personal data of the government official is compiled and managed by the government administrative body, and in the event that the legal relationship is to be considered continuous, it is sent to the receiving government administrative body.

(4) The personal material - except for that which has been transferred pursuant to paragraph (3) - must be preserved for fifty years from the termination of the legal relationship.

<sup>384</sup>  
(5) Government official - 89/A must be kept for the period specified in paragraph (4) . § , § 104, paragraphs (9) and (10) , and in connection with § 105, paragraphs (2) and (3) - also a copy of your personal information (disability information).

#### **§ 180** [ *The civil service inspection* ]

<sup>385</sup>  
(1) The Government controls - with the cooperation of the minister responsible for public administration quality policy and personnel policy - the implementation of legislation relating to the government service relationship.

(2) On the proposal of the minister responsible for public administration quality policy and personnel policy, the Government may annually define the subject areas of investigation (target investigation) and the bodies subject to investigation (audited bodies).

<sup>386</sup>  
(3) The target inspection is carried out by the minister responsible for public administration quality policy and personnel policy, whose experiences the Government informs about annually - through the head of the body designated for government personnel administration.

<sup>387</sup>  
(4) The minister responsible for public administration quality policy and personnel policy is entitled - within the scope of target inspections - in the case of central government administrative bodies according to Section 2 (2) points c)-e)

- a) inspect the documents containing the employer's measures,
- b) in the event of a violation of the law or an inappropriate measure, to initiate action with the head of the governmental administrative body or – in the event of a dispute – with its superior body, and
- c) initiate disciplinary or compensation proceedings.

(5) In the cases specified in points b) and c) of paragraph (4), the head of the governmental administrative body is obliged to examine the merits of the request of the minister responsible for the quality policy and personnel policy of the public administration, and to inform the minister responsible for the quality policy and personnel policy of the public administration about his own action or the reason for not taking it - from the request within thirty days - to inform.

<sup>388</sup>  
(6)

### PART FIVE

#### THE POLITICAL SERVICE LEGAL RELATIONSHIP

##### *XXV. Chapter*

##### *COMMON RULES APPLICABLE TO SENIOR POLITICAL EXECUTIVES*

#### **§ 181** [ *Applicability of the rules on the government service relationship* ]

(1) The rules applicable to the government service relationship and the government official shall be applied to the political service relationship of the senior political leader, unless the [Basic Law](#) and this law provide otherwise.

<sup>389</sup>  
(2) Article 71, paragraph (11) e, Article 79 , Article 80, paragraph (2) shall not apply to the political service relationship of the senior political leader - in the absence of a different provision of the government decree issued on the basis of the authorization of this law. § 81 , XII. chapter, with the exception of Section 82, Paragraphs (2)–(4) , Section 86, Paragraphs (1)–(6) and Section 89, Paragraphs (1) and (2), XIV. chapter, § 92 , 95–97 § , the XVI. chapter, with the exception of § 115 and § 117, XVII. chapter, § 124 , § 128, paragraphs (1) and (3)–(7) , § 134, paragraphs (1)–(3) and (5) , § 144–145 § , § 149 , § 151 , § 158 , § 166 , and XXII. and XXIII. the provisions of chapter

#### **§ 182** [ *Conflict of interest of senior political leaders* ]

(1) The senior political leader may not establish a legal relationship for further employment, including membership of the supervisory board, management position of a business company or cooperative, membership in the management organization of a foundation, as well as position in an interest representation organization, and may not receive remuneration for his public performance resulting from the performance of duties at his place of employment .

(2) The provision specified in paragraph (1) does not prevent the senior political leader  
a) be a member of Parliament,

b) a member of a body entitled to access and responsible for use of a segregated state fund, a member of a body responsible for making principled, managing and coordinating decisions in connection with a segregated state fund or a minister or board

authorized to access and responsible for use of a segregated state fund be a board member,

c) carry out scientific, educational, artistic, proofreading, editorial and intellectual activities subject to legal protection,

d) establish a foster parent employment relationship,

e) be a member, board member, senior official or other official of international sports organizations,

390 domestic, foreign or international sports federations or sports associations,

391's

f) professional service relationship shall be suspended for the duration of the appointment as a senior political leader in accordance with the government decree on the legal status of national defenders or the law on the service relationship of the professional staff of bodies performing law enforcement tasks.

392's

g) tax and customs service relationship shall be suspended for the duration of the political senior management appointment in accordance with the law on the legal status of the personnel of the National Tax and Customs Administration.

393's

h) notary service should be suspended for the duration of the appointment as a senior political leader in accordance with the law on notaries.

394

(3) In contrast to the provisions of paragraph (1), the state secretary who does not have the mandate of a member of parliament, the prime minister's political director and the prime minister's chief national security adviser may, with the prior permission of the Government, be the supervisory board of the Magyar Nemzeti Bank, the National Asset Management Council, the board of directors of the National Deposit Insurance Fund, a member of the Board of Directors of the Resolution Fund, the Liquidity Committee and the Committee Responsible for Sustainable Economic Whitening, the management board of the direct or indirect majority state-owned investment fund manager, or the management board performing supervisory tasks, as well as the board and supervisory board of a direct or indirect majority state-owned economic company, as well as the president and member of the Property Policy Council of the National Land Management Organization.

395

(3a) The reasons for conflict of interest contained in paragraph (1) shall not be applied to members of the board of trustees or supervisory board of a public interest asset management foundation performing a public task, or to persons holding the position of auditor in a public interest asset management foundation performing a public task, provided that the person concerned may not participate in such in decision-making, or may not carry out activities that are prohibited by [Article IX of 2021 on public interest trust foundations performing a public task. Section 15 \(3\) of the Act](#) prohibits this.

396

(4) If, during the conflict of interest procedure, the senior political leader removes the cause of conflict of interest against him, in the case of the Prime Minister, the conflict of interest cannot be declared, in the case of the Minister, the Prime Minister's Political Director, the Prime Minister's Chief National Security Adviser and the Secretary of State, the exemption must be waived.

397

**§ 183.** [ Declaration of assets of a senior political leader without parliamentary mandate ]

398

(1) The senior political leader who does not have a mandate as a member of the Parliament shall declare his assets within thirty days after the creation of his mandate in accordance with [Act XXXVI of 2012 on the Parliament, with the content and form according to Annex 1 of the Act](#), to which he is obliged to attach the property declaration of his spouse or partner living in the same household, as well as his child (hereinafter together: family member). The rules applicable to the declaration of assets of members of the National Assembly must be properly applied to the asset declaration of senior political leaders and family members who are not mandated as members of the Parliament, with the exceptions specified in this Act.

(2) Asset declarations are managed by the Prime Minister's Government Office.

399

(3)

400

(4) With the exception of the family member's property declaration, the Prime Minister's Government Office shall immediately publish a public, accurate copy of the property declaration of a senior political leader who does not have a parliamentary mandate. The declaration of assets can be removed from the website one year after the termination of the mandate of a senior political leader who does not have a parliamentary mandate.

(5) Anyone can initiate the procedure related to the asset declaration of a senior political leader who does not have a mandate as a member of the Parliament to the chairman of the Standing Committee on Conflict of Interest (hereinafter referred to as the "Conflict of Interest Committee") of the Parliament by making a factual statement regarding the specific content of the asset declaration, which precisely indicates the objectionable part and content of the asset declaration. If the initiative does not meet the requirements of this paragraph, is clearly unfounded, or the repeatedly submitted initiative does not contain new facts or data, the chairman of the conflict of interest committee shall reject the initiative without conducting the procedure. The conflict of interest committee checks the truthfulness of the contents of the declaration of assets.

401

(6) During the procedure related to the declaration of assets, at the request of the conflict of interest committee, the senior political leader who does not have the mandate of a member of the Parliament must immediately, in writing, report the data proving the property, income and economic interests shown in his or his family member's declaration of assets. Members of the conflict of interest committee can view the verification data. The chairman of the conflict of interest committee informs the president of the Parliament of the results of the inspection, who informs the Parliament of the facts established by the conflict of interest committee at the next session.

402

(7) The verification data submitted by a senior political leader who does not have a parliamentary representative mandate must be deleted on the thirtieth day after the conclusion of the procedure related to the declaration of assets. The Prime Minister's Government Office shall keep the asset declaration of the senior political leader without parliamentary mandate and his family

members for one year after the termination of the mandate of the senior political leader without parliamentary mandate, and destroy it thereafter.

**§ 184 [ Declaration of assets of a senior political leader with a parliamentary mandate ]**

(1) A senior political leader with a mandate as a member of the Parliament shall make a declaration of assets in accordance with the rules applicable to members of the Parliament, and the procedure related to the declaration of assets shall be governed by the rules applicable to members of the Parliament.

(2)

**§ 185. <sup>403</sup> [ Improper fulfillment of the obligation to declare assets ]**

(1) If the senior political leader intentionally neglects his obligation to make a declaration of assets, or intentionally misrepresents essential data or facts in the declaration of assets, after an investigation of the reasons for this in the context of the procedure related to the declaration of assets

a) - in the case of the Prime Minister - the Speaker of the Parliament declares the Prime Minister's conflict of interest,  
b) the Prime Minister dismisses the Minister or the State Secretary  
initiates.

(2) The President of the Republic shall relieve the Minister or the Secretary of State of this mandate in the event of an initiative pursuant to point b) of paragraph (1) .

<sup>405</sup> In the case according to  
(2a) paragraph (1), the prime minister relieves the prime minister's political director, the prime minister's chief national security adviser of this assignment.

(3)

**§ 186 [ Publicity of data ]**

(1) From the personal income tax return of the senior political leader, the amount of the consolidated tax base, the amount of tax of the consolidated tax base, the amount of tax benefits that reduce the tax of the consolidated tax base, the amount of separately taxable income and the amount of tax on separately taxable income are public. The senior political leader sends these data to the Prime Minister's Government Office within fifteen days after the deadline for submitting the tax return for publication on the website of the Prime Minister's Government Office.

(2) Data on the salary of the senior political leader, the reward and target bonus paid to him, the remuneration of the members of parliament of the senior political leader with a parliamentary mandate, and other benefits granted to the senior political leader in view of this mandate must be published on the website of the Prime Minister's Government Office.

(3) In the event of a change in the data defined in paragraph (2), the changed data must be published within fifteen days of the change, without removing the previous data.

(4) The data specified in paragraphs (2) and (3) can be removed after one year has passed after the termination of the mandate of the senior political leader.

**§ 187 [ Other common rules ]**

(1) The senior political leader

a) for severance pay,  
b) <sup>407</sup> for an exemption period,  
c) for recognition of service  
not eligible.

<sup>408</sup>  
(2) The Prime Minister is entitled to 40 working days of basic leave each calendar year, and the Minister, the Prime Minister's Political Director, the Prime Minister's Chief National Security Adviser and the State Secretary to 20 working days. In the case of ministers and state secretaries, the use of leave must be notified in advance to the Prime Minister's Government Office.

(3) If the senior political leader is re-elected or appointed as a senior political leader or appointed as a professional senior leader within thirty days of the termination of his/her authority at the latest, his/her unpaid leave shall be subject to the political service relationship or government service relationship related to the new appointment or election. should be counted on for freedom.

(4) In terms of eligibility for social insurance benefits during the term of office of the senior political leader, as well as during the exercise of his/her authority after the end of the term of office, the salary of an insured person employed in a government service relationship shall not be considered as income from independent activity, forming a contribution base.

(5) The duration of the mandate of the senior political leader, as well as the duration of the exercise of his authority after the termination of the mandate, shall be considered time spent in a government service relationship.

<sup>409</sup>  
(6) With regard to the financial responsibility of the minister, the prime minister's political director, the prime minister's chief national security adviser and the state secretary for damage caused by the culpable breach of the obligation arising from their position, the exercise of the employer's authority is the prime minister, the appointed investigative commissioner at least the senior political leader holding the mandate of state secretary and the acting Council members are ministers invited by the Prime Minister.

(7) If the mandate of the senior political leader is terminated, he is entitled to use the name referring to his mandate, unless his mandate

a) - in the case of the Prime Minister - declaring a conflict of interest or establishing the absence of the necessary conditions for his election,

<sup>410</sup>  
b) - in the case of the Minister, the Prime Minister's Political Director, the Prime Minister's Chief National Security Adviser and the State Secretary - exemption based on a finding of a conflict of interest or the absence of the necessary conditions for their appointment ended due to

(8) The senior political leader must repay the allowance taken without a legal basis within fifteen days from the receipt of the invitation to do so.

<sup>411</sup>  
(9) If the appointment or dismissal of the minister, the Prime Minister's political director, the Prime Minister's chief national security adviser and the State Secretary are specified as a calendar day in the document on the appointment, dismissal, or termination of their mandate due to resignation, the minister, the Prime Minister's political director, the prime minister's chief national security advisor and the state secretary take office at the beginning of the designated calendar day, and their mandate ends at the end of the designated calendar day.

(10) The freedom of a senior political leader cannot be redeemed - with the exception of paragraph (11) .

(11) The leave of the senior political leader must be redeemed upon the termination of the political service relationship, if the employer has not granted the proportionate leave.

## XXVI. Chapter

### THE PRIME MINISTER

#### § 188 [ Conditions for electing the Prime Minister ]

Any person with a clean criminal record who can be elected in the parliamentary elections can be proposed as Prime Minister or elected as Prime Minister.

#### § 189 [ Termination of the mandate of the Prime Minister ]

(1) The Prime Minister may resign from his mandate with a written statement addressed to the President of the Republic.

(2) The mandate of the Prime Minister is terminated upon submission of resignation. A declaration of acceptance is not required for the cancellation to be valid.

(3) The President of the Republic shall immediately inform the Parliament of the Prime Minister's resignation.

(4) If the mandate of the Prime Minister is terminated due to the reason specified [in point e\) of Article 20 \(2\) of the Basic Law](#) , the President of the Parliament shall notify the Parliament of this fact.

#### § 190 [ Decision regarding conflict of interest and lack of conditions necessary for election ]

The Parliament is the Prime Minister

a) declaring his conflict of interest - if he does not eliminate his conflict of interest within thirty days of his election, or in the course of exercising his office, a reason for conflict of interest arises against him - and

b) on the lack of conditions necessary for his election

on the written motion of any member of the National Assembly - after seeking the opinion of the conflict of interest committee - a decision is made within thirty days of the receipt of the motion by the Speaker of the National Assembly.

#### § 191 [ The vote of confidence ]

(1) The motion for a vote of confidence and the motion of no confidence in the Prime Minister must be submitted to the President of the Parliament.

(2) The prime minister may not resign from the time of submission of the motion according to paragraph (1) until the decision on it is made.

(3) In the case of a vote of confidence according to [Article 21, paragraph \(4\) of the Basic Law](#) , a final vote on the proposal submitted by the Government must be held with unchanged content.

#### § 192 [ Prime Minister's allowances ]

(1) The Prime Minister

a) - covering both official and private programs - personal protection,

b) for the use of a residence,

c) - for personal and official purposes - for the use of two cars,

d) for radiotelephone and Internet use, as well as for the use of government communication networks,

e) for escort during his official assignment abroad, for the daily allowance and reimbursement of expenses applicable to political and professional senior managers, and - if necessary - for special air travel,

f) in the case of traveling abroad and returning home from abroad, as well as for the purpose of receiving and accompanying an official foreign delegation, is entitled to use the airport government waiting rooms,

g) - according to the agreement of the health institution providing the service and the ministry headed by the minister responsible for administrative quality policy and personnel policy - for free use of all health care is eligible.

(2) The Prime Minister is obliged to use the residence according to point b) of paragraph (1) .

(3) If travel abroad according to point e) of paragraph (1) takes place by scheduled plane or train, the Prime Minister may use first class or the corresponding level of travel comfort. The tasks related to the provision of these benefits and services are carried

out by the minister responsible for general political coordination.

(4) The Prime Minister shall immediately notify the relevant body of the data necessary for the use of benefits and services, as well as any changes in the data.

#### **§ 193 [ Offerings and donations for public purposes ]**

(1) In order to cover the costs of the Prime Minister's public offerings and donations, a special appropriation may be made in the Act on the Central Budget within the budget chapter of the ministry headed by the minister responsible for public administration quality policy and personnel policy and the ministry headed by the minister responsible for general political coordination, over which the prime minister has control.

(2) A public offering or donation may be made from the allocation according to paragraph (1) by means of a tender or without a tender, on the basis of an individual decision .

(3) A party, an organization that provides financial support to a party, or an organization engaged in direct political activity may not receive public donations or donations from the appropriations according to paragraph (1) .

(4) The appropriation according to paragraph (1) can be used based on the prior written commitment of the Prime Minister, without a separate contract concluded with the beneficiary.

(5) The minister referred to in paragraph (1) shall publish on the website of the ministry he leads within fifteen days of the Prime Minister's commitment pursuant to paragraph (4) the name of the beneficiary of the public offering or donation provided from the appropriation referred to in paragraph (1) , the purpose of the public offering or donation and amount.

#### **§ 194 [ Termination of the mandate of the Executive Prime Minister ]**

(1) This mandate of the Executive Prime Minister shall be terminated

a) with his death,

b) if the conditions necessary for the election of the Prime Minister no longer exist in the case of the Executive Prime Minister,

c) declaring a conflict of interest.

(2) If the mandate of the Executive Prime Minister is terminated for the reason specified in point a) of paragraph (1) , the Speaker of the National Assembly shall notify the National Assembly of this fact.

(3) The provisions applicable to the Prime Minister shall be applied to declare the executive prime minister's conflict of interest and to establish the absence of the necessary conditions for his election.

(4) Following the termination of this mandate of the Executive Prime Minister, until the election of the new Prime Minister, the powers of the Executive Prime Minister shall be exercised by the Deputy Prime Minister or, in the case of several Deputy Prime Ministers, by the first appointed Deputy Prime Minister, subject to the restrictions set forth in Article 22 (2) of the Basic Law .

#### **§ 195 [ Benefits of the former prime minister ]**

(1) The former prime minister was appointed by the Ksztv. In addition to those specified in § 13, the benefits specified in paragraphs (2) and (3) are entitled.

(2) The former prime minister is entitled to the use of a personal car for as long as he has held his office after the termination of his mandate, for which a car and a driver are provided by the police.

(3) The former prime minister - after the termination of his mandate - is entitled to employ a two-person secretariat for half of the time he held this position, for which the minister responsible for public administration quality policy and personnel policy provides premises. The personal and material conditions for the use of the secretariat are ensured by the minister responsible for the administrative quality policy and personnel policy.

(4) For the former prime minister's benefits specified in this §

a) for the allowance of the senior political leader taken without legal basis,

<sup>412</sup>  
b)

c) the obligation to disclose the data required for the use of benefits

applicable regulations must be applied.

(5) The former prime minister is not entitled to the benefits specified in paragraphs (2) and (3) if his mandate was terminated for the reason specified in points f) and g) of Article 20, paragraph (2) of the Basic Law .

### *XXVII. Chapter*

#### *THE MINISTER*

#### **§ 196 [ Appointment of the minister ]**

(1) Any person with a clean criminal record who can be elected in the parliamentary elections can be appointed as minister.

(2) The person proposed for the position of minister shall be heard by the committee of the Parliament with powers according to the minister's terms of reference before his appointment.

<sup>413</sup>  
(2a) In his decision on the appointment of the minister, the President of the Republic also establishes the designation of the minister's duties.

(3) The appointed minister takes an oath in front of the National Assembly according to the text of the Act on the Oath and Pledge of Individual Public Officials.

(4) In the absence of a different provision of the law with regard to the minister, the prime minister exercises the employer's rights.<sup>414</sup>

(5) The Prime Minister shall issue an identity card to the Minister for the purpose of certifying the holding of the public office. The ID card contains the minister's name, portrait and the title of the position held.<sup>415</sup>

(6) Upon the proposal of the Prime Minister, the President of the Republic shall determine that the Minister shall perform his duties with a designation of responsibilities different from those included in his appointment according to paragraph (2a) .

#### **§ 197 [ Resignation of the minister ]**

(1) The minister may resign from his mandate at any time with a written statement addressed to the President of the Republic through the Prime Minister.

(2) In case of resignation, the date of termination of the minister's mandate shall be determined by the President of the Republic on the proposal of the Prime Minister, but it shall not be later than the thirtieth day after the resignation has been delivered to the Prime Minister.

(3) A declaration of acceptance is not required for the cancellation to be valid.

#### **§ 198 [ Exemption of the minister ]**

(1) The Prime Minister may at any time make a proposal to the President of the Republic to dismiss the Minister.

(2) The Prime Minister initiates the dismissal of the Minister from the President of the Republic if

a) the minister does not eliminate his conflict of interest within thirty days of his appointment or the occurrence of the circumstances giving rise to the conflict of interest, or

b) the conditions necessary for the appointment of the minister no longer exist.

(3) The President of the Republic shall, in the event of an initiative pursuant to paragraph (2), relieve the minister of this mandate.

(4) In case of exemption, the date of termination of the minister's mandate shall be determined by the President of the Republic on the proposal of the Prime Minister, with the provision that in the case of exemption pursuant to paragraphs (2) and (3), the date may not be later than the fifteenth day from the date of the Prime Minister's initiative pursuant to paragraph (2) .

<sup>416</sup>

#### **§ 199. [Death of the minister]**

If the mandate of the minister is terminated for the reason specified in [Article 20, Paragraph 3, Point d\) of the Basic Law](#) , [the Prime Minister will provide information about this fact in a statement, which must be published in the Hungarian Gazette.](#)

#### **§ 200 [ Procedure in the event of termination of the minister's mandate ]**

(1) If the mandate of the minister has been terminated by the termination of the mandate of the prime minister, the newly elected prime minister shall immediately propose to the president of the republic the person of the new minister, or temporarily entrust another member of the new government with the performance of his duties in a prime ministerial decree.

(2) If the mandate of the minister does not end with the termination of the mandate of the prime minister, the prime minister shall immediately propose to the President of the Republic the person of the new minister, or temporarily entrust another member of the Government with the performance of his duties in a Prime Minister's decree.

(3) By performing the ministerial duties, the member of the Government appointed according to paragraphs (1) or (2) exercises the authority of the minister without restrictions.

#### **§ 201 [ The executive minister ]**

(1) This assignment of the executive minister shall be terminated

a) with his death,

b) by resigning,

c) if the conditions necessary for the appointment of the minister no longer exist in the case of the executive minister,

d) declaring a conflict of interest.

<sup>417</sup>

(2) In the case of termination of the mandate of the executive minister in the case specified in points a)-c) of paragraph (1) , the rules applicable to the minister shall be applied.

(3) If a reason for a conflict of interest arises in relation to the executive minister in the exercise of his duties, the President of the Republic shall, on the proposal of the Prime Minister, decide on the declaration of the conflict of interest within thirty days of receiving the motion.

(4) If this mandate of the executive minister is terminated, the powers of the Government are exercised by the Prime Minister or a member of the executive government appointed by the Executive Prime Minister in a Prime Minister's Decree.

<sup>418</sup>

### *XXVII/A. Chapter*

## *THE PRIME MINISTER'S POLITICAL DIRECTOR*

#### **201/A. § [ Appointment of the prime minister's political director ]**

(1) Any person with a clean criminal record who can be elected in the election of members of the National Assembly can be appointed political director of the Prime Minister.

- (2) The prime minister's political director is appointed and dismissed by the prime minister.
- (3) The prime minister's political director takes office at the time specified in his appointment, or in the absence of this, by his appointment.<sup>419</sup>
- (3a) The prime minister's political director - after his appointment - swears in front of the prime minister according to the text of the law on oaths and pledges of individual public officials.
- (4) The Prime Minister shall issue an identity card to the Prime Minister's political director for the purpose of verifying the holding of the position of senior political leader. The ID card contains the name, portrait and title of the political director of the prime minister.
- (5) The prime minister exercises the employer's rights with regard to the prime minister's political director.

**201/B. § [ Termination of the mandate of the Prime Minister's political director ]**

- (1) The mandate of the Prime Minister's political director is terminated
- upon termination of the mandate of the Prime Minister,
  - by resigning,
  - with exemption,
  - with his death.
- (2) If the mandate of the political director of the prime minister has been terminated based on point a) of paragraph (1), the political director of the prime minister shall exercise his authority until the formation of a new government or until the condition specified in points b)–d) of paragraph (1) occurs.
- (3) If the mandate of the political director of the prime minister is terminated based on point d) of paragraph (1), the fact of this shall be established by the prime minister.

**201/C. § [ Resignation of the political director of the prime minister ]**

- (1) The prime minister's political director may resign his mandate at any time by giving a written statement to the prime minister.
- (2) In case of resignation, the Prime Minister shall determine the date of termination of the mandate of the Prime Minister's political director, but it shall not be later than the thirtieth day after the resignation has been delivered to the Prime Minister.
- (3) A declaration of acceptance is not required for the cancellation to be valid.

**201/D. § [ Exemption of the prime minister's political director ]**

- (1) The prime minister may dismiss the political director of the prime minister at any time.
- (2) The Prime Minister dismisses the political director of the Prime Minister if
- the prime minister's political director does not eliminate his conflict of interest within thirty days of his appointment or the occurrence of the circumstances giving rise to the conflict of interest, or
  - the necessary conditions for the appointment of the prime minister's political director no longer exist.
- (3) In the event of an exemption, the prime minister determines the date of termination of the mandate of the political director of the Prime Minister, with the fact that in the case of exemption according to paragraph (2), the date cannot be later than the tenth day after the notification of the exemption.

*XXVII/B. Chapter*

*CHIEF NATIONAL SECURITY ADVISOR TO THE MINISTER*<sup>420</sup>

**201/E. § [ Rules applicable to the Prime Minister's Chief National Security Adviser ]**

With regard to the Prime Minister's Chief National Security Adviser, XXVII/A. The provisions specified in Chapter shall apply.

*XXVIII. Chapter*

*THE SECRETARY OF STATE*

**§ 202 [ Appointment of the Secretary of State ]**

- (1) Any person with a clean criminal record who can be elected in the election of members of the National Assembly can be appointed Secretary of State.<sup>421</sup>
- (2) The state secretary is appointed by the president of the republic as the state secretary of the ministry specified in the appointment based on the proposal made to the prime minister after seeking the minister's opinion.
- (3) The Secretary of State shall take office at the time specified in his appointment, failing which, by his appointment.
- (4) The appointed Secretary of State takes an oath in front of the President of the Republic according to the text of the Act on the Oath and Pledge of Individual Public Officials.
- (5) The Prime Minister shall issue an identity card to the Secretary of State for the purpose of confirming the holding of the position of senior political leader. The ID card contains the name of the secretary of state, his portrait and the title of the position held.
- (6) In the absence of a different provision of the law with regard to the Secretary of State, the minister shall exercise the employer's rights.<sup>422</sup>

<sup>422</sup>  
(7) Upon the Prime Minister's proposal after seeking the opinion of the minister or ministers concerned, the President of the Republic determines that the Secretary of State performs his duties in a ministry with a different name or different from those included in his appointment according to paragraph (2) . If the provisions of this paragraph are applied, the oath according to paragraph (4) shall not be repeated.

**§ 203 [ Termination of the mandate of the State Secretary ]**

(1) The mandate of the State Secretary is terminated

- a) upon termination of the mandate of the Prime Minister,
- b) by resigning,
- c) with exemption,
- d) with his death.

(2) If the mandate of the state secretary has been terminated based on point a) of paragraph (1) , the state secretary shall exercise his powers until the formation of a new government or until the condition specified in points b)–d) of paragraph (1) occurs.

<sup>423</sup>  
(3) If the mandate of the State Secretary is terminated based on point d) of paragraph (1) , the minister shall provide information about this fact in a notice, which must be published in the Hungarian Gazette.

**§ 204 [ Resignation of the Secretary of State ]**

(1) The Secretary of State may resign from his mandate at any time with a written statement addressed to the President of the Republic through the Prime Minister. The state secretary delivers the statement to the minister, who immediately forwards it to the prime minister.

(2) In case of resignation, the date of termination of the State Secretary's mandate shall be determined by the President of the Republic on the proposal of the Prime Minister, but it shall not be later than the thirtieth day after the resignation has been delivered to the Prime Minister.

(3) A declaration of acceptance is not required for the cancellation to be valid.

**Section 205 [ Exemption of the Secretary of State ]**

(1) The Prime Minister may at any time, after seeking the Minister's opinion, propose to the President of the Republic to dismiss the Secretary of State.

(2) The Prime Minister initiates the dismissal of the Secretary of State from the President of the Republic if

- a) the state secretary does not eliminate his conflict of interest within thirty days of his appointment or the occurrence of the circumstances giving rise to the conflict of interest, or
- b) the conditions necessary for the appointment of the Secretary of State no longer exist.

(3) The President of the Republic shall relieve the Secretary of State of this mandate in the event of an initiative pursuant to paragraph (2) .

(4) In case of exemption, the date of termination of the State Secretary's mandate shall be determined by the President of the Republic on the proposal of the Prime Minister, with the provision that in the case of exemption pursuant to paragraphs (2) and (3), the date may not be later than the fifteenth day from the date of the Prime Minister's initiative pursuant to paragraph (2) .

<sup>424</sup>  
*XXIX. Chapter*

*ON THE PRINCESS*

<sup>425</sup>  
**§ 206.** <sup>426</sup> [ Rules applicable to the legal relationship of the master ]

(1) The rules applicable to the government service relationship and the government official shall be applied to the political service relationship of the chieftain - unless this law provides otherwise.

<sup>427</sup>  
(2) The political service relationship of the governor-general is governed by the provisions of this law regarding the government service relationship and the government official,

- a) with the subjects of the service relationship,
- b) with membership in the Hungarian Government Civil Service Corps,
- c) by exercising the right of employer,
- <sup>428 with the exception</sup>  
d) of paragraphs (2)–(4) of § 82 by establishing the service relationship and amending the appointment,
- e) by stipulating mandatory part-time work,
- f) upon termination or termination of the legal relationship,
- g) training and further training,
- h) with the study contract,
- i) with professional ethics,
- j) with the prohibition of joint application and incompatibility,
- <sup>429</sup>  
k) with compensation for extraordinary working hours, on-call and standby,

l) with the basic and additional leave - excluding § 128 (8) paragraph e, § 155 and 156/A. supplementary leave according to §

- m) with employment other than appointment,
- n) with the performance evaluation,
- o) with the allowance,<sup>430</sup>
- p) with service recognition,
- q) housing subsidies,
- r) with the civil service arbitration procedure and the legal dispute, and
- s) with the reconciliation of interests of government officials

its related provisions - in the absence of a different provision of the government decree issued on the basis of the authorization of this law - shall not be applied.

<sup>431</sup>  
**§ 207.**<sup>432</sup> *[ Appointment of the headmaster ]*

(1) The chief inspector is appointed and dismissed by the prime minister on the proposal of the minister appointed by government decree to manage the government office. With the exception of appointment and dismissal, the employer's rights over the chief are exercised by the minister appointed by government decree to manage the government office.

<sup>433</sup> With regard to the freedom of the head of state  
 (1a) , the employer's powers according to this law are exercised by the senior political leader appointed by the minister appointed in a government decree to manage the government office.

<sup>434</sup>  
 (2) A person with a clean criminal record who can be elected in the elections of the members of the National Assembly can be appointed as the Chief.

<sup>435</sup>  
 (3) The head master takes office at the time specified in his appointment, or in the absence of this, by his appointment. The appointed head of state swears an oath in front of the prime minister according to the text of the law on the oath and pledge of individual public officials.

<sup>436</sup>  
 (4) The prime minister issues an identity card to the chief lord - for the duration of his mandate and to prove his legal status as chief lord. The ID card contains the name of the chief, his portrait and the title of the position held.

<sup>437</sup>  
**§ 208.**<sup>438</sup> *[ Conflict of interests of the principal ]*

(1) The mayor may not establish a legal relationship for further employment, may not be a member of parliament, a member of the European Parliament, a local government representative, a member of the capital or county assembly, mayor, chairman of the county assembly, mayor, deputy mayor, vice president of the county assembly, deputy mayor, chairman of the national government and representative of the national government.

<sup>439</sup>  
 (2) The provision specified in paragraph (1) does not prevent the principal from carrying out scientific, educational, artistic, proofreading, editorial, intellectual activities subject to legal protection and establishing a foster parent employment relationship without the permission of the employer.

<sup>440</sup>  
 (3) The provision defined in paragraph (1) does not prevent the chief notary service from being suspended for the duration of the political leadership appointment in accordance with the law on notaries.

<sup>441</sup>  
**§ 209.** *[ Termination and termination of the mandate of the master ]*

(1) The mandate of the master is terminated:

- a) upon termination of the mandate of the Prime Minister,
- b) with the death of the chief,
- c) if the head of state is no longer eligible to be elected in the election of parliamentarians,
- d) establishing the principal's conflict of interest,
- e) by withdrawing, revoking or terminating the position of the foreman.

(2) The mandate of the head master may be terminated:

- a) upon the resignation of the principal,
- b) by relieving the chief,
- c) by mutual agreement of the parties.

(3) If the term of office of the head of state is terminated with the termination of the term of office of the prime minister, he shall exercise his powers until the formation of the new Government.

<sup>442</sup>  
**§ 210.**<sup>443</sup> *[ Salary and allowances of the chief lord ]*

(1) The head master is entitled to a salary determined by the minister appointed by government decree to manage the government office.

<sup>444</sup>  
 (1a) The amount of the allowance according to paragraph (1) must be determined on July 1 of each year. The head master is entitled to the salary established in this way - if the other conditions for entitlement to the salary are met and in the absence of a different provision by the minister appointed to manage the government office in a government decree - until June 30 of the following year.

<sup>445</sup>  
 (1b) The head master is entitled to the benefits specified in the government decree.

<sup>447</sup>  
(2) For the duration of his mandate and in the event of the termination of the Prime Minister's mandate, during the period of exercise of powers until the formation of the new Government, from the point of view of eligibility for social insurance benefits, the insured employed in a government service relationship, his salary is considered to be income from non-independent activities, forming a contribution base.

<sup>448</sup>  
(3) The duration of the mandate of the Lord Mayor and, in the event of the termination of the mandate of the Prime Minister, the duration of the exercise of authority until the formation of the new Government shall be considered time spent in a government service relationship.

<sup>449</sup>  
(4) If the chief master's mandate is terminated, his salary and allowances are due as long as he exercises his powers based on paragraph (3) .

<sup>450</sup>  
(5) If the chief minister has held this position for at least three years, and his mandate ends with the termination of the mandate of the prime minister, his dismissal or his death, within fifteen days from the termination of the exercise of authority, he is entitled to a lump sum equal to six months' or three months' salary in the case of resignation, to which paragraph (2) shall apply.

<sup>451</sup>  
(6) In the event of the death of the chieftain, the benefit according to paragraphs (5) and (7) is due to the chieftain's spouse, or, failing that, his partner (hereafter together: widow) - in the absence of a widow, the chieftain's heir, or in the case of several heirs, his heirs.

<sup>452</sup>  
(7) If the mandate of the headmaster was terminated earlier than three years for the reasons specified in paragraph (5) , but he held his position for at least one year, he is entitled to half of the allowance specified in paragraph (5) .

<sup>453</sup>  
(8) The foreman is not entitled to the benefit according to paragraphs (5) and (7) if, within 180 days after the termination of his mandate, he has a legal relationship to hold a senior official position or work in an economic company under the direct or indirect majority influence of the state, or CXCIX of 2011 on civil servants . law or establishes a legal relationship for employment at the body under the scope of this law (hereafter together in the application of this section: new legal relationship).

<sup>454</sup>  
(8a) In the case according to paragraph (8), the master is obliged to repay the amount of allowance paid to him according to paragraphs (5) and (7) within 30 days from the establishment of the new legal relationship.

<sup>455</sup>  
(8b) Contrary to the provisions of paragraph (8a), the amount of the benefit does not have to be repaid if there is no remuneration within the framework of the new legal relationship. If the foreman has already paid back the allowance based on paragraph (8a) , the government administrative body that previously employed him is obliged to pay it back to the person concerned within 30 days of being informed according to point c) of paragraph (12), if the conditions are met.

<sup>456</sup>  
(9) Subsection (8) shall also be applied if the mandate of the chief is terminated due to a conflict of interest because he is elected as a member of the Parliament or a member of the European Parliament.

<sup>457</sup>  
(10) The foreman is not entitled to severance pay and exemption period, as well as service recognition.

<sup>458</sup>  
(11) In the calculation of the period specified in paragraphs (5) and (7) , the time spent in the continuous mandate of the master - the maximum six-month interruption from the termination of the exercise of powers to the entry into office in connection with the new mandate, and from the termination of the mandate to the termination of the exercise of powers shall be considered as continuity not counted in terms of - must be counted in one.

<sup>459</sup>  
(12) The master is obliged to inform immediately  
a) the government administrative body that previously employed him on the establishment of the new legal relationship,  
b) the body employing him in the new legal relationship that he falls under the scope of subsection (8) ,  
c) the government administrative body that previously employed him, about whether there is remuneration in the framework of the new legal relationship.

(13) During the calculation of the period on which the severance pay is based in the new legal relationship, the employer's period of entitlement to benefits according to paragraphs (5) and (7) must be taken into account.

<sup>460</sup>  
**§ 211.** <sup>461</sup> *[ Freedom of the lord ]*

<sup>462</sup>  
(1) The headmaster is entitled to thirty-five working days of basic leave each calendar year. The chief band is not entitled to special free time after extraordinary work.

(2) If the head master is re-appointed as head master, elected or appointed as a senior political leader, or appointed as a senior professional leader within thirty days of the termination of his powers at the latest, the leave he has not been given will be used for the role of head master concerned with the new appointment or election, or political it must be taken into account for leave due to a service relationship or a government service relationship.

<sup>463</sup>  
**212. §** <sup>464</sup> *[ Disciplinary and compensation liability of the master ]*

(1) In connection with the disciplinary and compensation liability of the master for the damage caused by the culpable breach of the obligation arising from his position, the exerciser of the employer's authority is the minister appointed by government decree to manage the government office.

(2) In the proceedings initiated by the minister appointed to manage the government office in a government decree to establish disciplinary or compensation liability, a council shall act, the members of which are appointed by the minister appointed to manage

the government office in a government decree. The designated investigating commissioner must be at least a senior political leader holding the position of State Secretary.

<sup>465</sup>  
**§ 213.**<sup>466</sup> [ *Declaration of assets of the chieftain* ]

(1) Within thirty days of the creation of his mandate, and annually thereafter, as well as within thirty days of the termination of his mandate or the termination of the exercise of authority pursuant to § 209, paragraph (3) , the [Vnytv.](#) makes a declaration of assets according to which he is obliged to attach it to his spouse or partner and children living in the same household [as Vnytv.](#) according to his declaration of assets.

(2) The asset declaration is managed by the minister appointed by government decree to manage the government office.

(3) The [Vnytv. § 9](#) , § 10 and § 14–16. § shall be applied in the event of an asset acquisition investigation that can be conducted against the master, as well as in the case of the master's breach of the obligation to declare assets.

*XXX. Chapter*

*CONSULTANT'S POLITICAL SERVICE RELATIONSHIP*

**§ 214** [ *Political service relationship of the political adviser and chief adviser* ]

(1) Political advisor and chief advisor (for the purposes of this section, hereinafter together: political advisor)

a) in the ministry headed by the minister responsible for public administration quality policy and personnel policy, for the Prime Minister's activities and the preparation of the Government's decisions,

b) in the ministry led by the minister responsible for general political coordination, for the activities of the prime minister and the preparation of the Government's decisions,

c) for the activities of the minister in the ministerial cabinet,

d) in the state secretary's cabinet or, failing that, at the state secretary's secretariat for the state secretary's activities

<sup>468</sup>  
e) for the activities of the prime minister's political director in the political director's cabinet and the Political Director's Office<sup>469</sup>

f) for the activities of the prime minister's chief national security adviser in the cabinet and secretariat of the national security adviser and the National Security Office<sup>470</sup> can serve to perform directly related tasks.

(2) The appointment of a political advisor for the duration of the mandate of the prime minister, the minister, the political director of the prime minister, the prime minister's chief national security adviser or the secretary of state, or in the event of termination of the mandate, the prime minister, the minister, the prime minister's political director, the prime minister's chief national security adviser or refers to the period of the state secretary's exercise of authority.

<sup>471</sup>  
(2a) The minister responsible for public administration quality policy and personnel policy may grant an exemption from the age limit specified in § 104, paragraph (1) point c) for political advisers.

<sup>472</sup>  
(3) A maximum of 15 political advisor positions may be established in the cabinet of ministers, and a maximum of 8 positions in the state secretary's cabinet or, failing that, in the state secretary's secretariat, the political director's cabinet and the Political Director's Office, as well as in the chief national security adviser's cabinet and the National Security Office.

(4) The provisions of this law relating to the government service relationship shall be applied to the political service relationship of the political advisor, with the exceptions contained in this chapter.

<sup>473</sup>  
(5) In the absence of a different provision of the government decree issued on the basis of the authorization of this law, the government service relationship shall not apply to the political adviser

a) with the duration of the appointment,

b) by selection,

c) with severance pay,

d) by changing the legal relationship,

e) with allowance,

<sup>474</sup>  
f) with supplementary freedoms - excluding Section 128 (8) e, Section 155 and Section 156/A. supplementary leave according to § -,

g) performance evaluation,

h) with training, further training, and

<sup>475</sup>  
i) with recognition of service  
related provisions.

(6) According to the rules applicable to government officials, the political advisor may take a basic and professional examination in public administration. The costs of the exams are borne by the political advisor, which can be assumed by the government administrative body.

<sup>476</sup>  
**§ 215.** [ *Exercising the employer's authority over the political adviser* ]

(1) Employer rights above the political advisor

a) in the case of § 214, subsection (1), point a), the minister responsible for public administration quality policy and personnel policy ,

b) in the case of point b) of paragraph (1) of § 214 , the minister responsible for general political coordination,

c) in the case according to point c) of § 214, paragraph (1), the minister,

d) in the case according to point d) of § 214, paragraph (1), the state secretary practice.

(2) In the case according to Section 214, paragraph (1), point e), the political director of the prime minister exercises the employer's rights over the political advisor serving in the political director's cabinet. The political director of the Prime Minister exercises the basic employer rights over the political advisor serving at the Political Director's Office, and the other employer rights are exercised by the deputy state secretary working at the Political Director's Office.

#### **§ 216** <sup>477</sup> *[ Remuneration and freedom of the political adviser ]*

(1) The political adviser's salary is established by the employer. The monthly allowance for the period from March 1 of the current year to the end of February of the following year may not exceed ten times the average monthly gross earnings of the national economy for the year preceding the current year, as officially published by the Central Statistical Office.

(2) In addition to the basic leave, the consultant is entitled to seven working days of additional leave.

#### **§ 217** <sup>478</sup> *[ Contents of the political service relationship of the chief of staff ]*

(1) The provisions relating to the political advisor shall apply to the political service relationship of the chief of staff - with the deviation contained in paragraphs (2) and (3) .

(2) The minister has employer rights over the chief of staff leading the cabinet of ministers, the political director of the prime minister has employer rights over the chief of staff leading the political director's cabinet, the minister has basic employer rights over the chief of staff leading the state secretary's cabinet, and the state secretary has other employer rights practice.

<sup>480 Pursuant to</sup>  
(3) Section 3, Paragraph (11) of the Government Decree on the Legal Status of National Guardsmen, the Chief of Cabinet assigned to the ministry headed by the Minister responsible for national defense, and the Chief of Staff assigned to the ministry headed by the Minister responsible for policing pursuant to the Law on the Service Relationship of the Professional Staff of Bodies Performing Law Enforcement Tasks for the legal relationship of the chief of staff, or the chief of staff assigned to the ministry led by the minister responsible for the management of civilian national security services based on the law on national security services and the law on the employment relationship of the professional staff of bodies performing law enforcement tasks, the government decree on the legal status of national guards, on the employment relationship of the professional staff of law enforcement agencies Act and the Act on National Security Services shall be applied.

#### **§ 218** <sup>481</sup> *[ Exercising the right of the chief of staff as employer ]*

(1) The chief of staff leading the ministerial cabinet exercises employer rights over the government officials and employees of the ministerial cabinet, as well as the head of department leading the minister's secretariat, with the minister's competence to appoint and revoke the position of head of department.

(2) Contrary to paragraph (1), in the ministry headed by the minister responsible for national defense, the minister exercises the employer's rights over the head of department in charge of the minister's secretariat.

(3) The chief of staff leading the state secretary's cabinet exercises employer rights over the government officials belonging to the staff of the state secretary's cabinet, as well as the head of department leading the state secretary's secretariat, with the state secretary's competence to appoint managers and their revocation.

## PART SIX

### THE COMMISSIONER'S LEGAL RELATIONSHIP

#### *XXXI Chapter*

#### *THE GOVERNMENT COMMISSIONER, THE MINISTERIAL COMMISSIONER AND THE MINISTERIAL COMMISSIONER*

#### **§ 219** *[ Conditions for filling the office of Government Commissioner ]*

(1) To the Government Commissioner

a) ministers, the prime minister's political director, the prime minister's chief national security adviser, state secretary, public administration state secretary or deputy state secretary, and

b) a person not covered by point a).  
can be appointed.

(2) The prime minister makes a proposal for the person of the government commissioner.

(3) The mandate of the government commissioner is for a specific period of time, but not more than four years. This mandate of the government commissioner shall cease upon termination of the mandate of the minister, prime minister's political director, prime minister's chief national security adviser, state secretary, state secretary for public administration or deputy state secretary.

This mandate of the Government Commissioner shall cease with the termination of the mandate of the Prime Minister, with the fact that in this case the Government Commissioner shall exercise his powers until the formation of the new Government.

**§ 220** [ *Conditions for holding the office of Prime Minister's Commissioner* ]

**(1)** Prime Minister's Commissioner

- a) ministers, the prime minister's political director, the prime minister's chief national security adviser, state secretary, public administration state secretary or deputy state secretary, and
- b) a person not covered by point a).

can be appointed.

(2) The mandate of the Prime Minister's Commissioner is for a specified period of time, but at most until the termination of the Prime Minister's mandate. This mandate of the Prime Minister's Commissioner shall cease with the termination of the Prime Minister's mandate, with the fact that in this case the Prime Minister's Commissioner shall exercise his powers until the formation of the new Government.

**§ 221** [ *Conditions for filling the mandate of ministerial commissioner* ]

(1) Prior to the appointment of the ministerial commissioner, the minister informs the head of the body designated for government personnel administration about the proposed person, who may object to the proposal within fifteen days of the information being provided. The objected person may not be appointed ministerial commissioner. The head of the body designated for government personnel administration informs the prime minister about the fact of the objection and the objected person.

(1a) State secretaries, public administration state secretaries and deputy state secretaries cannot be appointed ministerial commissioners.

(2) The mandate of the ministerial commissioner is for a specified period of time, but not more than two years. This assignment of the ministerial commissioner shall also be terminated by revocation or by the termination of the exercise of authority of the minister who appointed him. If this mandate of the ministerial commissioner coincides with the termination of the mandate of the prime minister, the ministerial commissioner shall exercise his authority until the formation of the new government.

**§ 222** [ *Common rules for persons in a legal relationship with commissioners* ]

(1) For the purposes of entitlement to social insurance benefits, a person in a legal relationship with a commissioner is considered an insured employed in a government service legal relationship during the term of his mandate.

(2) If in the normative decision or normative instruction regarding the appointment of a person with legal status as a commissioner, the date of origination or termination of the mandate is defined as a calendar day, the person with legal status as a commissioner takes office at the beginning of the specified calendar day, or his mandate is terminated at the end of the specified calendar day.

(3) From the point of view of carrying out other positions, mandates, other activities associated with work, or creating a legal relationship, the commissioner's legal relationship does not qualify as a legal relationship aimed at work or employment, and - with the exception specified in § 221, paragraph (1a) - it does not create a conflict of interest.

(4) Paragraphs (2)–(4) of Section 82 shall apply to the person in the legal relationship of commissioner .

## PART SEVEN

### EXECUTIVES IN A GOVERNMENT SERVICE LEGAL RELATIONSHIP

#### XXXII. Chapter

#### THE PROFESSIONAL SENIOR MANAGER

**§ 223** [ *Rules applicable to the State Secretary for Public Administration and the Deputy State Secretary* ]

Section 83 , Section 85 , Paragraphs (7)–(10) of Section 86 , Section 87 , Section 88 shall not apply to the government service relationship of the State Secretary for Public Administration and the Deputy State Secretary . § , § 90 , § 96 , § 97 , § 100 , § 103–110 § , § 111, subsections (1), (3) and (8) , § 111, subsection (4) with the exception of the second sentence, § 112–114 § , § 128, paragraphs (1) and (3)–(7) , § 149 , § 158 , and § 166 (2)–(3) and (5) ) paragraph .

**§ 224** [ *Common rules for the appointment of the State Secretary for Public Administration and the Deputy State Secretary* ]

(1) Any person with a clean criminal record who can be elected at the election of the members of the Parliament, who has a professional qualification obtained in a master's degree in law or a certified expert in public administration or a certified manager in the field of economics with a bachelor's or master's degree in economics or has a higher education and a specialized qualification corresponding to his tasks and competences.

(1a) In contrast to the provisions of paragraph (1), in the ministry headed by the minister responsible for children and youth policy, a person with a clean criminal record who can be elected in the election of members of the Parliament and who does not have the professional qualifications specified in paragraph (1) , but whose takes part in training aimed at obtaining the

(2) The Prime Minister shall issue a certificate to the Secretary of State for Public Administration and the Deputy State Secretary for the purpose of certifying that they hold professional senior management positions. The identity card contains the name, portrait and title of the state secretary for public administration or the deputy state secretary.

**§ 225 [ Common rules regarding conflicts of interest between the State Secretary for Public Administration and the Deputy State Secretary ]**

(1) The Secretary of State for Public Administration and the Deputy Secretary of State may not hold a position in an interest representation organization or a leading position in a cooperative.

(2) It does not create a conflict of interest if the State Secretary for Public Administration or the Deputy State Secretary is a member of the supervisory board of the Hungarian National Bank, a member of the National Wealth Management Council, and the chairman or member of the Property Policy Council.

(2a) Membership in the board of trustees and supervisory board of a public-interest asset management foundation performing a public task, as well as the position of asset auditor in a public-interest asset management foundation performing a public task, do not create a conflict of interest by the fact that the person concerned may not participate in decision-making or perform any activity that the public-interest asset management foundation [IX of 2021](#) on public interest trust foundations . [Section 15 \(3\) of the Act](#) prohibits this.

(3) If, during the conflict of interest procedure, the State Secretary for Public Administration or the Deputy State Secretary eliminates the cause of conflict of interest against him, the finding of conflict of interest must be waived.

(4)

**§ 226 [ Rules concerning the freedom of the State Secretary for Public Administration and the Deputy State Secretary ]**

(1) The State Secretary for Public Administration and the Deputy State Secretary are entitled to 20 working days of basic leave in each calendar year, and are also entitled to 15 working days of additional management leave.

(2) The use of leave must be notified in advance to the State Secretary for Public Administration of the Prime Minister's Government Office.

**§ 227 [ Disciplinary punishments of the State Secretary for Public Administration and the Deputy State Secretary ]**

Disciplinary penalties that can be imposed on the Secretary of State for Public Administration and the Deputy Secretary of State who commit a disciplinary offense:

- a) reprimand,
- b) loss of office.

**§ 228 [ Common rules on the termination and termination of the government service relationship of the State Secretary for Public Administration and the Deputy State Secretary ]**

(1) The government service relationship of the State Secretary for Public Administration and the Deputy State Secretary shall be terminated:

- a) with his death,
- b) if it is no longer possible to be elected in the election of members of Parliament,
- c) establishing a conflict of interest,
- d) by electing or appointing a representative of parliament, local government, nationalities advocate, mayor, senior political leader or political leader,
- e) loss of office with disciplinary punishment,
- f) by adding his position to the centralized position list.

(2) The government service relationship of the State Secretary for Public Administration and the Deputy State Secretary may be terminated:

- a) by resigning from this position,
- b) by relieving him of his position.

(3) If the government service relationship of the State Secretary for Public Administration or the Deputy State Secretary is terminated, he is entitled to use the title referring to his position, provided that the government service relationship was not terminated due to a finding of conflict of interest or a disciplinary penalty for loss of office or because of the election of members of Parliament is no longer available.

(4) The Secretary of State for Public Administration and the Deputy Secretary of State must repay the allowance taken without a legal basis within fifteen days from the date of receipt of the invitation to do so.

(5) If in the document on the appointment of the State Secretary for Public Administration or the Deputy State Secretary, the determination of the termination of the government service relationship by discharge from this position or resignation from this position, the date of creation or termination of the mandate is determined as a calendar day, the State Secretary for Public Administration or the Deputy State Secretary takes office at the beginning of the specified calendar day, or his mandate ends at the end of the specified calendar day.

(6) The State Secretary for Public Administration and the Deputy State Secretary are not entitled to severance pay.

**§ 229 [ Appointment of the Secretary of State for Public Administration ]**

(1) On the proposal of the Prime Minister, the President of the Republic appoints the State Secretary for Public Administration for an indefinite period as State Secretary for Public Administration of the ministry specified in the appointment or the Prime Minister's Government Office. The Prime Minister makes his proposal regarding the appointment based on the Minister's initiative.

(2) The Secretary of State for Public Administration takes office at the time specified in his appointment, or in the absence of this, upon his appointment.

(3) In relation to the government service relationship of the Secretary of State for Public Administration, the employer's authority - with the exception of appointment to this position and dismissal from it, as well as determining the salary - is exercised by the minister. The minister acts as the employer in the proceedings initiated in order to enforce claims arising from the government service relationship.

(4) The appointed Secretary of State for Public Administration takes an oath in front of the President of the Republic according to the text of the Act on the Oath and Pledge of Individual Public Officials.

(5) Upon the Prime Minister's proposal after seeking the opinion of the minister or ministers concerned, the President of the Republic shall determine that the State Secretary for Public Administration shall perform his duties in a ministry with a different name or different from those included in his appointment under paragraph (1) . If the provisions of this paragraph are applied, the oath according to paragraph (4) shall not be repeated.

501

### **§ 230. [Salary of the State Secretary for Public Administration]**

(1) The State Secretary for Public Administration is entitled to a salary in the amount determined by the Prime Minister. The salary of the Secretary of State for Public Administration may differ from the upper limit of the salary range defined in Annex 1 .

(2) According to paragraph (1), the Prime Minister determines the amount of the allowance on July 1 of each year. The State Secretary for Public Administration is entitled to the salary established in this way - if the other conditions for entitlement to the salary are met and in the absence of a different order by the Prime Minister - until June 30 of the following year.

### **§ 231 [ Termination and termination of the legal relationship of the State Secretary for Public Administration ]**

(1) If the Secretary of State for Public Administration does not eliminate his conflict of interest within thirty days from the date of his appointment, or if a reason for a conflict of interest arises against him during the exercise of his duties, the President of the Republic shall, on the proposal of the Prime Minister, decide on the issue of the conflict of interest within thirty days from the notification.

(2) The President of the Republic pronounces the removal from office upon a proposal submitted to the Disciplinary Council through the Prime Minister.

(3) The disciplinary council's proposal to impose a penalty of loss of office - which is accompanied by the suspension of the State Secretary for Public Administration - must be communicated to the State Secretary for Public Administration. The Secretary of State for Public Administration may appeal to the court against the proposal within fifteen days from the date of notification. The proposal cannot be submitted to the Prime Minister until the claim has been adjudicated.

(4) On the basis of the decision of the President of the Republic, the employer measures related to the termination or termination of the government service relationship of the Secretary of State for Public Administration shall be taken by the Minister.

(5) If the government service relationship of the state secretary for public administration is terminated on the basis of § 228, paragraph (1) b) , d) or f) , or § 228, paragraph (2), point a) , the termination of the mandate the fact is established by the President of the Republic on the proposal of the Prime Minister.

(6) If the mandate of the Secretary of State for Public Administration is terminated based on point a) of § 228, subsection (1) , the minister shall provide information about this fact in a notice, which must be published in the Hungarian Gazette.

### **§ 232 [ Resignation of the Secretary of State for Public Administration ]**

(1) The Secretary of State for Public Administration may resign from this office at any time by means of a written statement addressed to the President of the Republic through the Prime Minister. The declaration is delivered by the Ministry's State Secretary for Public Administration to the Minister, who immediately forwards it to the Prime Minister. The State Secretary for Public Administration of the Prime Minister's Government Office will deliver this statement directly to the Prime Minister.

(2) In the event of the resignation of the Secretary of State for Public Administration, the date of termination of the mandate shall be determined by the President of the Republic on the proposal of the Prime Minister, provided that it shall not be later than the thirtieth day after the notification of the resignation to the President of the Republic. The cancellation period begins on the day following the termination of the assignment.

(3) If the Secretary of State for Public Administration held this position for at least three years, the resignation period is three months from the termination of the assignment, if this position was terminated earlier than three years, but he held it for at least one year, the resignation period is forty-five days, if his position is a held for less than a year, the cancellation period is fifteen days. During the resignation period, the State Secretary for Public Administration is exempted from the obligation to work.

(4) The Secretary of State for Public Administration is not entitled to the remuneration due to the period of resignation in accordance with paragraph (3) if, within 180 days after the termination of his mandate, he has entered into a legal relationship to hold a senior official position or to work in an economic company under the direct or indirect majority influence of the state, or [CXCIX of 2011](#) on civil service officials . [law](#) or establishes a legal relationship for employment at the body under the scope of this law (hereafter together in the application of this section: new legal relationship).

<sup>505</sup>  
(5) In the case according to subsection (4), the State Secretary for Public Administration is obliged to repay the full amount of the remuneration paid to him for the period of resignation within 30 days from the establishment of the new legal relationship.

<sup>506</sup>  
(6) In contrast to the provisions of paragraph (5), the amount of the allowance does not have to be repaid if there is no remuneration within the framework of the new legal relationship. If the State Secretary for Public Administration has already paid back the salary based on paragraph (5), the government administrative body that previously employed him must - if the conditions are met - pay it back to the person concerned within 30 days after the information according to point c) of paragraph (7).

<sup>507</sup>  
(7) The State Secretary for Public Administration is obliged to inform immediately  
a) the government administrative body that previously employed him on the establishment of the new legal relationship,  
b) the body employing him in the new legal relationship that he falls under the scope of paragraph (4),  
c) the government administrative body that previously employed him, about whether there is remuneration in the framework of the new legal relationship.

<sup>508</sup>  
(8) During the calculation of the period on which the severance payment is based in the new legal relationship, the period entitling the Secretary of State for Public Administration to the resignation period according to paragraph (3) must be taken into account.

### § 233 [ Exemption of the State Secretary for Public Administration ]

<sup>509</sup>  
(1) The State Secretary for Public Administration of the Ministry shall be relieved of this position by the President of the Republic on the recommendation of the Prime Minister after seeking the Minister's opinion. The State Secretary for Public Administration of the Prime Minister's Government Office is relieved of this position by the President of the Republic on the recommendation of the Prime Minister. Exemption does not need to be justified.

(2) Subject to the provisions of Section 105, Paragraph (2), if the State Secretary of Public Administration has held his office for at least three years, he is entitled to a six-month grace period, if his office has ended earlier than three years, but he has held it for at least one year, he is entitled to a three-month grace period, during which he is exempt from the obligation to work. If the State Secretary of Public Administration held the office for less than one year, the period of dismissal is fifteen days.

(3) For the periods specified in paragraph (2), the duration of the position of senior political leader or deputy state secretary continuously held prior to the position of secretary of state for public administration - a maximum of six months from the termination of the exercise of authority to the entry into office in connection with the new position, and from the termination of the government service relationship to the termination of the exercise of authority spreading interruption is not counted from the point of view of continuity - it must be counted.

(4) The minister is obliged to initiate the dismissal of the State Secretary for Public Administration with the Prime Minister if the State Secretary for Public Administration has reached the retirement age and has the length of service necessary for a full retirement pension.

(5) Subsection (4) shall not be applied if the state secretary for public administration reached the retirement age at the time of his appointment and had the necessary service time for the full retirement pension.

<sup>510</sup>  
(6) In the event that the Secretary of State for Public Administration is relieved of duty at the initiative of the minister pursuant to subsection (4), subsections (2) and (3) shall not be applied.

(7) In the event of the dismissal of the State Secretary for Public Administration, Section 232, Paragraphs (4)–(8) shall be applied, provided that

- a) during the cancellation period, the exemption period according to paragraphs (2) and (3),
- b) the salary for the period of resignation shall be understood as the salary for the period of exemption according to point a).

### § 234 [ Appointment of the Deputy State Secretary ]

<sup>511</sup>  
(1) The deputy state secretary of the ministry on the proposal of the minister, the deputy state secretary of the Prime Minister's Government Office on the proposal of the administrative state secretary of the Prime Minister's Government Office, the deputy state secretary working in the Political Director's Office, and the additional deputy state secretary working under the direction of the political director of the prime minister on the proposal of the political director of the prime minister, the The deputy state secretary of the National Development Center is appointed for an indefinite period by the prime minister on the proposal of the minister responsible for the use of European Union funds.

<sup>512</sup>  
(1a) The appointment of the deputy state secretary of the ministry according to paragraph (1) determines the ministry in which the tasks are performed.

<sup>513</sup>  
(2) After seeking the opinion of the head of the body designated for government personnel administration, the minister and the Prime Minister's political director submit their proposal to the Prime Minister through the State Secretary for Public Administration of the Prime Minister's Government Office. The State Secretary for Public Administration of the Prime Minister's Government Office - after seeking the opinion of the State Secretary for Public Administration of the ministry headed by the minister responsible for public administration quality policy and personnel policy - submits his proposal directly to the Prime Minister.

<sup>514</sup>  
(3) The head of the body designated for government personnel administration may file an objection within fifteen days from the sending of the proposal by the minister, the prime minister's political director. The head of the body designated for government personnel administration informs the prime minister about the fact of the objection and the objected person.

(4) The deputy state secretary takes office at the time specified in his appointment, or in the absence of this, upon his appointment.

(5) With regard to the government service relationship of the deputy state secretary, the employer's authority - with the exception of appointment to this position and dismissal from it - is exercised by the political director of the prime minister, the deputy state secretary of the National Development Center in the case of the secretary of state for public administration, the deputy state secretary working at the Office of Political Directors 33 /B. It is exercised by the Secretary of State pursuant to Section (1) .

(6) The appointed deputy state secretary takes an oath in front of the prime minister according to the text of the law on oaths and pledges of individual public officials.

(7) Upon the minister's proposal, the prime minister determines that the deputy state secretary performs his duties in a ministry with a different name or different from those included in his appointment according to paragraph (1a) . If the provisions of this paragraph are applied, the oath according to paragraph (6) shall not be repeated.

#### **§ 235 [ Salary of the Deputy State Secretary ]**

The deputy state secretary is entitled to the salary according to the position of deputy state secretary defined in Annex 1 , the amount of which is determined by the exercise of the employer's authority on the basis of consideration without performance evaluation.

#### **§ 236 [ Termination of the legal relationship of the Deputy State Secretary ]**

(1) If the government service relationship of the deputy state secretary is terminated on the basis of § 228, paragraph (1) point b) or d) or § 228, paragraph (2) point a) , the ministry in the case of the Deputy State Secretary, to the nomination of the Minister, in the case of the Deputy State Secretary of the Prime Minister's Government Office, to the nomination of the State Secretary for Public Administration of the Prime Minister's Government Office, in the case of the Deputy State Secretary working at the Office of Political Directors, to the nomination of the Prime Minister's Political Director, in the case of the Deputy State Secretary of the National Development Center, to the nomination of the Minister responsible for the use of European Union funds, determined by the Prime Minister.

(1a) If the mandate of the Deputy State Secretary is terminated pursuant to Section 228, Subsection (1), point a) , the Minister shall provide information on this fact in a notice, which shall be published in the Hungarian Gazette.

(2) On the basis of the decision of the Prime Minister and the announcement of the Minister in accordance with paragraph (1a) , the State Secretary for Public Administration, in the case of the Deputy State Secretary of the National Development Center, the employer measures related to the termination or termination of the government service relationship of the Deputy State Secretary are carried out in accordance with Article 33/B. This is done by the Secretary of State pursuant to Section (1) .

#### **§ 237. [ Conflict of interest of the deputy state secretary ]**

If the deputy state secretary does not eliminate his conflict of interest within thirty days of his appointment, or a reason for a conflict of interest arises against him during the exercise of his duties, the prime minister, in the case of the deputy state secretary of the ministry, on the proposal of the minister, in the case of the deputy state secretary of the Prime Minister's Government Office, to the state secretary for administration of the Prime Minister's Government Office on the proposal, in the case of the deputy state secretary working in the Office of Political Directors, on the proposal of the political director of the prime minister, in the case of the deputy state secretary of the National Development Center, on the proposal of the minister responsible for the use of European Union funds, decides on the issue of conflict of interest within thirty days of receiving the motion.

#### **§ 238 [ Rules for determining the loss of office in the case of the deputy state secretary ]**

(1) Loss of office shall be announced by the person proposing the appointment of the deputy state secretary on the recommendation of the disciplinary council.

(2) The proposal of the disciplinary council to impose a penalty of loss of office - which is accompanied by the suspension of the deputy state secretary - must be communicated to the deputy state secretary. The deputy state secretary may appeal to the court against the proposal within fifteen days from the date of notification. The proposal cannot be submitted to the minister until the claim has been legally assessed.

#### **§ 239 [ Resignation of the Deputy State Secretary ]**

(1) The deputy state secretary of the ministry from this position is the minister, the deputy state secretary of the Prime Minister's Government Office is the administrative state secretary of the Prime Minister's Government Office, the deputy state secretary working at the Political Director's Office is the political director of the prime minister, the deputy state secretary of the National Development Center is through the minister responsible for the use of EU funds addressed to the Prime Minister you can cancel at any time with a written statement.

(2) In the case of the resignation of the deputy state secretary of the ministry, the date of termination of the mandate shall be determined by the minister, in the case of the resignation of the deputy state secretary of the National Development Center, by the minister responsible for the use of European Union funds, in the case of the deputy state secretary of the Prime Minister's Government Office, on the proposal of the state secretary for administration of the Prime Minister's Government Office, at the Office of Political Directors in the case of a working deputy state secretary a on the proposal of the prime minister's political director, the prime minister determines it by the fact that it cannot be later than the thirtieth day after the resignation has been communicated to the prime minister. The cancellation period begins on the day following the termination of the assignment.

(3) If the deputy state secretary has held this position for at least three years, the resignation period is three months from the termination of the assignment, if this position was terminated earlier than three years, but he held it for at least one year, the resignation period is forty-five days, if his position is held for less than a year, the cancellation period is fifteen days. During the resignation period, the deputy state secretary is exempted from the obligation to work.

<sup>524</sup>  
(4) In the event of the resignation of the Deputy State Secretary, Section 232, Subsections (4)–(8) shall be applied, provided that

- a) deputy state secretary under the state secretary for public administration,
- b) during the cancellation period, the period according to paragraphs (2) and (3) ,
- c) pay for the period of notice must be understood as the pay for the period of notice according to point b) .

#### **§ 240 [ Exemption of the Deputy State Secretary ]**<sup>525</sup>

(1) In the case of the deputy state secretary of ministries, the minister, in the case of the deputy state secretary of the Prime Minister's Government Office, the administrative state secretary of the Prime Minister's Government Office, in the case of the deputy state secretary working at the Office of Political Directors, the political director of the prime minister, in the case of the deputy state secretary of the National Development Center, the minister responsible for the use of EU funds may at any time propose to the Prime Minister to relieve the Deputy Secretary of State from this position. Exemption does not need to be justified. Paragraphs (2) and (3) of Section 233 shall apply to the exemption of the deputy state secretary .

<sup>526</sup>  
(2) The minister in the Ministry, the State Secretary for Public Administration of the Prime Minister's Government Office, the political director of the Prime Minister in the case of the Deputy State Secretary operating in the Office of Political Directors, and the Minister responsible for the use of European Union funds in the case of the Deputy State Secretary of the National Development Center are obliged to initiate with the Prime Minister the state secretary's exemption, if the deputy state secretary has reached the old-age pension age and has the length of service required for the full old-age pension.

(3) Subsection (2) shall not be applied if the deputy state secretary reached the retirement age at the time of his appointment and had the length of service necessary for the full retirement pension.

(4) In the case of the deputy state secretary's dismissal on the initiative of subsection (2), subsections (2) and (3) of Section 233 shall not be applied.

<sup>527</sup>  
(5) In the event of the deputy state secretary being relieved, § 232, subsections (4)–(8) shall be applied, provided that

- a) deputy state secretary under the state secretary for public administration,
  - b) during the cancellation period, the period according to § 233, subsections (2) and (3) ,
  - c) under termination pay, the pay for the exemption period according to point b)
- must be understood.

#### <sup>529</sup> **240/A. § [ Rules concerning the director leading the Internal Audit and Integrity Directorate ]**

(1) For the head of the Internal Audit and Integrity Directorate (hereinafter: director for the purposes of this section) - 29/B. § and with the deviations specified in paragraphs (2)–(7) – the rules applicable to the deputy state secretary shall be applied.

<sup>530</sup>  
(2) The director is appointed by the 33/B. He is appointed by the Prime Minister for four years on the recommendation of the Secretary of State pursuant to Section (1) . 33 /B. Before making his proposal, the Secretary of State pursuant to § (1) seeks the opinion of the President of the Integrity Authority, which he informs the Prime Minister about during the proposal.

<sup>531</sup>  
(3) Those who are employed by the tax and customs authorities according to the Act on the legal status of the personnel of the National Tax and Customs Administration or who are employed by the law on the legal status of the professional staff of law enforcement agencies, Article 29/B. Also a person assigned to an organization according to Section (1) with the fact that in this case the condition specified in Section a) of Section 3 (6) does not have to be met .

(4) The director's legal relationship may not be terminated during the period referred to in subsection (2) by exemption, unless

- a) the director is unfit to perform his duties for at least 90 consecutive days due to health reasons,
- b) the director does not meet the appointment conditions specified in § 224, subsection (1) ,
- c) the condition specified in § 240, subsection (2) exists and § 240, subsection (3) does not apply.
- d) the director deliberately misrepresented or omitted essential information or facts in the declaration of conflict of interest or in the declaration of interest.

<sup>534</sup>  
(4a) In the case according to point d) of paragraph (4) .

a) the falsity or omission of essential data or facts is reported by the Integrity Authority pursuant to Art. 29/B. during the inspection pursuant to § (9c) ,

<sup>535</sup>  
b) the existence of intentionality in 33/B. Secretary of State pursuant to Section (1) e establishes.

<sup>536</sup>  
(5) In the event that the condition specified in paragraph (4) exists, the director shall be appointed by the 33/B. The Prime Minister may exempt him on the recommendation of the Secretary of State pursuant to Section (1) e. 33 /B. Before making his proposal, the Secretary of State pursuant to § (1) seeks the opinion of the President of the Integrity Authority, which he informs the Prime Minister about during the proposal.

(6) The director is entitled to a salary equal to the salary of the head of the body that audits European grants and to the allowances of the deputy state secretary.

331  
(7) In relation to the director's legal relationship, the employer's authority - with the exception of appointment and dismissal - is defined in Article 33/B. The Secretary of State pursuant to Section (1) shall exercise it by the fact that the 29/B. The organizational and operating regulations pursuant to § (2) may provide otherwise with respect to certain employer powers.

538 Paragraphs  
(8) (2) and (3) of Section 233 shall not be applied to the dismissal of the director on the basis of point d) of paragraph (4) .

539  
**§ 241.** [ *Head and deputy of the main government office* ]

The rules applicable to the State Secretary for Public Administration must be applied to the government service relationship of the head of the main government office and the deputy head of the main government office - with the deviations contained in this chapter.

**§ 242** [ *Appointment of the head of the main government office* ]

(1) The head of the main government office - unless otherwise provided by law - is appointed and dismissed by the prime minister on the recommendation of the minister supervising the main government office.

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(2) The minister supervising the main government office submits his proposal to the prime minister through the head of the body designated for government personnel administration.

541  
(3) The head of the body designated for government personnel administration may object within fifteen days from the sending of the proposal and return the proposal to the minister supervising the main government office or forward it to the prime minister.

**§ 243** [ *Appointment of the deputy head of the main government office* ]

(1) The deputy of the head of the main government office is appointed and dismissed by the minister supervising the main government office on the recommendation of the head of the main government office, unless the law provides otherwise.

542  
(2) The head of the main government office informs the head of the body designated for government personnel administration about the person proposed as his deputy - at least fifteen days before the proposal is made to the minister supervising the main government office - who may object to the proposed person within fifteen days of the notification. The objected person cannot be appointed as the deputy head of the main government office.

543  
(3)

**§ 244** [ *Remuneration of the head and deputy head of the main government office* ]

544  
(1) The head of the main government office is entitled to the administrative state secretary's salary according to the Salary Table contained in point I of Annex 1, the amount of which is determined by the employer. The head of the main government office is entitled to the benefits specified in the government decree.

(2) The deputy head of the main government office is entitled to the salary according to the position of deputy state secretary specified in Annex 1 , the amount of which is determined by the employer. The deputy head of the main government office is entitled to the benefits specified in the government decree.

545  
**§ 245. §** [ *Rule applicable to the head and deputy of the central office* ]

The rules applicable to the deputy state secretary shall apply to the government service relationship of the head of the central office and the deputy head of the central office - with the deviations contained in this chapter.

**§ 246** [ *Appointment of the head of the central office* ]

(1) The head of the central office - unless otherwise provided by law or government decree - is appointed and dismissed by the minister managing the central office.

546  
(2) The minister in charge of the central office informs the head of the body designated for government personnel administration about the person proposed for the head of the central office, who may object to the proposed person within fifteen days of the notification. The objected-to person cannot be appointed head of the central office.

547  
(3)

548  
**246/A. §** [ *Appointment of the deputy head of the central office* ]

(1) The deputy head of the central office is appointed and dismissed by the minister in charge of the central office on the recommendation of the head of the central office, unless otherwise provided by law or government decree.

549  
(2) The head of the central office informs the head of the body designated for government personnel administration about the person proposed as his deputy - at the same time as the proposal is made to the minister in charge of the central office - who may object to the proposed person within fifteen days of the information. The objected person cannot be appointed as the deputy head of the central office.

550  
(3)

**§ 247** [ *Remuneration of the head of the central office and his deputy* ]

(1) The head of the central office - with the exception of paragraph (1a) - is entitled to the salary of the State Secretary for Public Administration according to the Salary Table contained in point I of Annex 1, the amount of which is determined by the exercise of employer authority. The head of the central office - with the exception of paragraph (1a) - is entitled to benefits specified in the government decree.

(1a) The head of the central office that does not carry out its tasks with competence covering the entire territory of the country - in the absence of a different provision by law or government decree - is entitled to the head of department's salary according to the Salary Table contained in point I of Annex 1. The amount of the allowance is determined by the employer.

(1b) A law or government decree may order the application of paragraph (1) instead of paragraph (1a) for the remuneration of the head of the central office according to paragraph (1a) .

(2) The deputy head of the central office - with the exception of paragraph (2a) - is entitled to the salary according to the position of deputy state secretary specified in Annex 1 , the amount of which is determined by the exercise of the employer's authority.

(2a) The deputy of the head of the central office according to subsection (1a) - in the absence of a different provision by law or government decree - according to Appendix 1 II. is entitled to a head of department's salary according to the Salary Table contained in point The amount of the allowance is determined by the employer.

(2b) A law or government decree may order the application of paragraph (2) instead of paragraph (2a) for the remuneration of the deputy head of the central office according to paragraph (1a) .

#### **§ 248** [ *Rule applicable to the Director General, appointment of the Director General* ]

(1) The rules applicable to the head of department shall be applied to the government service relationship of the director general - with the exceptions contained in this chapter.

(2) The director-general leading the administrative organization of the government office is appointed and dismissed by the minister appointed to manage the government office in a government decree on the proposal of the chief minister.

(3) Those who have a higher education qualification and at least 5 years of managerial experience can be appointed as General Director. At the request of the head of the government office, the minister designated by a government decree to manage the government office may, in exceptionally justified cases, grant an exemption from the existence of managerial practice.

#### **§ 249.** [ *Exercise of employer authority over the director general* ]

With the exception of the appointment, dismissal, initiation of disciplinary proceedings, and the imposition of disciplinary punishment, the principal exercises the employer's rights over the general director.

#### **§ 250** [ *Salary and other benefits of the Director General* ]

(1) The salary of the director-general is determined by the exercise of the employer's authority, such that the monthly salary is the same as the salary of the deputy state secretary.

(2) The additional management freedom of the Director General is the same as the additional management freedom of the Deputy State Secretary.

### *XXXIII. Chapter*

#### *THE PROFESSIONAL LEADER*

#### **250/A. §** [ *Rules applicable to the professional manager* ]

The general rules applicable to the government service relationship shall apply to the professional manager's government service relationship, with the deviations and exceptions specified in this law.

#### **§ 251.** [ *Appointment of the director of the government office* ]

(1) The director of the government office is appointed and dismissed by the governor on the proposal of the director general. In the event that the post of director general is vacant or the director general is prevented, the governor decides on the appointment of the director of the government office.

(2) The director of a government office may be appointed as a director of a higher-level administration organizer, public administration organizer, defense administration manager or lawyer with a qualification or a certified public administration manager, a certified public administration expert or an economist with a professional qualification, as well as a legal or public administration qualification, a certified master of political science with a qualification or government studies has a specialized qualification and at least 5 years of professional experience in public administration.

#### **§ 252.** [ *Exercise of employer authority over the director of the government office* ]

With the exception of the initiation of disciplinary proceedings and the imposition of disciplinary punishments, the employer's rights over the director of the government office are exercised by the principal.

<sup>569</sup>  
**§ 253.** <sup>569</sup> [ *Salary and other allowances of the director of the government office* ]

(1) The salary of the director of the government office shall be determined by the exercise of the employer's authority by ensuring that the salary is the same as the salary of the head of department in the ministry.

(2) The additional management leave of the director of the government office is the same as the additional management leave of the head of department.

**§ 254** [ *Rules applicable to the registrar* ]

The provisions applicable to the head of department must be applied to the registrar accordingly.

<sup>571</sup>  
**§ 255** [ *Appointment of the registrar* ]

(1) The registrar is appointed and dismissed by the minister appointed in a government decree to manage the government office on the proposal of the chief.

(2) The Head of Office can be appointed if he has no criminal record, can be elected at the election of the members of the National Assembly, has a higher education and at least five years of experience in public administration, or has a higher education and at least three years of experience in a managerial role or in a managerial position in a public administrative body. In terms of this section, the activity of a representative of the National Assembly, the office of chairman of the county assembly and the office of mayor are also considered public administrative practice. At the request of the head of state, the minister designated by government decree to manage the government office may grant an exemption from the existence of public administration practice or management practice in exceptionally justified cases.

(3) The registrar takes office at the time specified in his appointment. The appointed registrar takes an oath in front of the minister appointed by government decree to manage the government office with the text of the law on the oath and pledge of individual public officials.

<sup>573</sup>  
**§ 256** [ *Conflict of interests of the registrar* ]

(1) The registrar may not establish additional legal relationships for work - with the exception of scientific, educational, artistic, proofreading, editorial, and intellectual activities subject to legal protection, employment relationships with foster parents, and volunteer activities in the public interest - and may not be a member of parliament, local government representative, non-representative member of the committee of the representative body, member of the capital and county assemblies, mayor, chairman of the county assembly, mayor, deputy mayor, vice-chairman of the county assembly, deputy mayor, president of the national government and representative of the national government.

(2) Paragraphs (6)–(9) of Section 95 shall apply to academic, educational, artistic, proofreading, editorial, and intellectual activity subject to legal protection, foster care employment, and voluntary activity in the public interest .

(3) The provision specified in paragraph (1) does not prevent the notary service of the registrar from being suspended for the duration of the professional management appointment in accordance with the law on notaries.

<sup>575</sup>  
**§ 257** [ *Exercise of employer authority over the registrar* ]

(1) Employer rights over the registrar - with the exception of appointment and dismissal - are exercised by the principal.

(2) If it is justified to impose a penalty of deprivation of office as a disciplinary penalty against the registrar, the minister appointed by government decree to manage the government office shall decide on the chief master's proposal to this effect. In his proposal, the head master informs the minister appointed by government decree to manage the government office about the findings and results of the conducted disciplinary proceedings, as well as other relevant circumstances of the disciplinary offense.

<sup>577</sup>  
**§ 258.** <sup>577</sup> [ *Termination and termination of the government service relationship of the registrar* ]

(1) The government service relationship of the registrar is terminated:

- a) upon the death of the registrar,
- b) if the registrar can no longer be elected in the election of members of Parliament,
- c) establishing the registrar's conflict of interest,
- d) by withdrawing, revoking or terminating the position of the registrar.

(2) The government service relationship of the registrar may be terminated:

- a) upon the resignation of the registrar,
- b) by relieving the registrar,
- c) by mutual agreement of the parties.

<sup>578</sup>  
**§ 259.** <sup>578</sup> [ *Salary of the registrar* ]

The salary of the registrar is determined by the minister appointed in a government decree to manage the government office on the recommendation of the chief minister - taking into account the capabilities of the given district or district office, in particular the population of the district, the organization, tasks and staff of the district office - by ensuring that the monthly salary is the same as the salary of the head of department in the ministry .

<sup>579</sup>  
**§ 260** [ *Appointment of the deputy registrar* ]

(1) The deputy registrar is appointed and terminated by the headmaster on the proposal of the registrar.

<sup>500</sup>  
(2) Deputy Head of Office can be appointed if he has a qualification in higher education in the field of political science, public administration, law enforcement and military training, a legal qualification in the field of legal training, as well as a qualification in the field of economic sciences, and who has spent at least one year in a managerial position or in a managerial position in a public administrative body years of experience.

**§ 261** [ *Exercise of employer rights over the deputy registrar* ]

The employer's rights over the deputy registrar are exercised by the registrar, with the exception of appointment, termination of legal relationship, initiation of disciplinary proceedings, and imposition of disciplinary punishment.

<sup>581</sup>  
**§ 262.** [ *Remuneration of the deputy registrar* ]

The salary of the deputy registrar is determined by the headmaster on the proposal of the registrar - taking into account the capabilities of the given district or district office, in particular the population of the district, the organization, tasks and staff of the district office - in an amount corresponding to the salary of the department head of the ministry.

<sup>582</sup>  
**262/A. §** [ *Leave of absence of the deputy registrar* ]

The additional managerial leave of the deputy registrar is the same as the additional managerial leave of the head of department.

<sup>583</sup>  
**§ 263** [ *Appointment of the head of department and the head of department* ]

(1) The head of a separate organizational unit from the point of view of division of labor may be appointed to the position of professional manager (head of department or head of department).

<sup>584</sup>  
(2) The state secretary for public administration of the ministry headed by the minister leading, directing or supervising the government administrative body informs the head of the body designated for government personnel administration about the person proposed to fill the position of head of department and head of department, who may object to the proposed person within fifteen days of the notification. The objected person cannot be appointed to the position of professional manager (head of department or head of department). The head of the body designated for government personnel administration informs the prime minister about the fact of the objection and the objected person.

(3) The conditions necessary for filling the position of head of department and head of department shall be established by a government decree.

**§ 264** [ *Substitution of the head of department and the head of department* ]

(1) The head of department is replaced by the head of department designated in the department's rules of procedure.

(2) If the main department is not divided into departments or if the main department is only divided into departments directly led by the head of the department, the head of the department shall be replaced by a government official appointed by him in writing.

(3) Based on the decision of the head of department, the head of department is replaced by the head of department or a government official designated in writing by the head of department or the head of department.

**§ 265** [ *Salary of the head of department and the head of department* ]

(1) The head of department is entitled to the salary according to the position of head of department specified in Annex 1 , the amount of which is determined by the employer.

(2) The head of department is entitled to the salary according to the position of head of department specified in Annex 1 , the amount of which is determined by the employer.

<sup>585</sup>  
(3) The head of department of the government office is listed in Appendix 1 II. is entitled to a salary according to the position of head of department, the amount of which is determined by the exercise of the employer's authority.

<sup>586</sup>  
(4) The head of department of the government office is listed in Appendix 1 II. is entitled to a salary according to the position of head of department, the amount of which is determined by the exercise of the employer's authority.

PART EIGHT

GOVERNMENT OFFICERS AND GOVERNMENT ADMINISTRATORS OF GOVERNMENT OFFICES

<sup>587</sup>  
*XXXIV. Chapter*

**Section 266**

*XXXV. Chapter*

*SPECIAL PROVISIONS REGARDING GOVERNMENT SERVICE LEGAL RELATIONS*

<sup>588</sup>  
**§ 267.**

§ 268.

§ 269.

§ 270 [ *Recognition of service and severance pay* ]

(1) Degree of service recognition

- a) two months in case of twenty years of service,
- b) three months in the case of twenty-five years of service,
- c) five months in the case of thirty years of service,
- d) seven months in the case of thirty-five, and for every five years thereafter in a service relationship

an amount corresponding to a salary.

(2) The amount of severance pay is equivalent to ten months' salary after twenty-five years of service.

§ 271.

§ 272.

§ 273.

§ 274.

§ 275.

§ 276.

§ 277 [ *Assignment between government offices* ]

(1) A government official may be assigned to work at another government office from the government office of his/her place of employment (hereinafter referred to as secondment) if he/she cannot effectively perform an official task of the government office of the place of assignment in another way. During the secondment, the place of work may only change if it is absolutely necessary for the performance of the tasks of the government office at the place of secondment. The consent of the government official is not required for assignment between government offices.

(2) The assignment is made on the basis of an agreement between government agencies, with the appropriate application of §§ 99 and 100, by

a) the basic employer rights are exercised by the head of the office organization of the office with the deviations contained in paragraph (3),

b) based on the agreement, the secondment may last until the task is performed, but for a maximum of six months per calendar year, if the place of work does not change; if the performance of the official task can be ensured in a longer period of time, the secondment is extended until the performance of the tasks,

c) if the performance of the official task can only be solved by working at a government office in another locality, the duration of the secondment may not exceed fifty working days per calendar year. Assignment between government offices can also take place in the form of a framework agreement.

(3) During secondment between government offices, the head of the official organization of the secondment and the government office at the place of secondment shall exercise the basic employer rights as follows:

a) if the government official exhibits behavior during the secondment that grounds the initiation of disciplinary, compensation or compensation proceedings, the head of the official organization of the government office at the place of secondment is entitled to initiate the initiation of the procedure with the head of the official organization of the secondment,

b) if the head of the official organization of the government office where the secondment is located becomes aware of the reason for the exclusion of employment, he is obliged to initiate the termination with exemption from the head of the official organization of the secondment,

c) if the head of the official organization of the government office where the secondment is located learns that a well-founded suspicion of a criminal offense against the government official to be prosecuted has been communicated, the head is obliged - in addition to informing the government official at the same time - to immediately forward the information to the head of the official organization of the secondment,

d) the head of the official organization of the government office at the place of assignment is authorized to give instructions regarding the performance of the task according to paragraph (1),

e) if the duration of the secondment exceeds two months, the head of the administrative organization of the government office where the secondment is located is entitled to issue the leave,

f) the head of the administrative organization of the government office at the place of assignment is entitled to order extraordinary work during the assignment period.

(4) The agreement between government agencies must include

- a) the task that is the basis of the secondment in accordance with paragraph (1),
- b) the duration of the secondment,

- c) the place of work (if it is not permanent, then its indication),
  - d) the detailed rules for bearing wages and other costs arising in connection with the task according to paragraph (1) .
- (5) In the agreement between government offices, they may not stipulate differently from the rules contained in paragraph (3) , in the absence of the provisions in paragraph (4), the agreement on secondment is null and void. In the event of a dispute or in the absence of an agreement, the employer's rights and the fulfillment of obligations related to the legal relationship belong to and are the responsibility of the head of the branch's office organization.
- (6) Point a) of paragraph (2) and paragraph (3) shall not be applied if the exercise of basic employer rights is the same body or person with respect to the posting and the government office of the posting location.

600

#### **277/A. § [Employment other than appointment within a government office]**

(1) The practitioner of the employer's authority may temporarily instruct the government official of the government office to perform tasks belonging to another position instead of his original job duties (hereinafter: employment other than appointment within the government office) for reasons of work organization necessary for the efficient operation of the government office. The instruction must be in writing.

(2) In the case of an instruction according to paragraph (1), the appointment of the government official does not need to be modified.

(3) Employment other than an appointment within a government office may not result in disproportionate harm to the government official, especially with regard to his position, age, health or other circumstances.

(4) Employment other than appointment within a government office may be ordered if the performance of the task belonging to the other position corresponds to the government official's education, qualification or professional qualification.

(5) The government official must be informed in writing no later than three working days in advance of the order of employment other than the appointment within the government office, as well as its expected duration.

(6) The duration of work based on employment other than appointment within a government office may not exceed forty-four working days per calendar year, in the absence of the government official's consent.

(7) The government official is not entitled to special remuneration for working in the framework of employment other than appointment within the government office, the government official is entitled to the salary and benefits according to his appointment during the period of employment other than appointment within the government office.

(8) In the framework of employment other than the appointment within the government office, he/she cannot be required to work in another locality without his/her consent

a) from the time the government official's pregnancy is established until the child is three years old,

b) a government official raising a minor child alone,

c) a government official caring for a close relative in need of long-term care,

d) the government official whose health impairment of at least 50% has been determined by a rehabilitation expert body.

(9) If any of the reasons specified in paragraph (8) occur during the period of employment other than appointment within the government office, the employment other than appointment within the government office must be terminated at the request of the government official.

(10) If, for the reason specified in paragraph (1), the government official of the district office of the government office needs employment other than the appointment within the government office, the chief will decide on the order, after informing the relevant district registrar.

## **PART NINE**

### **RULES OF EMPLOYMENT IN THE EMPLOYMENT RELATIONSHIP**

#### **§ 278 [ Different rules for employees ]**

(1) Mt. shall be applied to the employment relationship of employees employed by a government administrative body with the deviations specified in this Act.

601

(2) The employment relationship of an employee employed by a government administrative body is governed by Section 71, Paragraphs (8)–(15) , Section 72 , Section 95, Paragraphs (5)–(7) , and Section 104. Section (1) points k)-m) shall be applied with the fact that the employee is entitled to severance pay in the event of termination of the employment relationship based on Section 104 (1) points k)-m) .

(3) In case of termination for a reason related to the employer's operation, the employee is entitled to the absence fee for the period of exemption from the obligation to work in equal monthly installments, and the severance pay must be paid on the last day of the notice period.

(4) If the employee establishes a full-time or part-time employment relationship with a budgetary body or an economic organization under at least the majority influence of a budgetary body during the period of exemption from the obligation to work,

a) he is obliged to notify his employer of this fact in writing immediately,

b) is not entitled to absence pay for the remainder of the notice period,

c) he is not entitled to severance pay, however, when calculating the period on which severance pay is based in his new legal relationship, the period entitling him to severance pay based on the legal relationship terminated by termination must also be taken into account.

602

uu2  
(5) The employer may terminate the employment of an employee employed by a government administrative body by giving notice - in addition to the provisions in [Mt.](#)

a) in the case according to points a) and b) of § 107, subsection (1) ,

b) if the employee fails to request prior permission in accordance with Section 95 (5) and (7) or submit a notification pursuant to Section 95 (6) .

603  
c) if the employee has intentionally misrepresented or omitted material information or facts in the declaration of conflict of interest or in the declaration of interest, as well as in the declaration regarding personal relationships.

(6) The employment relationship of an employee employed by a government administrative body is governed by [Mt. 71–76. § a](#) , [§ 82–84. § a](#) , [§ 158, paragraphs \(1\) and \(3\)](#) , and § 159 are not applicable. In their case, § 110 , § 116 and § 137 of this law shall be applied.

604  
(7) In the case of employees, the regulations and civil service regulations according to this law are classified as employer regulations according to [§ 17 of the Mt.](#)

605  
(8) In connection with the establishment and termination of the employment relationship, the employer may use the services provided by the Public Service Personnel Services Framework of the personnel center and provide its employees with the conditions specified in the law.

#### **§ 279 [ Establishment of the employment relationship ]**

(1) An employment relationship may be established for the performance of the tasks of the governmental administrative body, taking into account the provisions of paragraphs (2) and (3) .

606  
(1a) The identifier of the employee's place of employment must be recorded in the employee's employment contract. The duties to be performed by the employee at the employee's place of work must be defined in the employee's job description. Section 59 applies to the employee's employment relationship , with the exception [of Section 58 of the Labor Code, in the event of a transfer to another position, the employing body is also entitled to unilaterally amend the employment contract, provided that in this case,](#) Section 89 (3) applies to the employee's employment relationship. paragraph shall apply accordingly.

(2) The tasks that can be performed within the framework of an employment relationship at the governmental administrative body are determined by the regulations of the governmental administrative body.

(3) An employment relationship may be established in any position belonging to the basic staff of the governmental administrative body or in any position authorized by the Government to be filled by the government administrative body from the centralized position pool, regardless of its classification.

(4) The number of positions filled in the framework of an employment relationship at the governmental administrative body may not exceed 10 percent of the basic staff of the governmental administrative body and the positions authorized to be filled by the governmental administrative body from the centralized number of positions.

607  
(5) The amount specified in paragraph (4) does not apply to those employed in the ministry headed by the minister responsible for general political coordination, to those employed responsible for and supporting the performance of tasks related to the supervision of public procurement, and to persons employed in the Prime Minister's Government Office. In other cases, the head of the body designated for government personnel administration may grant an exemption from the ten percent rate in justified cases.

(6) The employment relationship can be established with a person with no criminal record, able to act, who meets the qualification requirements and safety conditions established for the position. It is not possible to establish an employment relationship with a government administrative body with a person who commits a crime against the state ( [Ctk. XXIV](#) , or [Act IV of 1978, Chapter X](#) ), or a crime against the administration of justice ( [Ctk. XXVI](#) , or [Act IV of 1978\) Chapter XV. Title VI](#) ), corruption crime ( [Btk. Chapter XXVII](#) ) or crime against the purity of public life ( [Act IV of 1978, Title XV. and VIII](#) ), official crime ( Criminal proceedings have been initiated due to [Chapter XXVIII of the 1978 Civil Code](#) and [Title IV of the Civil Code](#) . The employee makes a written declaration of confidentiality, until which he is not allowed to work.

608  
(7) The person intending to establish an employment relationship shall certify with an official certificate that he has no criminal record, is not under the scope of the criminal procedure specified in paragraph (6) , and that he is not under the scope of a ban from occupation that does not allow the establishment of an employment relationship. The provisions of § 84 shall be applied to verification with an official certificate.

609  
(8) The governmental administrative body keeps an employment register in order to fulfill the rights and obligations arising from the employment relationship. The data content of the register - with the exception of the data relevant only for government officials - is the same as the data of the civil service basic register of government officials according to Annex 3 . In other respects, the rules for the basic civil service register shall be applied to the employment register, with the government administrative body managing the data in the employment register for 15 years after the termination or termination of the employment relationship.

610  
**279/A. §** (1) The provisions of §§ 278 and 279 apply to employees employed in the organization of the Internal Audit and Integrity Directorate- 29/B. in addition to those specified in § - shall be applied with the exception that

a) the condition for the establishment of an employment relationship – in addition to the provisions of Section 279 (6) – is Hungarian citizenship,

b) the positions held by employees employed in the organization of the Internal Audit and Integrity Directorate do not have to be taken into account when applying § 279, paragraph (4) e, and the employees may be employed by the Internal Audit and Integrity

Directorate without exemption according to § 279, paragraph (5) e In the organization of the board,

c) the employer may terminate the employment relationship with immediate notice if the employee intentionally misrepresented or omitted material information or facts in the declaration of conflict of interest or in the declaration of interest.

(2) In the case according to point c) of paragraph (1).

a) the falsity or omission of essential data or facts is reported by the Integrity Authority pursuant to Art. 29/B. during the inspection pursuant to § (9c) ,

b) the existence of intent by the employer establishes.

611

**279/B. §** [Rules applicable to employees of the National Development Center]

( 1) The provisions of §§ 278 and 279 and paragraphs (2) and (3) of the Mt.

(2) 33/F applies to the employee of the National Development Center . Section (3) , points (a) and (b) of Section (4) , and Section (6) shall be applied with the provision that the remuneration established in accordance with Section 134, Section (1) shall mean the salary according to the employment contract .

(3) 33/F applies to the employee of the National Development Center . Paragraphs (7)–(11) of § shall apply.

## PART TEN

### FINAL PROVISIONS

#### **Section 280** [ Interpretative provisions ]

(1) In the application of this Act

1. *basic number*: based on the public tasks of the governmental administrative body, the number of positions established for the governmental administrative body by the Government, taking into account the proposal of the minister leading, controlling or supervising the governmental administrative body;

2. *basic employer right*: initiation of appointment, termination of legal relationship, disciplinary and compensation procedure, as well as procedure for payment of compensation, disciplinary punishment, compensation, compensation, determination of conflict of interest, modification of the content of the appointment;

612

2a. *Father* : the [Civil Code](#) a man with parental legal status or an adoptive man with parental supervision,

3. *position*: means of task-oriented distribution of human resources available in government administration;

4. *weekly working hours according to schedule*: the regular working hours scheduled for the week;

5. *daily working hours according to the schedule*: the regular working hours assigned to the working day;

6. *night work*: work performed between twenty-two and six hours;

7. *preparatory or final activity*: the performance of all tasks that the government official is obliged to perform in connection with the tasks to be performed at his place of employment, as usual and regularly, without special instructions;

8. *disabled child*: the child for whom a higher amount of family allowance has been established in accordance with the Act on Family Support;

613

9. *children*: children brought up or cared for in their own household in accordance with the Family Support Act, including if the separated parents take turns raising and caring for the child in their own household for the same period of time when exercising joint parental supervision;

10. *government official raising his child alone*: who raises his child in his own household and is unmarried, unmarried, widowed, divorced or living separately from his spouse and does not have a partner;

11th *week*: the calendar week or one hundred and sixty-eight uninterrupted hours determined by the exercise of the employer's authority, if due to the employer's operation, the start and end of the daily working hours according to the schedule do not fall on the same calendar day;

12. *weekly day of rest or non-working day*: the concept of working day is also applicable to the definition of weekly rest or non-working day, with the fact that the period between seven hours and twenty-two hours must be considered a weekly rest day or non-working day;

614

13. *relatives*: a relative in the European Union and his spouse; the adoptive, stepparent and foster parent; the adopted, stepchild and foster child; the brother; the spouse, partner, registered partner; consanguineous relative or sibling of the spouse or registered partner, as well as the spouse or registered partner of the sibling;

14. *competency assessment*: comparing the requirements for the various positions and the applicant's actual skills and abilities, assessment of his/her suitability for work, during which a personal interview, aptitude test, evaluation center may be used;

615

15. *government officials*: senior professional managers and professional managers and administrators acting in the tasks and powers of the governmental administrative bodies listed in § 2 , who prepare matters falling within the tasks and powers of the governmental administrative bodies for a substantive decision, or - in case of authorization - the decision issues;

16. *public administrative body*: body covered by the Act on Civil Service Officials and government administrative body;

17. *mandatory medical examination*: the medical examination in which the government official must participate based on the provisions of the law, including the medical examination prescribed in view of the state of pregnancy;

18. *public administrative practice*: time spent at the public administrative body or its predecessor body as a government official, in a government service relationship, in a public service relationship, in a state service relationship, in a tax and customs authority service relationship, in a state administration employment relationship, regardless of whether the legal relationship existed continuously- whether or not, as well as experience gained at a body subject to the law on the employment relationship of the professional staff of bodies performing law enforcement tasks;

19. *trade union with representation at a government administrative body*: the trade union that, according to its constitution, operates a body entitled to represent it at the government administrative body, or has an official;

Civil Service Regulations 20 :

a) by the head of the official organization of the government administrative body - [CXXX of 2010](#) on legislation . from the point of view of the application of [the law](#) , as a public law organization regulatory tool - the normative instruction issued in the matters defined in this law, as well as in matters falling within the general employer regulatory authority of the head of the official organization, or

b) if the head of the official organization of the governmental administrative body is not authorized to issue a public law organizational regulatory instrument, the internal, normative regulations issued by the head of the official organization in other forms in the matters specified in this law, as well as in matters falling within the general employer regulatory powers of the head of the official organization;

20a. *Public Service Personnel Services Framework*: the set of services provided free of charge by the personnel center to employees and employers falling within the scope of this law and in other employment relationships, which includes methodological support, a professional system, and an analytical interface.

21. *non-deductible part of the salary*: part of the salary remaining after the deductions that can be made based on the law on judicial enforcement;

22. *working time*: the time from the beginning of the prescribed time for work to its end, as well as the duration of preparatory and finishing activities related to work, not including - with the exception of standby tasks - the break between work, lunch time, the actual time from the government official's place of residence the duration of the journey to the place of work and from the place of work to the place of residence or residence;

23. *seasonal activity*: the employer's activity is linked to a certain period or time of the year, regardless of work organization;

24th *working day*: twenty-four uninterrupted hours determined by the calendar day or the exercise of the employer's authority, if the start and end of the scheduled daily working hours do not fall on the same calendar day due to the operation of the government administrative body;

25. *daily working hours*: full daily working hours or part-time hours determined by the parties or by law;

26. *grandparent*: the biological, adoptive parent of the child's parent, as well as the spouse living together;

27. *international public administration expert activity*: expert activity related to the export and development of the program of domestic digital solutions of international standard, involving the performance of tasks abroad and provided in return for compensation;

28. *probation officer*: who prepares a probation officer's opinion, an environmental study, conducts a mediation procedure in a criminal case, ensures the implementation of public interest work, carries out probation according to the individual probation officer's plan, carries out aftercare, and performs other duties defined by law;

29. *freedom*: the basic freedom and additional freedom according to this law;

30. *trade union*: employee interest representative body, any organization of government officials whose primary purpose is to promote and protect the interests of government officials related to their government service relationship;

31. *personnel center*: the body performing tasks related to the selection, qualification, training, further training, performance evaluation, salary and responsibility systems of government officials and managing the records in accordance with this law;

32. *body designated for government personnel administration*: the body designated by the Government to carry out government personnel administration tasks according to this Act;

33. *parent*:

a) the biological and adoptive parent, as well as the cohabiting spouse,

b) a person who wishes to adopt a child living in his own household, and the procedure for this is already underway,

c) the guardian,

d) the foster parent and substitute parent;

34. *additional legal relationships*: in particular the public service legal relationship, in the case of an existing government service legal relationship, another government service legal relationship, the tax and customs authority service legal relationship, the employment relationship, the political service legal relationship, the civil servant legal relationship, the national defense employee legal relationship, the law enforcement administrative service relationship, court service, judicial employee service or employment relationship, prosecutorial, professional (contractual) service relationship, scholarship employment relationship, employee employment relationship, cooperative membership relationship that includes the obligation to work, professional group membership relationship, employment and assignment contract-based , as well as the activity performed as a member of an economic and civil law company or individual company involving personal participation, the activity of a lawyer and sole entrepreneur, as well as the legal relationship for carrying out scientific, educational, artistic, proofreading, editorial, and intellectual activity subject to legal protection, the foster parent employment legal relationship, legal relationship aimed at performing public interest voluntary activities, state project evaluator legal relationship and legal relationship aimed at performing tasks related to the Hungarian presidency of the Council of the European Union for the second half of 2024.

(2)

(3) For the purposes of this Act, a government official is considered retired if

a) has reached the old-age pension age and has the required length of service for the old-age pension (entitlement to an old-age pension),

b) receives an old-age pension before reaching the old-age pension age,

c) has reached the old-age pension age and is receiving old-age and disability pension benefits (pension), church and denominational pensions, old-age pensions, increased old-age and disability benefits, and disability benefits from a legal person, or

d) requests exemption based on point e) of § 107, paragraph (2) .

(4) The government official receives benefits according to points b) or c) of paragraph (3) if the benefits have been definitively established.

(5) The government official is obliged to inform the employer if he falls under the scope of subsection (3) .

(6) From the point of view of the application of § 104 (1) point h) and § 107 (1) point e) the civil servant is entitled to an old-age pension in the case of subsection (3) points a)–c) .

**§ 281 [ Authorizing provisions ]**

(1) The Government is authorized to issue a decree

1. is determined by the minister, the prime minister's political director, the prime minister's chief national security advisor, the state secretary, the chief minister, the state secretary for public administration, the deputy state secretary, the government commissioner, the prime minister's commissioner, the prime minister's representative, the minister's commissioner, the government headquarters the allowances of its head and deputy head, as well as the head of the central office;

2. is defined by the Internal Audit and Integrity Directorate 29/B. (3f) of § § 2 contained its additional duties.

3. confers management powers on the government commissioner.

(2) The Government is authorized to define it in a decree

1. detailed rules regarding the tasks and powers, organization, operation and control of government offices;

2. the detailed rules for the management of the government office and district offices, the professional managing minister, the professional managing minister other than the provision specified in the government decree on the duties and powers of the members of the Government, and the participation of other bodies in the management;

3. management rules for the government office;

4. headquarters of the district offices - except for the district offices in the capital - the area of competence, the district office performing the tasks of the district office of the county seat in the Pest county, the district office performing the tasks of the district office of the county seat in the capital;

5. the tasks and powers of the district offices, the area of competence of the government offices and the rules of their operation;

6. rules for the selection and training of persons performing duties related to the steering window;

7. the procedural rules for the simplified official control of the district office.

(3) The Government is authorized to define it in a decree

1. the rules for establishing and reviewing the basic staffing of government administrative bodies;

2. the procedural rules related to positions belonging to the centralized position pool, the procedure for applying for a position belonging to the centralized position pool and evaluating the request, as well as the procedure for returning the position to the centralized position pool;

3. rules on the content and management of the job register and the entitlement management register;

4. the order of inspections related to the basic number of government administrative bodies, the centralized job database and the job;

5. the procedural rules related to the change of job according to Section 55 (4a) and (4b) and the duties of the exerciser of the employer's authority;

6. for the positions 1/A. aspects of its classification according to § .

(4) The Government is authorized to define it in a decree

1. the rules for the exercise of the employer's authority in relation to the employment relationships covered by this Act;

2. the aspects and frameworks for determining the professional and qualification requirements that can be established by the practitioner of the employer's authority in relation to the position;

3. the conditions necessary to fill the position;

4. of the Public Service Personnel Service Framework

a) conditions, rules, procedures for the use of services provided by,

b) the organization performing its IT operation, as well as

- c) content elements of the cooperation agreement with job portals;<sup>644</sup>
5. the detailed rules of the scholarship holder's legal relationship;<sup>645</sup>
  6. the detailed rules of surety under § 149, subsection (2) ;<sup>646</sup>
  7. detailed rules regarding the social support that can be provided to the government official;<sup>647</sup>
  8. refundable and non-refundable allowances, grants and discounts that can be provided to government officials based on this law, and those - including XX. Benefits and discounts according to the chapter - their extent and conditions, the procedure for assessing and accounting for benefits, subsidies<sup>648</sup> and discounts, the rules for making and amending the declaration regarding cafeteria benefits, and the rules for repayment;<sup>649</sup>
  9. rules regarding the content of the civil service regulations;<sup>650</sup>
  10. detailed rules regarding the selection, the recruitment database, and the content elements of the resume;<sup>651</sup>
  11. the range of data required for the entry card of government officials performing probation officer duties;<sup>652</sup>
  12. detailed rules for covering the additional costs and per diems of government officials on domestic assignment;<sup>653</sup>
  13. detailed rules regarding the temporary posting of government officials abroad for a period not exceeding three months;<sup>654</sup>
  14. detailed rules regarding the government service relationship of government officials participating in development programs financed by the European Union or international organizations, or as experts employed by international organizations, and the civil service relationships and special legal status of civil servants;<sup>655</sup>
  15. detailed rules regarding the legal relationship and specific legal status of government officials employed as national experts in the institutions of the European Union and international organizations;<sup>656</sup>
  16. following consultation in the National Economic and Social Council, the amount and scope of the guaranteed minimum wage for government officials;<sup>657</sup>
  17. detailed rules for teleworking and working from home;<sup>658</sup>
  18. the conditions for awarding the government official recognition and the amount of the allowance accompanying the recognition not specified in this law;<sup>659</sup>
  19. detailed rules for performance evaluation;<sup>660</sup>
  20. for the training and further training of a person employed in a government service relationship, political service relationship or employment relationship with a government administrative body (including training and further training organized by the body designated for government personnel administration, which can be used voluntarily by the employee), retraining, or public administration management training, as well as the rules for the sectoral management and supervision of continuing education;<sup>661</sup>
  21. detailed rules regarding the organization and procedure of the Public Service Decision Committee, its decision, the organization supporting its operation, procedural deadlines, the legal status and benefits of the Public Service Decision Committee, as well as the conflict of interest of the member of the Public Service Decision Committee;<sup>662</sup>
  22. the sectors and positions affected by the location restriction, the rules for exemption from the restriction, and the aspects of defining the economic company whose main activity is the sector activity;<sup>663</sup>
  23. the detailed rules for the civil service basic register and the labor register;<sup>664</sup>
  24. the detailed rules for the targeted benefit;<sup>665</sup>
  25. detailed rules for the disciplinary procedure;<sup>666</sup>
  26. detailed rules regarding the content of the agreement concluded for the performance of the educational task;<sup>667</sup>
  27. the content, type and conditions of the international administrative expert activity, the detailed rules regarding the authorization of the international administrative expert activity and the agreement regarding the target task;<sup>668</sup>
  28. the rules regarding the information and other obligations imposed on the employee, the head of the official organization and the exerciser of the employer's authority in connection with the establishment and existence of the government service relationship, the political service relationship, the commissioner's relationship and the employment relationship;<sup>669</sup>
  29. those non-regular personnel benefits, in respect of which the governmental administrative body does not have to inform the body designated for governmental personnel administration in advance;<sup>670</sup>
  30. the rules for establishing the content of the written employer measure on temporary employment other than appointment;<sup>671</sup>
  31. the rules for the operation of the register according to § 177, paragraph (9) by the National University of Public Service;<sup>672</sup>
  32. procedural and other transitional rules related to the transformation of the legal relationship of the employees of the new governmental administrative body created by the transformation.<sup>673</sup>
  33. the obligations of the government official in connection with the establishment of the government service relationship;<sup>674</sup>

35. the detailed rules regarding the obligations incumbent on the exerciser of the employer's authority in connection with the appointment and in connection with the establishment of temporary employment other than the appointment during the existence of the government service relationship,

36. employer obligations related to the possibility of part-time employment, as well as information obligations related to atypical forms of employment,

37. the rules regarding the initiation of the transition to an atypical form of employment by a government official and the assessment of the application.

(5)

(6) The Government is authorized to appoint in a decree

1. the practitioner of the employer's authority;

2. the body performing the central tasks of the government personnel administration,

3. the government administrative body performing the duties of the personnel center;

4. of 33/A. bodies authorized to form a joint office organization according to § ;

5. the exam organizer according to § 177, paragraph (10) .

(7) The Government is authorized to establish the detailed tasks and powers of the body performing the central tasks of the government personnel administration and the government administrative body performing the tasks of the personnel center, as well as the detailed rules for the cooperation of the body performing the central tasks of the government personnel administration in the performance of the Government's employer tasks establish in a decree.

(8) The Government is authorized to establish a lower or upper limit in a decree that is higher than the lower or upper limit of the salaries specified in this law.

(9) The prime minister or the executive prime minister is authorized to appoint another minister exercising the powers of the minister in a decree, as well as to grant management powers to the prime minister's commissioner.

(10) The minister designated in a decree to manage the government office is authorized to define in a decree the personnel and technical conditions for the operation of government windows and document offices.

(11) The minister responsible for justice is authorized to establish in a decree the rules for the administrative examination of the probation officer, government official operating at a body designated as a probation officer, legal aid and victim support service, and compensation authority.

( 12 ) .

(13) The Government is authorized to determine in a decree the method of calculating the income according to § 286, subsection (5) .

(14) The Government is authorized to determine in a decree the method of calculating the income according to § 296, paragraph (8) .

(15) The Government is authorized to define in a decree the other district (capital district) office acting in place of the district (capital district) office excluded from the authority as a whole, and the other capital and county government office acting instead of the capital and county government office excluded as a whole from the authority.

## **§ 282 [ Entry into force ]**

(1) This law - with the exception of paragraphs (2) and (3) - enters into force on January 1, 2019.

(2) Section 327 enters into force on January 2, 2019.

(3) Articles 296–323 § , 325–326 § , § 328 and § 330 will enter into force on March 1, 2019.

## **§ 283 [ Transitional provision for the date of commencement of application of the law ]**

(1) The provisions of this Act - with the exception specified in paragraph (2) - shall be applied from March 1, 2019.

(2) Section 2 , Section 4 , Part Two , Section IX. Chapter , paragraphs (3)–(10) and 284–291. § shall be applied from January 1, 2019.

(3) Until February 28, 2019

a) a government official holding the position of deputy head of department upon the entry into force of this law may perform the job duties;

b) a senior political leader, political leader, commissioner, professional senior leader and professional leader who is in a legal relationship or holds a mandate under this Act at the time this law enters into force may perform the duties arising from their job or mandate;

c) on the professional management of government offices , [CXXVI of 2010](#) on amendments to the law on capital and county government offices and the establishment of capital and county government offices and territorial integration . [Act \(hereinafter: Khtv.\)](#) in force on December 31, 2018 shall apply.

(4) Until February 28, 2019

a) the government official, government case manager, political advisor, chief political advisor, chief of cabinet, as well as the state secretary for public administration and the deputy state secretary employed by the central government administrative body,

on the government service relationship of the [Kttv.](#) ,

b) the legal relationship of the prime minister, minister, secretary of state as a state leader, the government commissioner, prime minister's commissioner, prime minister's agent, ministerial commissioner, the legal relationship of the head and deputy head of the main government office and the central office, [Ksztv.](#) ,

c) for the public service relationship of the state official and state case manager employed by the territorial government administrative body, [LII of 2016 on state officials. Act \(hereinafter: Act\)](#) ,

d) for the legal relationship of the government agent, the director general and director of the government office, and the head and deputy head of the district office, [Khtv.](#) ,

e) for the employment relationship of the employee of the government administrative body, [Kttv.](#)

Its provisions in force on December 31, 2018 shall apply.

(5) The person concerned according to points a)–b) and d)–e) of paragraph (4) – with the exception of paragraphs (7) and (8) – until February 28, 2019, the amount due to him on December 1, 2018 is entitled to his salary, remuneration or wages.

(6) If the salary of the person concerned according to paragraph (5) has been determined at a reduced rate for the year 2018, - with the exception of paragraphs (7) and (8) - until February 28, 2019, to the salary to which he was entitled on January 1, 2019 is eligible.

(7) If there is a change in the salary of the person concerned according to paragraph (5) between December 2, 2018 and February 28, 2019, due to the provisions of the law governing him according to paragraph (4) - based on the time spent in the legal relationship or as a result of the establishment of a foreign language allowance enters, he is entitled to his salary determined in this way until February 28, 2019.

(8) If the person concerned according to subsection (5) receives a managerial appointment between December 2, 2018 and February 28, 2019, or moves from a managerial position to a non-managerial position, he is entitled to the salary established in the appointment amendment until February 28, 2019.

(9) If the legal relationship of the person concerned according to paragraph (5) was established after December 1, 2018, the salary according to the appointment document must be taken into account when applying paragraph (5) .

(10) As of March 1, 2019, for bodies and officials covered by this Act, [Ksztv.](#) can only be applied to those provisions that are not regulated by this law.

#### **§ 284 [ Transitional provision for the classification of positions ]**

(1) The Government - taking into account the provisions of paragraphs (1) and (2) of § 286 - establishes the criteria for assigning government officials to positions.

(2) A position belonging to the basic staff of a government administrative body is considered to be a position of a classification category from among the classification categories according to § 57 subsections (1) and (2) for which the government official meets the criteria determined by the Government on the basis of subsection (1) and the It can be ordered based on the provisions of paragraphs (1) and (2) of § 286 .

(3) The minister who leads, directs or supervises the government administrative body may make a proposal by February 5, 2019, taking into account the aspects according to paragraph (1) and the provisions of § 286 (1) and (2) - the body designated for government personnel administration by means of - for the Government to amend the classification of posts belonging to the basic staff of the ministry it leads and the government administrative body it directs or supervises in accordance with subsection (2) with the provision that the proposal must contain the provisions taken into account during the preparation of the proposal - § 286 (1) or (2) - the amount of allowance.

(4) When proposing according to subsection (3), subsections (4) and (5) of § 51 shall be applied accordingly.

(5) The Government decides on the proposal according to paragraph (3) and, taking into account the accepted proposals, approves the classification of the positions in the basic staff of government administrative bodies according to paragraph (2) .

(6)

#### **§ 285 [ Transitional provision for the transformation of legal relationships ]**

(1) As of March 1, 2019

a) the government service relationship of the government official, government case manager, and the State Secretary for Public Administration and the Deputy State Secretary employed by the central government administrative body becomes the government service relationship according to this Act,

b) the state leadership service relationship of the prime minister, the minister, the secretary of state becomes the political service relationship according to this law, the government commissioner, the prime minister's commissioner and the minister's commissioner become the commissioner legal relationship according to this law, the mandate of the prime minister's representative becomes the mandate according to this law,

c) the government service relationship of the political advisor and chief political advisor, as well as the chief of cabinet, becomes a political service relationship,

d) the state service relationship of state officials and state case managers employed by the territorial government administrative body shall be the state service relationship according to this Act transforms.

(2) By March 15, 2019, the person concerned must be informed of the transformation of the legal relationship in accordance with paragraph (1) , the appointment document according to this Act must be issued to him, and his salary must be determined based on § 286 .

(3) The person concerned may perform the tasks performed on February 28, 2019 based on his job title, as long as the tasks to be performed in his position or the professional conditions for filling the position according to § 58, paragraph (2) do not change.

(4) In contrast to paragraph (2), the transformation of the legal relationship of the Prime Minister, the Minister, the State Secretary, the Government Commissioner, the Government Commissioner, the Prime Minister's Commissioner and the Minister's Commissioner does not affect the assignment or the appointment, and does not give rise to any information obligation.

(5) Kttv falling under the scope of this law <sup>2</sup> the government case manager according to the transformation of his legal relationship according to point a) of paragraph (1) will be re-employed as a government official if he meets the general conditions of the appointment. If the government case manager does not meet the general conditions of appointment, his/her legal relationship shall be terminated in accordance with the provisions of § 114, paragraph (3) .

(6) Contrary to paragraph (1), the legal relationship of the affected person shall not be transformed into a legal relationship according to this Act, if the legal relationship is terminated after the entry into force of this Act based on an agreement concluded before March 1, 2019, or on the basis of a unilateral legal declaration of one of the parties.

(7) In the case of transformation of the legal relationship of the person concerned in accordance with points a) and d) of paragraph (1) , the legal relationship is considered continuous from the point of view of the probationary period, the right to severance pay and service recognition, in the case of transformation according to point c) of paragraph (1) as continuous from the point of view of the probationary period must be considered.

(8) The entry into force of this Act and its application in accordance with Section 283, Paragraph (1) shall not interrupt the statute of limitations for claims arising from the legal relationship existing on February 28, 2019.

(9) The person concerned in accordance with points a), c) and d) of paragraph (1) shall be exempted by the appropriate application of paragraph (5) of § 89 , upon request submitted in writing within five working days after the notification of the document pursuant to paragraph (2) , that the salary prior to the change of appointment should be understood as the salary according to § 283, subsections (5)–(9) .

(10) The practitioner of the employer's authority may, with his consent, convert the employment relationship of an employee employed by a government administrative body into a government service relationship as of March 1, 2019, provided that the salary cannot be less than the employee's salary on December 1, 2018. If the employment relationship was established after December 1, 2018, in the event of a transformation of the legal relationship, the salary cannot be less than the wage according to the employment contract.

#### **§ 286 [ Transitional provision for determining the salary ]**

(1) The salary of the person concerned according to points a) and c) of Section 285, paragraph (1) according to this law must be established in such a way that it cannot be less than the amount the person concerned received as salary - including the basic salary, the basic salary deviation, salary supplement and salary supplement - based on the appointment document, he was entitled on December 1, 2018, by

- a) changes in the amount of the salary after December 1, 2018, based on the time spent in the legal relationship,
- b) the foreign language allowance established after December 1, 2018,
- c) in the case of a transfer to a managerial position or from a managerial position to a non-managerial position after December 1, 2018, the salary according to the change in appointment must be taken into account.

(2) If the legal relationship of the person concerned was established after December 1, 2018, the salary according to the appointment document must be taken into account when applying paragraph (1) .

(3) By February 15, 2019, the exerciser of the employer's authority shall determine the position of the person concerned and the classification category of the position established for the person concerned within the framework defined in Annex 1 - taking into account the provisions of paragraphs (1) and (2) - determines the salary of the person concerned.

(4) During the decision-making according to paragraph (3) , the exercise of employer authority takes into account the performance evaluation and annual rating of the government official in the second half of 2018.

(5) The difference between the salary determined on the basis of paragraph (3) and the income of the person concerned from the same employer after the months of January and February 2019 must be paid at the same time as the salary of the person concerned in March 2019. The method of calculating income is determined by the Government decree.

#### **§ 287 [ Transitional provision for the Faculty of Hungarian Civil Servants ]**

(1) As of March 1, 2019, the name of the Faculty of Hungarian Government Servants and State Servants will change to Hungarian Faculty of Government Servants. The entry into force of this law and its application in accordance with Section 283 (1) do not affect the legal status, rights and obligations of the public body, as well as the tasks and mandate of its elected officials, the operation of the public body is continuous.

(2) For those whose legal relationship is transformed on the basis of points a) and d) of paragraph (1) of § 285 , and who was a member of the Faculty of Hungarian Government Servants and State Servants on February 28, 2019, their membership relationship with the Faculty of Hungarian Government Servants shall be considered continuous must be considered.

(3) Ethical procedures starting or ongoing on February 28, 2019 will be carried out by the [Kttv](#), and must be conducted based on the rules of the Code of Professional Ethics of the Hungarian Government Officials and State Officials Faculty effective on December 31, 2018. The ethical penalties in force on February 28, 2019 are not affected by the entry into force of this law and its application in accordance with Section 283 (1) .

#### **§ 288 [ Transitional provision for the content of the government service relationship ]**

(1) The entry into force of this Act and its application in accordance with Section 283, Paragraph (1) do not affect tripartite agreements on fixed-term transfer or secondment in force on February 28, 2019. Upon termination of the fixed-term transfer or secondment, the person concerned will continue to be employed by the government administrative body as agreed by the parties.

(2) For postings ordered no later than February 28, 2019 and postings in the interest of the government, the [Kttv](#). The rules in effect on December 31, 2018 shall apply.

(3) The trial period in progress on February 28, 2019 lasts for the period stipulated when the legal relationship was established.

(4) The obligation to take the public administration basic exam or the public administration specialist exam that existed on December 31, 2018 is regulated by the [Kttv](#), the obligation to obtain a specialized qualification in public administration studies or a specialized qualification in government studies is defined in [Áttv](#). In accordance with the provisions in force on December 31, 2018, the obligation arising between January 1 and February 28, 2019 must be paid by the [Kttv](#) and the [Av](#). It can be fulfilled in accordance with the provisions in force on December 31, 2018.

(5) The continuing education obligation existing on December 31, 2018 must be fulfilled in accordance with paragraph (4), the continuing education obligation arising between January 1 and February 28, 2019 can be fulfilled in accordance with paragraph (4).

(6) The study contract and employer loan contract existing on February 28, 2019 will not be affected by the entry into force of this law and its application in accordance with § 283, paragraph (1).

(7) The disciplinary and compensation proceedings ongoing on February 28, 2018 must be conducted in accordance with the rules in force at the time the proceedings began, with the disciplinary penalty pursuant to Section 166, Paragraph (2) being imposed.

(8) The government official who, before March 1, 2019, [Kttv](#) received a title donation according to or holds the position of chief consultant or consultant on February 28, 2019, he is not entitled to use this title as of March 1, 2019.

(9) The [Kttv](#) must be accounted for by March 31, 2019 with the working time frame established based on The unused free time on February 28, 2019, as compensation for the completion of extraordinary working hours, must be issued within thirty days of March 1, 2019. If this is not possible, it must be redeemed. The amount of the redemption is the proportional amount of the salary according to § 286, paragraphs (1) and (2) for free time.

(10) Reimbursable and non-refundable benefits provided in accordance with the regulations of the governmental administrative body may be provided according to the rules in force on December 31, 2018, until the government decree according to § 148, paragraph (2) enters into force.

(11) [Kttv](#). Its provisions in force on December 31, 2018 shall be applied until the legal relationship exists.

(12) Paragraphs (1)–(5) of Section 117 can only be applied to those who establish a legal relationship on or after March 1, 2019 on the basis of this law.

(13) In the case of non-announced activities existing on May 31, 2019, which are subject to a license or notification pursuant to this law, as well as voluntary activities in the public interest, the request for a license or notification must be submitted by June 30, 2019 submit it to the government official or do it.

(14) The conversion of the legal relationship of the cabinet chief who led the ministerial or state secretary's cabinet as head of department into a political service legal relationship before the entry into force of this law does not affect the right of the cabinet chief to receive service recognition.

#### **§ 289 [ Transitional provision for redemption of freedom ]**

(1) After December 31, 2018, after December 31, 2018, the person concerned according to points *a)*, *c)* and - with the exception of the government official - point *d)* of Section 283, subsection ( 4 ) with exception - it cannot be issued.

(2) The affected person's unissued leave on December 31, 2018 must be redeemed - as specified in the Government's decree.

(3) During redemption according to subsection (2), the salary of the person concerned according to subsections (5)–(9) of § 283 shall be taken into account.

(4) On December 31, 2018, the person concerned who was on maternity leave or unpaid leave taken for the purpose of caring for the child, the leave to which he was entitled until December 31, 2018, after the end of his absence, according to the decision of the person concerned

a) must be issued within 2 years, or

b) must be redeemed within 30 days.

#### **Section 290 [ Transitional provision for the 2019 leave ]**

(1) In January and February 2019, the person concerned, [Ksztv](#), the [Khtv](#), the [Kttv](#), and the [Average](#) is entitled to the time-proportionate part of his 2019 vacation.

(2) From March 1, 2019 to December 31, 2019, the person concerned is entitled to the time-proportionate part of his basic freedom and supplementary freedom according to this Act.

(3) By applying the provisions of this law on the granting of leave, the government official may use the basic leave established for him in this law for one calendar year in the period according to paragraph (1).

(4) The part of the leave according to paragraph (1) not granted in the period according to paragraph (1) can be issued even after February 28, 2019, provided that the provisions of this law on basic freedom must be applied to this leave.

(1) Where legislation mentions a minister without a portfolio, Article II of 2022 on listing the ministries of Hungary of the individual laws [. IV of 2022](#) on its amendment related to [the Act](#) after the entry into force of [Act](#) shall mean the minister according to point b) of § 20, paragraph (2) .

(2) By merging the Prime Minister's Government Office into the ministry led by the minister responsible for general political coordination, [II of 2022 on the listing of the ministries of Hungary. expires on the](#) [the law](#) enters into force . During the merger, due to the joint office organization, the handover procedure does not have to be carried out. In view of the merger, the basic staff of the ministry led by the minister responsible for general political coordination and the number of its centralized positions - 60/A. based on the provisions of § - no amendment is necessary. The Secretary of State for Administration leading the Prime Minister's Government Office at the time of the merger shall be considered - without a separate appointment - as if he had been appointed as the Secretary of State for Administration of the Prime Minister's Government Office operating in the ministry headed by the minister responsible for general political coordination.

#### **§ 291 [ Compliance provision ]**

(1) Where the legislation of [Ksztv.](#) according to the rules in force on December 31, 2018

- a) mentions a government office, the main government office according to this Act,
- b) mentions a state leader, i.e. the top political leader, state secretary for public administration and deputy state secretary according to this Act,
- c) mentions a public managerial service relationship, i.e. a political service relationship according to this Act,
- d) mentions a political leader, the senior political leader according to this Act,
- e) mentions a professional leader, i.e. the State Secretary and Deputy State Secretary for Public Administration according to this Act

must be understood.

(2)

(3) If legislation

a)

b)

c) of the Prime Minister's Code of Public Offerings and Donations . orders to apply, unless otherwise provided by law, until December 31, 2020, [Ksztv.](#) rules regarding the Prime Minister's public offerings and donations are the guides.

(3a)

(4)

(5) Where a law mentions a state official or a state case manager, it shall mean the government official of the capital and county government office according to this law.

(6) Where legislation mandates the application of the rules applicable to the secretary of state regarding the salary of the head of a central government office or central office, the provisions of § 244, paragraph (1) and § 247, paragraph (1) shall be considered governing.

#### **§ 292. [ Transitional provision XXVIII of 2022 on the amendment of certain laws related to the control of the use of European Union budget resources .to law ]**

(1) The minister responsible for the use of European Union funds shall issue [the XXVIII of 2022](#) on the amendment of certain laws related to the control of the use of European Union budget funds . from the date of entry into force of [Act](#) is obliged to ensure the operation of the Internal Audit and Integrity Directorate.

(2) The Internal Audit and Integrity Directorate will be managed by an acting director until December 31, 2022. 29/B for the acting director . § and 240/A. § shall be applied with the exception that

- a) the acting director performs his tasks and powers on the basis of a mandate,
- b) it is not necessary to ask for the opinion of the President of the Integrity Authority for appointing and revoking the appointment of the acting director,

- c) in the case of the acting director, 240/A. In this application of §§ (4) and (5), exemption shall mean withdrawal of the order.

(3) 29/B . The tasks of the Internal Audit and Integrity Directorate can also be organized by means of secondment in the interest of the government, or by using a government official or employee employed in a different role or position in the work organization of the minister responsible for the use of European Union funds, until the 60th day after the approval of the Integrity Authority by the Integrity Authority. supply. On the recommendation of the Acting Director of the Internal Audit and Integrity Directorate, the minister responsible for the use of European Union funds decides on the assignment in the interest of the government - contrary to the provisions of § 100 .

(4) The director appointed on January 1, 2023 decides to confirm the head of department or head of department appointed to replace him on the proposal of the acting director, within the framework of which the appointed director may initiate the appointment of another head of department or head of department. Based on the initiative of the appointed director, 29/B. The organizational and operational regulations pursuant to § (4) must be amended immediately.

<sup>710</sup>  
**§ 293.** *[Transitional provision XXXI of 2022 on the amendment of certain laws related to the declaration of assets related to the control of the use of European Union budget resources . to [the Act](#) , and at the request of the European Commission, LVI of 2022 on the necessary amendment of certain laws in order to successfully conclude the conditionality procedure . to [law](#) ]*

(1) The senior political leader issued XXXI of 2022 on the amendment of certain laws related to the declaration of assets related to the control of the use of European Union budget resources. in accordance with the provisions established by law, at the request of the European Commission, on the necessary amendment of certain laws in order to successfully conclude the conditionality procedure, LVI of 2022. with the content and form established by law, for the first time - according to the situation existing on November 1, 2022 - make a declaration of assets by January 31, 2023, to which you also attach the declaration of assets of your family member.

(2) *. [the rules in force on the day of the start of the procedure shall be applied in proceedings related to the declaration of assets that are in progress on the date of entry into force of the Act](#) .*

<sup>711</sup>  
**§ 294.** *[Transitional provisions LXXIV of 2022 on the amendment of certain employment-related laws . to [law](#) ]*

(1) LXXIV of 2022 on the amendment of certain employment-related laws of this Act. § 64 paragraph (6) established by law (hereinafter: Amendment 4.) and Amendment 4. shall be applied in case of claim enforcement after its entry into force.

(2) For the government official's child born or adopted between August 2, 2022 and December 31, 2022, according to Amendment 4. 157/A is entitled within two months of its entry into force . to use the father's working time discount according to §

(3) If the government official's child turns three years old between August 2, 2022 and June 30, 2023, the parental leave must be granted - at a time corresponding to the government official's request - until June 30, 2023 at the latest.

(4) When determining the government official's eligibility for service recognition at the body with a special legal status, Amendment 4. before its entry into force, the time spent in a civil service legal relationship or employment relationship must also be taken into account.

(5) If the length of service calculated on the basis of § 145, subsection (3) e and subsection (4) e has reached or exceeded the time entitling to service recognition - defined in § 145, subsection (1) , the government official is entitled to the service for the degree of recognition according to the length of service established in this way.

(6) Subsection (5) cannot be applied to the government official who has already received the amount of service recognition according to the grade calculated on the basis of § 145, subsection (3) e and subsection (4) e.

(7) The amount of service recognition according to paragraph (5) is determined by Amendment 4. must be paid to the government official within 60 days after its entry into force.

(8) Paragraph (9) of Section 168 of this Act, amended by Amendment 4, and Amendment 4. shall be applied to civil service complaints submitted after its entry into force.

<sup>712</sup>  
**294/A. §** *[Eligibility for service recognition]*

(1) In determining the government official's eligibility for service recognition , [Act XIX of 2023](#) on the amendment of certain laws on health, health insurance and pharmaceuticals shall be used . the time spent in a health service relationship before the entry into force of Act <sup>713</sup> ([hereinafter: Amendment 5.](#)) must also be taken into account.

(2) If the length of service calculated on the basis of subsections (3) and (4) of Section 145 has reached or exceeded the period of time entitling to recognition of service - defined in subsection (1) of Section 145 - the government official is entitled to recognition of service as follows to the grade according to established length of service.

(3) Subsection (2) shall not be applied to the government official who has already received the amount of service recognition according to the grade calculated on the basis of § 145, subsections (3) and (4) .

(4) The amount of service recognition according to paragraph (2) is determined by [Amendment 5.](#) <sup>714</sup> must be paid to the government official within 60 days of its entry into force .

**§ 295** *[ Transitional provision for certain rules concerning salary ]*

(1) [CLXXXV of 2010](#) on media services and mass communication . Under the salary of the deputy state secretary according to [§ 117, paragraph \(3\) of the Act](#) - unless otherwise provided by law - until July 1, 2019, the deputy state secretary [Kttv](#). It should be understood as his salary according to the provisions in force on December 31, 2018.

(2) [XXXVI of 2013](#) on the election procedure . Under the salary of the deputy state secretary according to [§ 64, paragraph \(1\) of the Act](#), unless otherwise provided by law, until July 1, 2019, the deputy state secretary [Kttv](#). It should be understood as his salary according to the provisions in force on December 31, 2018.

<sup>715</sup>  
**§ 296.** *[ Transitional provisions for the 2020 amendment of the content of the service relationship of government officials ]*

(1) CXXV of 2018 on government administration. Act, as well as CXXV of 2018 on government administration to certain laws. [CIX of 2019](#) on its amendment related to the law . the provisions [of the Act \(hereinafter referred to as: Amendment\)](#) regarding officials of government offices shall be applied in accordance with the provisions of this §.

(2) The practitioner of the employer's authority shall inform the official of significant changes affecting the legal relationship by March 1, 2020, and amend the appointment of the official by March 16, 2020.

(3) The criteria for assigning officials affected by a change in the classification category of the position to a new position shall be established by the Government. Job reclassification does not affect the existence and continuity of the government service relationship, if the official meets the general conditions of the appointment. If the government case manager does not meet the

general conditions of appointment by changing the job classification category, his/her legal relationship will be transformed into an employment relationship by changing the legal relationship.

(4) In the case according to paragraph (3), the official will take up his new position as of April 1, 2020.

(5) The official's salary must be determined in such a way that it cannot be less than the amount to which the official was entitled as a salary based on the appointment document on December 31, 2019, by

a) changes in the amount of the salary after January 1, 2020 based on the time spent in the legal relationship,

b) filling a managerial position after January 1, 2020, or filling a non-managerial position after filling a managerial position and the remuneration determined accordingly must be taken into account.

(6) If the legal relationship of the person concerned was established after January 1, 2020, the salary according to the appointment document must be taken into account when applying paragraph (5) .

(7) The difference between the official's salary determined by application of this section and the official's income from the same government administrative body after the months of January, February and March 2020 must be paid at the same time as the April 2020 salary of the person concerned. The method of calculating income is determined by the Government decree.

(8) The regulations in effect on December 31, 2019 shall be applied to the extent of the official's leave in the months of January, February and March 2020, during which period the person concerned is entitled to the time-proportionate part of his 2020 leave. From April 1, 2020 to December 31, 2020, the official is entitled to the time-proportionate part of his leave according to the new regulations.

(9) <sup>716</sup>In 2020, the official is entitled to the proportional part of the cafeteria allowance from April 1, 2020 to December 31, 2020.

(10) The official is entitled to service recognition and severance pay in the period between January 1, 2020 and April 1, 2020, according to the regulations in force on December 31, 2019.

<sup>717</sup>**§ 297.** [ *Transitional provisions CXXV of 2018 on government administration. Act, as well as CXXV of 2018 on government administration to certain laws. [CIX of 2019](#) on its amendment related to the law . [to law](#) ]*

(1) Until February 29, 2020, the head of the official organization of the government administrative body shall ensure that the civil service regulations are [amended by Am.](#) on its necessary amendment due to its entry into force.

(2) Amendment to this Act . amended § 168 of the [Amended](#) <sup>718</sup> shall be applied in the case of claim assertions after its entry into force .

<sup>719</sup>**§ 298.** [ *Transitional provisions for the 2020 amendment of the rules on the appointment of ministerial commissioners ]*  
[LXXVI of 2020](#) on the establishment of the central budget of Hungary in 2021 of this Act . § 221 paragraph (1a) and [§ 222](#) paragraph (3) established [by law \(hereinafter: Amendment 2. \)](#) shall be applied in the case of appointments after its entry into force in <sup>720</sup> .

<sup>721</sup>**§ 299.** [ *Transitional provision [VII of 2022](#) on the amendment of certain laws related to national defense, economic development, and government administration . [to law](#) ]*

(1) Act [VII of 2022](#) on the amendment of individual laws related to national defense, economic development, and government administration . [Act \(hereinafter: Amendment No. 3\)](#) entered into force , <sup>722</sup> State Secretaries of State for Public Administration entered into force in accordance with the Act [No. 3](#) is entitled to a salary according to § 230 from the date on which it is established for him by the Prime Minister.

(2) Until the salary of the person concerned is determined according to paragraph (1) , <sup>in 723</sup>[Amendment 3.](#) he is entitled to a salary established for him before its entry into force .

<sup>724</sup>**§ 300.** [ *Transitional provision of [Act XXXVI of 2012](#) on the National Assembly . [Act XVIII of 2022](#) on the amendment of certain related laws . [to law](#) ]*

(1) The senior political leader shall comply with the provisions of Article XXXVI of 2012 on the National Assembly of this Act . [Act XVIII of 2022](#) on the amendment of certain related laws . with the application of Article 183 paragraph (1) established [by law](#) - according to the status existing on the day of the declaration of assets - make a declaration of assets until August 5, <sup>725th</sup>2022.

(2) [XXXVI of 2012](#) on the Parliament . [Act XVIII of 2022](#) on the amendment of certain related laws . on the day of the entry into force [of the law](#) , the asset declaration of your spouse, partner, and children who live in the same household as the senior political leader at the Prime Minister's Government Office will be kept by the Prime Minister's Government Office until August 1, 2023, after which it will be destroyed.

(3) <sup>726</sup>[XXXVI of 2012](#) on the Parliament . [Act XVIII of 2022](#) on the amendment of certain related laws . at the entry into force of [Act](#) , the rules in force at the start of the procedure shall be applied in ongoing proceedings related to asset declarations.

<sup>727</sup>**300/A. §** [ *Transitional provision [IX of 2023](#) on the legal relationship for the performance of tasks related to the Hungarian presidency of the Council of the European Union in the second half of 2024, as well as certain related provisions . [to law](#) ]*

[IX of 2023](#) on the legal relationship for the performance of tasks related to the Hungarian presidency of the Council of the European Union for the second half of 2024, as well as certain related provisions of this law. on the basis of Section 230 (2) established by law, the allowance must be determined for the first time on July 1, 2024.

<sup>120</sup>  
**300/B. §** *[Transitional provision LX of 2023 on the amendment of certain laws related to the organization of gambling and electronic administration and to strengthen the coherence of the legal system . to law ]*

LX of 2023 on the amendment of this law related to the organization of gambling and electronic administration, as well as <sup>729</sup> certain laws in order to strengthen the coherence of the legal system. § 169 established by law (hereinafter: Amendment 6.) shall also be applied in pending cases when it enters into force .

<sup>730</sup>  
**300/C. §** *[Transitional provision LXI of 2023 on the amendment of certain laws on public administration . to law ]*

LXI of 2023 on the amendment of certain laws on public administration. Article 95 paragraph (10) point b) established by law (hereinafter: Amendment 7.) shall also apply to senior officials and supervisory board members elected before its entry into force <sup>731</sup> in

<sup>732</sup>  
**300/D. §** *[Transitional provision LXXXVI of 2023 on amendments to the law affecting certain central government administrative bodies . to law ]*

(1) LXXXVI of 2023 on amendments to the law affecting individual central government administrative bodies. 33/B established by law . The National Development Center will carry out tasks according to § (2) from August 1, 2024.

(2) The National Development Center is the legal successor of the Ministry of Public Administration and Territorial Development with regard to the tasks under paragraph (1) .

(3) The National Development Center is the general legal successor of the Ministry of Public Administration and Territorial Development in the contracts and other legal relationships concluded in order to fulfill the tasks according to paragraph (1) .

(4) Legal successor of the National Development Center

a) to the Ministry of Public Administration and Territorial Development in relation to the government service relationship and the employment relationship of employees of government officials performing tasks according to paragraph (1) ,

b) in relation to the government service relationship of government officials performing functional tasks related to the tasks according to paragraph (1) and the government officials and employees according to point a), and the employment relationship of employees ,

with the fact that legal succession - taking into account the provisions of paragraphs (5) - (12) - 90/A. § must be applied. <sup>733</sup>

(5) <sup>734</sup>

(6)

(7) The legal relationship of the person concerned shall be considered continuous from the point of view of the probationary period, the right to severance pay and service recognition.

(8) The conclusion of the new employment contract does not interrupt the statute of limitations for claims arising from the legal relationship existing on July 31, 2024.

(9) The salary of the person concerned established in the appointment document according to point a) of paragraph (5) or the salary established in the employment contract according to point b) of paragraph (5) cannot be less than the amount to which he is entitled as salary or salary on July 31, 2024 .

(10) The daily working hours and work schedule of the person concerned established in the employment document according to point a) of paragraph (5) or in the employment contract according to point b) of paragraph (5) and the related employer measure may not be less favorable than what was on July 31, 2024 on the day of .

(11) Between January 1, 2024 and July 31, 2024, the employee concerned is entitled to the time-proportionate part of his vacation for 2024 established according to Mt.

(12) As of August 1, 2024, the affected employee is entitled to the time-proportionate part of his vacation according to his new employment contract, with the fact that the affected employee can be issued the 2023 and 2024 vacations established according to Mt. , which were not issued before August 1, 2024. annual leave.

<sup>735</sup>  
**300/D. §** *[Transitional provision XXIX of 2024 on the amendment of certain laws affecting the operation of the state. to law ]*

(1) XXIX of 2024 on the amendment of certain laws affecting the operation of the state of this law. 89/A established by law (hereinafter: Amendment 8.) § shall be applied in cases initiated after August 1, 2024. If the government official made the legal declaration according to Section 89 (6) e to the government administrative body employing him before August 1, 2024 , he must proceed in accordance with Section 89 (6) e.

(2) In the case according to subsection (1), point j) of § 104 (1) shall also apply after August 1, 2024 , if the new for the issuance of a certificate of employment.

(3) Section 196, paragraphs (2a) , (5) and (6) , Section 199 , Section 202, Sections (2) and (7) , Section 203 established by the 8th Amendment (3) , § 229 (1) and (5) , § 231 (6) , § 234 (1a) and (7) , § 236 (1a) and It must also be applied to ministers, state secretaries, public administration state secretaries and deputy state secretaries appointed before August 1, 2024.

<sup>736</sup>  
**§ 301.**

<sup>737</sup>  
**§ 302.**

<sup>738</sup>  
**§ 303.**

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§ 331.

§ 332 [ *Complying with the [Fundamental Law's](#) requirement for cardinality* ]

(1) Paragraph (1) of § 295 is the [Basic Law IX. based on Article 6](#) and [Article 23](#), it is considered pivotal.

(2) Paragraph (2) of § 295 is the [Basic Law XXIX. Article \(3\)](#), [Article 2 \(1\)](#) and [Article 35 \(1\)](#) are considered pivotal.

(3) Section 301 is considered pivotal based on [Article 46 \(6\) of](#) the Basic Law .

(4) Paragraph (1) of Section 320 is considered pivotal based on [Paragraph 7 of Article 29 of the Basic Law](#) .

(5) Section 95 (11a) paragraph e , Section 182 (3a) paragraph e, and Section 225 (2a) paragraph e are considered pivotal based on [Article 38 \(6\).paragraph e of the Basic Law](#) .

### § 333 [ Compliance with the legal acts of the European Union ]

This law serves to comply with the following EU legal acts of the European Union:

- a) Directive 2003/88/EC of the European Parliament and the Council ([November 4, 2003](#)) on certain aspects of working time organization;<sup>768</sup>
- b) European Parliament and Council Directive (EU) 2019/1152 of June 20, 2019 on transparent and predictable working conditions applicable in the European Union;
- c) Council [Directive 1999/70/EC \(June 28, 1999\)](#) on the framework agreement concluded by ESSZSZ, UNICE and CEEP on fixed-term employment;
- d) Council [Directive 97/81/EC \(December 15, 1997\)](#) on the framework agreement concluded by UNICE, CEEP and ESZSZ on part-time employment;
- e) [Directive 2004/38/EC](#) of the European Parliament and the Council (April 29, 2004) on the right of citizens of the Union and their family members to move and reside freely in the territory of the Member States, and on the amendment of [Regulation 1612/68/EEC](#), as well as the [64/221/EEC](#), [68/360/EEC](#), [72/194/EEC](#), [73/148/EEC](#), [75/34/EEC](#), [75/35/EEC](#), [90/364/EEC](#), [90/365/EEC](#) and repealing [Directive 93/96/EEC, Article 24](#);<sup>2019/1158</sup>
- f) Directive (EU) of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU;
- g) Council [Directive 92/85/EEC \(October 19, 1992\)](#) on the introduction of measures to encourage the improvement of occupational safety and health protection for pregnant, childbearing or breastfeeding workers (tenth individual directive [Article 16 \(1\) of Directive 89/391/EEC](#)) pursuant to paragraph 1 );
- h) Council [Directive 2003/9/EC \(January 27, 2003\)](#) on the establishment of minimum standards for the reception of asylum seekers;
- i) Directive 2011/95/EU of the European Parliament and the Council ([December 13, 2011](#)) on the recognition of third-country nationals and stateless persons as entitled to international protection, the legal status providing uniform refugee or supplementary protection, and the content of the protection provided about rules;
- j) Council [Directive 2005/85/EC \(December 1, 2005\)](#) on minimum rules for Member State procedures for granting and revoking refugee status.<sup>770</sup>
- k) European Parliament and Council Directive (EU) 2022/2041 of October 19, 2022 on adequate minimum wages to be ensured in the European Union.

### *Annex 1 to the CXXV of 2018 to Act*<sup>771</sup>

#### I. Salary table for the ministries

THE)	B)	C)
grade designation	lower limit of salary	upper limit of salary
1. government adviser	HUF 250,000	HUF 500,000
2. senior government advisor	HUF 350,000	HUF 650,000
3. chief government adviser	HUF 400,000	HUF 750,000
4. chief government adviser	HUF 600,000	HUF 1,500,000
5. head of department	HUF 700,000	HUF 1,400,000
6. head of department	HUF 800,000	HUF 1,500,000
7. deputy state secretary	HUF 1,300,000	HUF 1,650,000
8. Secretary of State for Public Administration	HUF 1,500,000	HUF 1,900,000

#### II. Salary table for the main government offices, central offices and government offices

THE)	B)	C)
grade designation	lower limit of salary	upper limit of salary
1. office advisor	HUF 200,000	HUF 350,000
2. executive office advisor	HUF 300,000	HUF 500,000
3. Office Chief Counsel I.	HUF 400,000	HUF 600,000
4. Office Chief Counselor II.	HUF 450,000	HUF 700,000
5. Chief Office Counselor	HUF 500,000	HUF 1,200,000
6. head of department	HUF 400,000	HUF 1,100,000
7. head of department	HUF 550,000	HUF 1,300,000

### *Annex 2 to the CXXV of 2018 to Act*<sup>772</sup>

### *Annex 3 to the CXXV of 2018 to the law*

**The government official**

Y/A.

1. Surname and surname (surname and surname at birth), gender
2. place and time of birth
3. his mother's birth surname and first name
4. residence, address, place of residence, telephone number
5. marital status
6. tax identification number
7. social security identification number
8. your payment account number
9. his e-mail address and his electronic contact in accordance with § 9, paragraph (2).
- His 10th photo
11. his resume

I/B. dependent child(ren)

1. family and first name
2. place and time of birth
3. his mother's birth surname and first name
4. residence, address, place of stay
5. tax identification number
6. social security identification number

I/C. <sup>773</sup> grandchildren

1. family and first name
2. place and time of birth
3. his mother's birth surname and first name
4. residence, address, place of stay
5. tax identification number
6. social security identification number

II.

1. your highest educational qualification (in case of multiple qualifications, all)
2. your qualification(s)
3. details of your professional qualification(s) obtained in the framework of education outside the school system, as well as the documents entitling you to hold a specific position
4. academic degree
5. knowledge of a foreign language

6. data relating to training, further training, management training, retraining

### III. Data on previous employment

1. the name of the workplace
2. designation of the type of legal relationship

Position 3

Classification 4

5. duties
6. start/end date of legal relationship
7. method of termination

ARC.

1. the beginning of the government service relationship, periods to be ignored in its calculation
2. his nationality
3. the number and date of the official certificate issued by the criminal registration body

Data of the 4th public administration basic exam

Data of the 5th public administration examination

- <sup>774</sup>6. durations used as the basis for calculating service recognition and severance pay
7. affidavit number, date
- <sup>775</sup>8. Data of public administration competitive exams and other exams required to fill the position
9. data on the results of the aptitude test
10. the data of the certificate for the performance of the official inspection
- <sup>776</sup>11. driving license data
12. information and data regarding working hours, extraordinary working hours, on-call, other working hours, working hours (teleworking, time and place of working from home)
13. leave data (extent, type of leave, leave dates-plans)
14. performance evaluation information
- <sup>777</sup>15. information on target allowances and target premiums
- <sup>778</sup>16. information on merit recognition (written praise, ministerial recognition, performance recognition, motivational recognition, service recognition)
17. data on other benefits (cafeteria, housing support, social support, training and study support)
18. information on mandatory aptitude tests
19. family support discounts

From the personal income tax return of the 20th senior political leader, the public version intended for publication on the website (the amount of the consolidated tax base, the amount of the tax of the consolidated tax base, the amount of tax benefits that reduce the tax of the consolidated tax base, the amount of separately taxable income and the amount of tax on separately taxable income)

21. number of the ID card issued for the purpose of confirming the holding of the position of senior political leader
22. data on employment other than appointment
23. information on non-competition restrictions
- <sup>779</sup>24. information on training completed on the basis of mandatory and voluntary decisions

25. data on compensation, disciplinary liability

<sup>780</sup>

26.

27. data relating to the obligation to declare assets

<sup>781</sup>

28. requirements and results of national security inspections

29. material supply data (car, computer, etc.)

V.

1. the name, seat and statistical number of the applying governmental administrative body

2. the beginning of the government service relationship with this body

3. current classification of government official, date of classification

4. name of task(s) and duration of loading, FEOR number

5. information on the appointment and termination of management

6. reward and award data

7. effective disciplinary punishment

8. details of your application

9. competence data

10. details of his probationary period

VI.

1. registration of personal benefits taking into account the central personnel and salary management statistical information system

VII.

1. the legal title and duration of the government official's absence from work

2. data of your government office

VIII.

1. the date and method of the termination of the government service relationship, as well as the final and fixed-term transfer, details of the severance payment

2. data on the exemption period

IX.

1. data related to conflicts of interest, data related to the prohibition of joint application (practicable activity, as well as information related to the legal relationship for the performance of volunteer activities in the public interest, as well as data on its notification; data related to additional legal relationships, information on prior permission requests)

X.

1. data related to the state guaranty (name and address of the financial institution entering into the loan agreement; size of the loan secured by the state guaranty; date of expiry of the loan)

Annex 4 to the CXXV of 2018 to the law

### **The scope of the recruitment database**

I.

1. family name and first name
2. place and time of birth
3. residential address, telephone number, e-mail address
4. Citizenship
5. <sup>782</sup> photographs

## II.

1. professional experience
2. name of employer, field of activity
3. fulfilled duties
4. duration

## III.

1. education, (professional) qualification, qualification
2. name of educational institution (indicating faculty, major)
3. duration of training, date of completion
4. knowledge of a foreign language (level, type)
5. date of obtaining public administration (police) exams, diploma number, result
6. IT skills
7. other voluntarily provided data (e.g. hobbies, interests)

## ARC.

1. areas that you would like to be informed about in the newsletter in the event of a call for tenders.

<sup>1</sup> The Act was adopted by the National Assembly on its session on December 12, 2018. Date of announcement: December 21, 2018.

<sup>2</sup> Paragraph (3) of § 1. [2020: CLXV. text established by § 94 of the Act.](#)

<sup>3</sup> Section 1 (4a) was amended by [2019: CIX. was incorporated by § 1 of the Act](#) .

<sup>4</sup> Section 1 (6) of the [2020: CLII. text amended according to point a\) of § 66, paragraph \(5\) of the Act](#) .

<sup>5</sup> The 1/A. §-ta [2019: CIX. was incorporated by § 2 of the Act](#) .

<sup>6</sup> Paragraph b) of Section 2 (2) was amended by [2022: IV. repealed by § 208 point a\) of the Act](#) .

<sup>7</sup> Paragraph b) of Section 2 (3) was amended by [2021: CXIV. repealed by § 15 of the Act](#) .

<sup>8</sup> Paragraph d) of Section 2 (3) was amended by [2019: CXII. repealed by § 115 \(1\) of the Act](#) .

<sup>9</sup> Paragraph (4) of § 2. [2022: XXII. text amended according to Section 214.1 of the Act](#) .

<sup>10</sup> Paragraph (3) of § 3. [II of 2024. text established by § 7 of the Act.](#)

<sup>11</sup> A 3. § (4) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.

<sup>12</sup> A 3. § (6) bekezdés d) pontja a [2019: CIX. törvény 73. § 1. pontja](#) szerint módosított szöveg.

<sup>13</sup> A 3. § (7) bekezdése a [2023. évi LXXXVI. törvény 7. §-ával](#) megállapított szöveg.

<sup>14</sup> A 3. § (8) bekezdése a [2023. évi LXXXVI. törvény 7. §-ával](#) megállapított szöveg.

<sup>15</sup> A 3. § (9) bekezdését a [2019: CIX. törvény 3. § \(1\) bekezdése](#) iktatta be.

<sup>16</sup> A 3. § (10) bekezdését a [2019: CIX. törvény 3. § \(1\) bekezdése](#) iktatta be.

<sup>17</sup> A 3. § (11) bekezdését a [2019: CIX. törvény 3. § \(2\) bekezdése](#) iktatta be, szövege a [2022: IV. törvény 186. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>18</sup> A 3. § (11) bekezdés a) pontja a [2024. évi XX. törvény 49. § a\) pontja](#) szerint módosított szöveg.

<sup>19</sup> A 4. § nyitó szövegrésze a [2022: IV. törvény 207. § 1. pontja](#), a [2024. évi II. törvény 12. § a\) pontja](#) szerint módosított szöveg.

<sup>20</sup> A 6. § (3) bekezdése a [2022: IV. törvény 207. § 2. pontja](#) szerint módosított szöveg.

<sup>21</sup> A 7/A. §-t a [2023. évi CIX. törvény 73. § \(1\) bekezdése](#) iktatta be.

<sup>22</sup> A 13. § (3) bekezdését a [2019: CIX. törvény 4. §-a](#) iktatta be, szövege a [2022: IV. törvény 207. § 3. pontja](#) szerint módosított szöveg.

<sup>23</sup> A 13/A. §-t a [2022: IV. törvény 187. §-a](#) iktatta be.

<sup>24</sup> A 13/B. §-t a [2024. évi II. törvény 8. §-a](#) iktatta be.

<sup>25</sup> A 14. § (5) bekezdését a [2019: CIX. törvény 5. §-a](#) iktatta be, szövege a [2022: IV. törvény 207. § 4. pontja](#) szerint módosított szöveg.

- <sup>26</sup> A 15. § (1) bekezdését a [2019. CIX. törvény 73. § 2. pontja](#) hatályon kívül helyezte.
- <sup>27</sup> A 15. § (2) bekezdése a [2019. CIX. törvény 72. § 2. pontja](#) szerint módosított szöveg.
- <sup>28</sup> A 16. § a [2022. IV. törvény 188. §-ával](#) megállapított szöveg.
- <sup>29</sup> A 16. § (6) bekezdése a [2022. VII. törvény 100. § a\) pontja](#), a [2022. XVIII. törvény 86. §-a](#) szerint módosított szöveg.
- <sup>30</sup> A 17. § a [2022. IV. törvény 188. §-ával](#) megállapított szöveg.
- <sup>31</sup> A 18. § a [2022. IV. törvény 188. §-ával](#) megállapított szöveg.
- <sup>32</sup> A 19. § a [2022. IV. törvény 188. §-ával](#) megállapított szöveg.
- <sup>33</sup> A 19. § (2) bekezdése a [2022. XXIV. törvény 213. § 2. pontja](#) szerint módosított szöveg.
- <sup>34</sup> A 20. § a [2022. IV. törvény 188. §-ával](#) megállapított szöveg.
- <sup>35</sup> A 20. § (5a) bekezdését a [2023. évi LXXXVI. törvény 8. §-a](#) iktatta be.
- <sup>36</sup> A 21. § a [2022. IV. törvény 188. §-ával](#) megállapított szöveg.
- <sup>37</sup> A 23. § (6) bekezdését a [2022. IV. törvény 189. §-a](#) iktatta be, a [2024. évi II. törvény 13. §-a](#) hatályon kívül helyezte.
- <sup>38</sup> A 25. § (2) bekezdése a [2022. IV. törvény 190. §-ával](#) megállapított szöveg.
- <sup>39</sup> A 26. § (5) bekezdése a [2019. CIX. törvény 6. §-ával](#) megállapított szöveg.
- <sup>40</sup> A 27. § (1) bekezdése a [2023. évi LXXXVI. törvény 12. § 1. pontja](#) szerint módosított szöveg.
- <sup>41</sup> A 27. § (2) bekezdése a [2022. évi XXVIII. törvény 5. §-ával](#) megállapított szöveg.
- <sup>42</sup> A 27. § (3) bekezdése a [2020. CLXV. törvény 98. § b\) pontja](#) szerint módosított szöveg.
- <sup>43</sup> A 28. § (3) bekezdése a [2022. IV. törvény 191. §-ával](#) megállapított szöveg.
- <sup>44</sup> A 28. § (4) bekezdése a [2022. évi LXXIV. törvény 201. §-ával](#) megállapított szöveg.
- <sup>45</sup> A 29. § (2) bekezdés a) pontja a [2024. évi XX. törvény 49. § b\) pontja](#) szerint módosított szöveg.
- <sup>46</sup> A 29. § (3) bekezdését a [2019. CIX. törvény 7. §-a](#) iktatta be, hatályon kívül helyezte a [2022. IV. törvény 208. § b\) pontja](#).
- <sup>47</sup> A 29/A. §-t a [2022. IV. törvény 192. §-a](#) iktatta be.
- <sup>48</sup> A 29/B. §-t a [2022. évi XXVIII. törvény 6. §-a](#) iktatta be.
- <sup>49</sup> A 29/B. § (1) bekezdése a [2023. évi LXXXVI. törvény 12. § 2. pontja](#) szerint módosított szöveg.
- <sup>50</sup> A 29/B. § (1a) bekezdését a [2022. évi XLIV. törvény 52. § \(1\) bekezdése](#) iktatta be, szöveg a [2023. évi XVIII. törvény 10. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>51</sup> A 29/B. § (2) bekezdése a [2023. évi LXXXVI. törvény 12. § 3. pontja](#) szerint módosított szöveg.
- <sup>52</sup> A 29/B. § (3) bekezdése a [2022. évi XLIV. törvény 52. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>53</sup> A 29/B. § (3) bekezdés a) pontja a [2023. évi XVIII. törvény 13. § a\) pontja](#) szerint módosított szöveg.
- <sup>54</sup> A 29/B. § (3a) bekezdését a [2022. évi XLIV. törvény 52. § \(3\) bekezdése](#) iktatta be.
- <sup>55</sup> A 29/B. § (3b) bekezdését a [2022. évi XLIV. törvény 52. § \(3\) bekezdése](#) iktatta be.
- <sup>56</sup> A 29/B. § (3c) bekezdését a [2022. évi XLIV. törvény 52. § \(3\) bekezdése](#) iktatta be, szövege a [2023. évi XVIII. törvény 10. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>57</sup> A 29/B. § (3d) bekezdését a [2022. évi XLIV. törvény 52. § \(3\) bekezdése](#) iktatta be, szövege a [2023. évi XVIII. törvény 10. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>58</sup> A 29/B. § (3d) bekezdés e) pontját a [2024. évi XLI. törvény 32. §-a](#) iktatta be.
- <sup>59</sup> A 29/B. § (3d) bekezdés f) pontját a [2024. évi XLI. törvény 32. §-a](#) iktatta be.
- <sup>60</sup> A 29/B. § (3e) bekezdését a [2023. évi XVIII. törvény 10. § \(3\) bekezdése](#) iktatta be.
- <sup>61</sup> A 29/B. § (3f) bekezdését a [2023. évi XVIII. törvény 10. § \(3\) bekezdése](#) iktatta be.
- <sup>62</sup> A 29/B. § (5) bekezdése a [2022. évi XLIV. törvény 52. § \(4\) bekezdésével](#) megállapított, a [2023. évi LXXXVI. törvény 12. § 4. pontja](#) szerint módosított szöveg.
- <sup>63</sup> A 29/B. § (6) bekezdése a [2022. évi XLIV. törvény 52. § \(5\) bekezdésével](#) megállapított szöveg.
- <sup>64</sup> A 29/B. § (7) bekezdése a [2023. évi LXXXVI. törvény 12. § 5. pontja](#) szerint módosított szöveg.
- <sup>65</sup> A 29/B. § (9) bekezdése a [2022. évi XLIV. törvény 52. § \(6\) bekezdésével](#) megállapított szöveg.
- <sup>66</sup> A 29/B. § (9a) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be, szövege a [2023. évi XVIII. törvény 13. § b\) pontja](#) szerint módosított szöveg.
- <sup>67</sup> A 29/B. § (9b) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>68</sup> A 29/B. § (9c) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>69</sup> A 29/B. § (9d) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>70</sup> A 29/B. § (9e) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>71</sup> A 29/B. § (9f) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>72</sup> A 29/B. § (9g) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>73</sup> A 29/B. § (9h) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>74</sup> A 29/B. § (9i) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>75</sup> A 29/B. § (9j) bekezdését a [2022. évi XLIV. törvény 52. § \(7\) bekezdése](#) iktatta be.
- <sup>76</sup> A 29/B. § (10) bekezdése a [2022. évi XLIV. törvény 52. § \(8\) bekezdésével](#) megállapított szöveg.
- <sup>77</sup> A 33. § (2) bekezdése a [2022. IV. törvény 193. §-ával](#) megállapított szöveg.
- <sup>78</sup> A 33/A. §-t a [2019. CIX. törvény 8. §-a](#) iktatta be.
- <sup>79</sup> A III/A. Fejezetet (33/B-33/F. §-t) a [2023. évi LXXXVI. törvény 9. §-a](#) iktatta be.
- <sup>80</sup> A 33/B. § (2) bekezdés f) pontját a [2024. évi XLI. törvény 33. § \(2\) bekezdése](#) iktatta be.
- <sup>81</sup> A 33/B. § (2a) bekezdését a [2024. évi XLI. törvény 33. § \(2\) bekezdése](#) iktatta be.
- <sup>82</sup> A 33/C. § (5a) bekezdését a [2024. évi XLI. törvény 34. §-a](#) iktatta be.
- <sup>83</sup> A 33/C. § (10) bekezdését a [2024. évi XLI. törvény 40. § a\) pontja](#) hatályon kívül helyezte.
- <sup>84</sup> A 33/D. § (3) bekezdése a [2024. évi XLI. törvény 35. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>85</sup> A 33/D. § (4) bekezdés a) pontja a [2024. évi XLI. törvény 39. § 1. pontja](#) szerint módosított szöveg.
- <sup>86</sup> A 33/D. § (4) bekezdés h) pontja a [2024. évi XLI. törvény 35. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>87</sup> A 33/F. § (1) bekezdése a [2024. évi XLI. törvény 39. § 2. pontja](#) szerint módosított szöveg.
- <sup>88</sup> A 33/F. § (4) bekezdés c) pontja a [2024. évi XLI. törvény 36. § \(1\) bekezdésével](#) megállapított szöveg.

- <sup>89</sup>A 33/F. § (7a) bekezdését a [2024. évi XLI. törvény 36. § \(2\) bekezdése](#) iktatta be.
- <sup>90</sup>A 33/F. § (7b) bekezdését a [2024. évi XLI. törvény 36. § \(2\) bekezdése](#) iktatta be.
- <sup>91</sup>A 36. § (3a) bekezdését a [2019: CIX. törvény 9. §-a](#) iktatta be.
- <sup>92</sup>A 37. § (4) bekezdése a [2022: XXIV. törvény 210. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>93</sup>A 37. § (5) bekezdése a [2022: XXIV. törvény 210. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>94</sup>A 37. § (6) bekezdését a [2022: XXIV. törvény 214. § \(1\) bekezdés 1. pontja](#) hatályon kívül helyezte.
- <sup>95</sup>A 37. § (7) bekezdését a [2022: XXIV. törvény 214. § \(1\) bekezdés 1. pontja](#) hatályon kívül helyezte.
- <sup>96</sup>A 37. § (8) bekezdés b) pontját a [2022: XXIV. törvény 214. § \(1\) bekezdés 2. pontja](#) hatályon kívül helyezte.
- <sup>97</sup>A 37. § (8) bekezdés c) pontja a [2022: XXIV. törvény 214. § \(2\) bekezdés 1. pontja](#) szerint módosított szöveg.
- <sup>98</sup>A 37. § (8) bekezdés d) pontja a [2022: XXIV. törvény 214. § \(2\) bekezdés 2. pontja](#) szerint módosított szöveg.
- <sup>99</sup>A 39. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>100</sup>A 39. § (4) bekezdése a [2022: XXII. törvény 214. § 2. és 3. pontja](#) szerint módosított szöveg.
- <sup>101</sup>A 40. § (3) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>102</sup>A 40. § (4a) bekezdését a [2024. évi XXIX. törvény 116. §-a](#) iktatta be.
- <sup>103</sup>A 41. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>104</sup>A 41. § (2) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>105</sup>A 41. § (3) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>106</sup>A 43. § (1) bekezdése a [2022: XXII. törvény 214. § 1. pontja](#) szerint módosított szöveg.
- <sup>107</sup>A 43. § (2) bekezdése a [2022: XXIV. törvény 213. § 3. pontja](#), a [2022: XXII. törvény 214. § 1. pontja](#) szerint módosított szöveg.
- <sup>108</sup>A 43. § (3) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#), a [2022: XXII. törvény 214. § 1. pontja](#) szerint módosított szöveg.
- <sup>109</sup>A 44. § a [2019: CX. törvény 98. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>110</sup>A 44. § (1) bekezdése a [2022: XXII. törvény 214. § 1. pontja](#) szerint módosított szöveg.
- <sup>111</sup>A 47. § (5) bekezdését a [2019: CX. törvény 98. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>112</sup>A 48. § h) pontja a [2021: XCIII. törvény 94. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>113</sup>A 48. § i) pontját a [2021: XCIII. törvény 94. § \(2\) bekezdése](#) iktatta be.
- <sup>114</sup>A 49. § (1) bekezdése a [2022: XXII. törvény 214. § 1. pontja](#) szerint módosított szöveg.
- <sup>115</sup>A 49. § (3) bekezdése a [2022: XXII. törvény 214. § 4. és 5. pontja](#) szerint módosított szöveg.
- <sup>116</sup>Az 51. § (2) bekezdése a [2019: CIX. törvény 73. § 3. pontja](#) szerint módosított szöveg.
- <sup>117</sup>Az 51. § (5) bekezdése a [2022: IV. törvény 194. §-ával](#) megállapított szöveg.
- <sup>118</sup>Az 52/A. §-t a [2019: CIX. törvény 10. §-a](#) iktatta be.
- <sup>119</sup>Az 53. § (5) bekezdése a [2019: CIX. törvény 73. § 4. pontja](#) szerint módosított szöveg.
- <sup>120</sup>Az 54. § (3) bekezdése a [2020: CLII. törvény 66. § \(1\) bekezdésével](#) megállapított szöveg. Az 54. § (3) bekezdése a [2024. évi XXIX. törvény 117. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>121</sup>Az 54. § (3a) bekezdését a [2019: CIX. törvény 11. §-a](#) iktatta be.
- <sup>122</sup>Az 54. § (3b) bekezdését a [2024. évi XXIX. törvény 117. § \(2\) bekezdése](#) iktatta be.
- <sup>123</sup>Az 54. § (5) bekezdés b) pontja a [2022: IV. törvény 207. § 5. pontja](#) szerint módosított szöveg.
- <sup>124</sup>Az 55. § (2a) bekezdését a [2019: CIX. törvény 12. § \(1\) bekezdése](#) iktatta be.
- <sup>125</sup>Az 55. § (2b) bekezdését a [2019: CIX. törvény 12. § \(1\) bekezdése](#) iktatta be, szövege a [2024. évi XXIX. törvény 128. § a\) pontja](#) szerint módosított szöveg.
- <sup>126</sup>Az 55. § (4) bekezdése a [2019: CIX. törvény 12. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>127</sup>Az 55. § (4a) bekezdését a [2019: CIX. törvény 12. § \(3\) bekezdése](#) iktatta be.
- <sup>128</sup>Az 55. § (4b) bekezdését a [2019: CIX. törvény 12. § \(3\) bekezdése](#) iktatta be.
- <sup>129</sup>Az 55. § (4c) bekezdését a [2019: CIX. törvény 12. § \(3\) bekezdése](#) iktatta be.
- <sup>130</sup>Az 55. § (4d) bekezdését a [2019: CIX. törvény 12. § \(3\) bekezdése](#) iktatta be.
- <sup>131</sup>Az 56. § (2) bekezdése a [2019: CIX. törvény 13. §-ával](#) megállapított szöveg.
- <sup>132</sup>Az 56. § (3) bekezdése a [2019: CIX. törvény 13. §-ával](#) megállapított szöveg.
- <sup>133</sup>Az 56. § (4) bekezdése a [2019: CIX. törvény 13. §-ával](#) megállapított szöveg.
- <sup>134</sup>Az 56. § (5) bekezdését a [2019: CIX. törvény 13. §-a](#) iktatta be.
- <sup>135</sup>Az 56. § (6) bekezdését a [2019: CIX. törvény 13. §-a](#) iktatta be.
- <sup>136</sup>Az 57. § (2) bekezdése a [2019: CIX. törvény 72. § 4. pontja](#) szerint módosított szöveg.
- <sup>137</sup>Az 57. § (7) bekezdése a [2019: CIX. törvény 72. § 5. pontja](#) szerint módosított szöveg.
- <sup>138</sup>Az 57. § (10) bekezdését a [2019: CIX. törvény 73. § 5. pontja](#) hatályon kívül helyezte.
- <sup>139</sup>Az 58. § (2) bekezdés nyitó szövegrésze a [2019: CIX. törvény 73. § 6. pontja](#) szerint módosított szöveg.
- <sup>140</sup>A 60. § a [2019: CIX. törvény 14. §-ával](#) megállapított szöveg.
- <sup>141</sup>A 60/A. §-t a [2022: IV. törvény 195. §-a](#) iktatta be.
- <sup>142</sup>A 61. § (2) bekezdése a [2020: CLXII. törvény 52. § a\) pontja](#) szerint módosított szöveg.
- <sup>143</sup>A 61. § (3) bekezdését a [2024. évi XLI. törvény 37. §-a](#) iktatta be.
- <sup>144</sup>A 62. § (6) bekezdése a [2019: CIX. törvény 15. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>145</sup>A 62. § (7) bekezdését a [2019: CIX. törvény 73. § 7. pontja](#) hatályon kívül helyezte.
- <sup>146</sup>A 62. § (8) bekezdését a [2019: CIX. törvény 73. § 7. pontja](#) hatályon kívül helyezte.
- <sup>147</sup>A 62. § (9) bekezdés a) pontja a [2019: CIX. törvény 72. § 6. pontja](#) szerint módosított szöveg.
- <sup>148</sup>A 62. § (12) bekezdése a [2019: CIX. törvény 15. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>149</sup>A 62/A. §-t a [2019: CIX. törvény 16. § \(1\) bekezdése](#) iktatta be.
- <sup>150</sup>A 62/A. § (2a) bekezdését a [2020: CLXII. törvény 47. § \(1\) bekezdése](#) iktatta be.
- <sup>151</sup>A 62/A. § (3) bekezdése a [2020: CLXII. törvény 52. § b\) pontja](#) szerint módosított szöveg.
- <sup>152</sup>A 62/A. § (5) bekezdése a [2020: CLXII. törvény 47. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>153</sup>A 62/B. §-t a [2019: CIX. törvény 16. § \(2\) bekezdése](#) iktatta be.
- <sup>154</sup>A 64. § (6) bekezdését a [2022. évi LXXIV. törvény 202. §-a](#) iktatta be.

<sup>155</sup>A 67. § (4) bekezdés nyitó szövegrésze a [2023. évi XVIII. törvény 13. § c\) pontja](#) szerint módosított szöveg.

<sup>156</sup>A 71. § (1a) bekezdését a [2019. CIX. törvény 17. § \(1\) bekezdése](#) iktatta be.

<sup>157</sup>A 71. § (11) bekezdése a [2024. évi XLI. törvény 38. §-ával](#) megállapított szöveg.

<sup>158</sup>A 71. § (16) bekezdését a [2019. CIX. törvény 17. § \(2\) bekezdése](#) iktatta be.

<sup>159</sup>A 72. § (1) bekezdése a [2019. CIX. törvény 18. § \(1\) bekezdésével](#) megállapított, a [2024. évi XII. törvény 188. § a\) pontja](#) szerint módosított szöveg.

<sup>160</sup>A 72. § (2) bekezdése a [2024. évi XII. törvény 188. § b\) pontja](#) szerint módosított szöveg.

<sup>161</sup>A 72. § (3) bekezdése a [2019. CIX. törvény 18. § \(2\) bekezdésével](#) megállapított, a [2024. évi XII. törvény 188. § c\) pontja](#) szerint módosított szöveg.

<sup>162</sup>A 72. § (3a) bekezdését a [2019. CIX. törvény 18. § \(2\) bekezdése](#) iktatta be.

<sup>163</sup>A 76. § (6) bekezdése a [2019. CIX. törvény 72. § 8. pontja](#) szerint módosított szöveg.

<sup>164</sup>A 76. § (6a) bekezdését a [2022. XXIV. törvény 211. §-a](#) iktatta be.

<sup>165</sup>A 76. § (8) bekezdés b) pontja a [2019. CIX. törvény 72. § 9. pontja](#) szerint módosított szöveg.

<sup>166</sup>A 76. § (9) bekezdése a [2019. CIX. törvény 72. § 8. pontja](#) szerint módosított szöveg.

<sup>167</sup>A 76. § (10) bekezdése a [2019. CIX. törvény 19. §-ával](#) megállapított szöveg.

<sup>168</sup>A 76. § (11) bekezdését a [2019. CIX. törvény 73. § 8. pontja](#) hatályon kívül helyezte.

<sup>169</sup>A 77. § (1) bekezdése a [2022. XXII. törvény 214. § 6. pontja](#) szerint módosított szöveg.

<sup>170</sup>A 77. § (2) bekezdését a [2019. CIX. törvény 73. § 9. pontja](#) hatályon kívül helyezte.

<sup>171</sup>A 77. § (3) bekezdés b) pontja a [2019. CIX. törvény 73. § 10. pontja](#) szerint módosított szöveg.

<sup>172</sup>A 77. § (4) bekezdése a [2022. XXII. törvény 214. § 2. pontja](#) szerint módosított szöveg.

<sup>173</sup>A 77. § (8) bekezdését a [2019. CIX. törvény 20. §-a](#) iktatta be.

<sup>174</sup>A 77/A. §-t a [2019. CIX. törvény 21. §-a](#) iktatta be.

<sup>175</sup>A 77/B. §-t a [2019. CIX. törvény 21. §-a](#) iktatta be.

<sup>176</sup>A 78. § (1) bekezdése a [2021. CIII. törvény 29. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>177</sup>A 78. § (2) bekezdése a [2019. CIX. törvény 73. § 11. pontja](#) szerint módosított szöveg.

<sup>178</sup>A 78. § (3) bekezdése a [2019. CIX. törvény 73. § 12. pontja](#) szerint módosított szöveg.

<sup>179</sup>A 78. § (4) bekezdése a [2021. CIII. törvény 29. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>180</sup>A 78. § (5) bekezdését a [2021. CIII. törvény 29. § \(3\) bekezdése](#) iktatta be.

<sup>181</sup>A 78. § (6) bekezdését a [2021. CIII. törvény 29. § \(3\) bekezdése](#) iktatta be.

<sup>182</sup>A 78/A. §-t a [2023. évi LXX. törvény 101. § \(1\) bekezdése](#) iktatta be.

<sup>183</sup>A 80. § (3) bekezdése a [2019. CIX. törvény 72. § 10. pontja](#) szerint módosított szöveg.

<sup>184</sup>A 80. § (4) bekezdése a [2020. CLXII. törvény 52. § a\) pontja](#) szerint módosított szöveg.

<sup>185</sup>A 81. § (1a) bekezdését a [2019. CIX. törvény 22. §-a](#) iktatta be.

<sup>186</sup>A 81. § (3) bekezdés a) pontja a [2019. LIX. törvény 46. § a\) pontja](#) szerint módosított szöveg.

<sup>187</sup>A 81. § (3) bekezdés c) pontja a [2019. LIX. törvény 46. § a\) pontja](#) szerint módosított szöveg.

<sup>188</sup>A 81. § (3a) bekezdését a [2019. LIX. törvény 40. §-a](#) iktatta be.

<sup>189</sup>A 81. § (3b) bekezdését a [2019. LIX. törvény 40. §-a](#) iktatta be.

<sup>190</sup>A 81. § (3c) bekezdését a [2019. LIX. törvény 40. §-a](#) iktatta be.

<sup>191</sup>A 81. § (3d) bekezdését a [2019. LIX. törvény 40. §-a](#) iktatta be.

<sup>192</sup>A 82. § (3) bekezdése a [2021. LXXIX. törvény 22. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>193</sup>A 82. § (4) bekezdés nyitó szövegrésze a [2019. CIX. törvény 72. § 12. pontja](#), a [2021. LXXIX. törvény 23. §-a](#) szerint módosított szöveg.

<sup>194</sup>A 82. § (9) bekezdése a [2022. IV. törvény 196. §-ával](#) megállapított szöveg.

<sup>195</sup>A 82. § (11) bekezdése a [2019. CXII. törvény 115. § \(2\) bekezdése](#) szerint módosított szöveg.

<sup>196</sup>A 82. § (13) bekezdését a [2019. CIX. törvény 73. § 13. pontja](#) hatályon kívül helyezte.

<sup>197</sup>A 84. § (2) bekezdése a [2021. LXXIX. törvény 22. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>198</sup>A 84. § (5) bekezdés d) pontja a [2021. LXXIX. törvény 22. § \(3\) bekezdésével](#) megállapított szöveg.

<sup>199</sup>A 84. § (7) bekezdése a [2019. CIX. törvény 72. § 13. pontja](#), a [2020. CLXII. törvény 52. § c\) pontja](#) szerint módosított szöveg.

<sup>200</sup>A 86. § (2) bekezdés b) pontja a [2022. évi LXXIV. törvény 219. § a\) pontja](#) szerint módosított szöveg.

<sup>201</sup>A 86. § (2) bekezdés d) pontja a [2022. IV. törvény 197. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>202</sup>A 86. § (2) bekezdés g) pontja a [2019. CIX. törvény 23. §-ával](#) megállapított szöveg.

<sup>203</sup>A 86. § (7) bekezdése a [2019. CIX. törvény 72. § 14. pontja](#), a [2024. évi XXIX. törvény 128. § b\) pontja](#) szerint módosított szöveg.

<sup>204</sup>A 86. § (7a) bekezdését a [2022. IV. törvény 197. § \(2\) bekezdése](#) iktatta be, szövege a [2024. évi XXIX. törvény 128. § c\) pontja](#) szerint módosított szöveg.

<sup>205</sup>A 86. § (7b) bekezdését a [2022. évi LXXIV. törvény 203. § \(1\) bekezdése](#) iktatta be.

<sup>206</sup>A 86. § (11) bekezdését a [2022. évi LXXIV. törvény 203. § \(2\) bekezdése](#) iktatta be.

<sup>207</sup>A 87. § (2) bekezdése a [2024. évi XXV. törvény 68. §-ával](#) megállapított szöveg.

<sup>208</sup>A 87. § (4) bekezdését a [2024. évi XXV. törvény 70. §-a](#) hatályon kívül helyezte.

<sup>209</sup>A 88. § (3) bekezdés a) pontja a [2022. XXIV. törvény 214. § \(2\) bekezdés 3. pontja](#) szerint módosított szöveg.

<sup>210</sup>A 88. § (4) bekezdését a [2019. CIX. törvény 73. § 14. pontja](#) hatályon kívül helyezte, újonnan a [2020. XIX. törvény 102. §-a](#) iktatta be.

<sup>211</sup>A 88. § (5) bekezdés a) pontja a [2019. CIX. törvény 73. § 15. pontja](#), a [2022. évi LXXIV. törvény 219. § b\) pontja](#), a [2024. évi XLI. törvény 39. § 3. pontja](#) szerint módosított szöveg.

<sup>212</sup>A 88. § (5) bekezdés b) pont be) alpontja a [2019. CIX. törvény 24. §-ával](#) megállapított szöveg.

<sup>213</sup>A 89. § (3) bekezdés g) pontját a [2019. CIX. törvény 25. §-a](#) iktatta be.

<sup>214</sup>A 89. § (6) bekezdését a [2024. évi XXIX. törvény 129. § a\) pontja](#) hatályon kívül helyezte.

<sup>215</sup>A 89/A. §-t a [2024. évi XXIX. törvény 118. §-a](#) iktatta be.

<sup>216</sup>A 90/A. §-t a [2019. CIX. törvény 26. §-a](#) iktatta be.

<sup>217</sup>A 90/A. § (3) bekezdése a [2022. IV. törvény 207. § 6. pontja](#) szerint módosított szöveg.

<sup>218</sup>A 90/B. §-t a [2023. évi CIX. törvény 73. § \(2\) bekezdése](#) iktatta be.

- <sup>219</sup>A 91. § szakaszcíme a [2019: CIX. törvény 72. § 15. pontja](#) szerint módosított szöveg.
- <sup>220</sup>A 91. § (4) bekezdése a [2023. évi CIX. törvény 73. § \(3\) bekezdésével](#) megállapított szöveg.
- <sup>221</sup>A 93. § (2) bekezdés i) pontja a [2019: CIX. törvény 72. § 16. pontja](#) szerint módosított szöveg.
- <sup>222</sup>A 93. § (2) bekezdés n) pontját a [2020: LXV. törvény 24. § \(1\) bekezdése](#) iktatta be.
- <sup>223</sup>A 93. § (2) bekezdés o) pontját a [2022. évi LXXIV. törvény 204. § \(1\) bekezdése](#) iktatta be.
- <sup>224</sup>A 93. § (3) bekezdését a [2020: LXV. törvény 24. § \(2\) bekezdése](#) iktatta be, szövege a [2022. évi LXXIV. törvény 219. § c\) pontja](#) szerint módosított szöveg.
- <sup>225</sup>A 93. § (4) bekezdését a [2022. évi LXXIV. törvény 204. § \(2\) bekezdése](#) iktatta be.
- <sup>226</sup>A 95. § (2) bekezdése a [2022. évi LXXIV. törvény 219. § d\) pontja](#) szerint módosított szöveg.
- <sup>227</sup>A 95. § (3) bekezdése a [2022. évi LXXIV. törvény 220. § a\) pontja](#) szerint módosított szöveg.
- <sup>228</sup>A 95. § (4) bekezdés nyitó szövegrésze a [2019: CIX. törvény 73. § 16. pontja](#), a [2022. évi LXXIV. törvény 219. § e\) pontja](#) szerint módosított szöveg.
- <sup>229</sup>A 95. § (4a) bekezdését a [2022. évi LXXIV. törvény 205. §-a](#) iktatta be.
- <sup>230</sup>A 95. § (4b) bekezdését a [2022. évi LXXIV. törvény 205. §-a](#) iktatta be.
- <sup>231</sup>A 95. § (5) bekezdése a [2023. évi IX. törvény 54. § a\) pontja](#) szerint módosított szöveg.
- <sup>232</sup>A 95. § (10) bekezdés b) pontja a [2019: CIX. törvény 72. § 17. pontja](#), a [2023. évi LX. törvény 38. §-a](#), a [2023. évi LXI. törvény 22. §-a](#) szerint módosított szöveg.
- <sup>233</sup>A 95. § (11a) bekezdését a [2021: VIII. törvény 28. §-a](#) iktatta be, szövege a [2022. évi XXIX. törvény 15. §-ával](#) megállapított szöveg.
- <sup>234</sup>A 97. § (1) bekezdése a [2019: CIX. törvény 27. §-ával](#) megállapított szöveg.
- <sup>235</sup>A 97/A. §-t a [2020: CLXXV. törvény 95. §-a](#) iktatta be.
- <sup>236</sup>A 99. § (1) bekezdése a [2019: CIX. törvény 28. §-ával](#) megállapított szöveg.
- <sup>237</sup>A 102. § címe a [2022: XXIV. törvény 213. § 4. pontja](#) szerint módosított szöveg.
- <sup>238</sup>A 102. § (1) bekezdése a [2019: CIX. törvény 29. §-ával](#) megállapított, a [2022: XXIV. törvény 213. § 5. pontja](#) szerint módosított szöveg.
- <sup>239</sup>A 104. § (1) bekezdés g) pontja a [2019: CIX. törvény 73. § 17. pontja](#) szerint módosított szöveg.
- <sup>240</sup>A 104. § (1) bekezdés j) pontját a [2024. évi XXIX. törvény 129. § b\) pontja](#) hatályon kívül helyezte.
- <sup>241</sup>A 104. § (1) bekezdés k) pontját a [2019: CIX. törvény 30. § \(2\) bekezdése](#) iktatta be.
- <sup>242</sup>A 104. § (1) bekezdés l) pontját a [2019: CIX. törvény 30. § \(2\) bekezdése](#) iktatta be.
- <sup>243</sup>A 104. § (1) bekezdés m) pontját a [2019: CIX. törvény 30. § \(2\) bekezdése](#) iktatta be.
- <sup>244</sup>A 104. § (3) bekezdése a [2019: CIX. törvény 72. § 18. pontja](#) szerint módosított szöveg.
- <sup>245</sup>A 104. § (4) bekezdése a [2023. évi LXX. törvény 101. § \(7\) bekezdésével](#) megállapított szöveg.
- <sup>246</sup>A 104. § (8) bekezdése a [2019: CIX. törvény 73. § 17. pontja](#) szerint módosított szöveg.
- <sup>247</sup>A 104. § (9) bekezdése a [2019: CIX. törvény 72. § 19. pontja](#) szerint módosított szöveg.
- <sup>248</sup>A 104. § (10) bekezdése a [2019: CIX. törvény 30. § \(3\) bekezdésével](#) megállapított, a [2020: CLII. törvény 66. § \(4\) bekezdés a\) pontja](#), a [2022: IV. törvény 207. § 7. pontja](#), a [2022. évi LXXIV. törvény 219. § f\) pontja](#) szerint módosított szöveg.
- <sup>249</sup>A 105. § a [2019: CIX. törvény 31. §-ával](#) megállapított szöveg.
- <sup>250</sup>A 105. § (3) bekezdése a [2020: CLII. törvény 66. § \(4\) bekezdés a\) pontja](#), a [2022. évi LXXIV. törvény 219. § g\) pontja](#) szerint módosított szöveg.
- <sup>251</sup>A 107. § (1) bekezdés c) pontja a [2019: CIX. törvény 32. §-ával](#) megállapított szöveg.
- <sup>252</sup>A 107. § (1) bekezdés f) pontját a [2019: CIX. törvény 73. § 18. pontja](#) hatályon kívül helyezte, újonnan a [2022. évi XLIV. törvény 53. § \(1\) bekezdése](#) iktatta be, szövege a [2023. évi XVIII. törvény 13. § d\) pontja](#) szerint módosított szöveg.
- <sup>253</sup>A 107. § (1) bekezdés h) pontját a [2019: CIX. törvény 73. § 18. pontja](#) hatályon kívül helyezte.
- <sup>254</sup>A 107. § (1a) bekezdését a [2022. évi XLIV. törvény 53. § \(2\) bekezdése](#) iktatta be.
- <sup>255</sup>A 107. § (5) bekezdése a [2019: CIX. törvény 72. § 20. pontja](#) szerint módosított szöveg.
- <sup>256</sup>A 107. § (11) bekezdését a [2019: CIX. törvény 73. § 19. pontja](#) hatályon kívül helyezte.
- <sup>257</sup>A 108. § (2) bekezdése a [2019: CIX. törvény 72. § 21. pontja](#) szerint módosított szöveg.
- <sup>258</sup>A 111. § (4a) bekezdését a [2019: CIX. törvény 33. §-a](#) iktatta be.
- <sup>259</sup>A 111. § (8) bekezdése a [2022. évi XLIV. törvény 54. §-ával](#) megállapított szöveg.
- <sup>260</sup>A 112. § (1) bekezdése a [2019: CIX. törvény 34. §-ával](#) megállapított szöveg.
- <sup>261</sup>A 112. § (3) bekezdése a [2023. évi LXX. törvény 102. § b\) pontja](#) szerint módosított szöveg.
- <sup>262</sup>A 112. § (6) bekezdés b) pontja a [2020: CLII. törvény 66. § \(4\) bekezdés b\) pontja](#), a [2023. évi XIX. törvény 92. §-a](#) szerint módosított szöveg.
- <sup>263</sup>A 112. § (6) bekezdés d) pontja a [2019: CIX. törvény 72. § 22. pontja](#) szerint módosított szöveg.
- <sup>264</sup>A 112. § (7) bekezdését a [2019: CIX. törvény 73. § 20. pontja](#) hatályon kívül helyezte.
- <sup>265</sup>A 112. § (10) bekezdés c) pontját a [2022. évi XLIV. törvény 55. §-a](#) iktatta be.
- <sup>266</sup>A 112. § (12) bekezdése a [2023. évi CIX. törvény 73. § \(4\) bekezdésével](#) megállapított szöveg.
- <sup>267</sup>A 112. § (13) bekezdését a [2023. évi CIX. törvény 73. § \(5\) bekezdése](#) iktatta be.
- <sup>268</sup>A 112. § (14) bekezdését a [2023. évi CIX. törvény 73. § \(5\) bekezdése](#) iktatta be.
- <sup>269</sup>A 113. § (1) bekezdés h) pontját a [2019: CIX. törvény 35. §-a](#) iktatta be.
- <sup>270</sup>A 113. § (1) bekezdés i) pontját a [2022. évi LXXIV. törvény 206. §-a](#) iktatta be.
- <sup>271</sup>A 113. § (8) bekezdése a [2022. évi XLIV. törvény 56. §-ával](#) megállapított szöveg.
- <sup>272</sup>A 114. § (1) bekezdése a [2019: CIX. törvény 72. § 23. pontja](#) szerint módosított szöveg.
- <sup>273</sup>A 114. § (10) bekezdése a [2019: CIX. törvény 72. § 24. pontja](#), a [2020: CLII. törvény 66. § \(4\) bekezdés c\) pontja](#) szerint módosított szöveg.
- <sup>274</sup>A 115. § (1) bekezdése a [2023. évi LXX. törvény 101. § \(8\) bekezdésével](#) megállapított szöveg.
- <sup>275</sup>A 115. § (2) bekezdése a [2023. évi LXX. törvény 101. § \(8\) bekezdésével](#) megállapított szöveg.
- <sup>276</sup>A 115. § (3) bekezdését a [2021: L. törvény 37. § \(2\) bekezdése](#) iktatta be.
- <sup>277</sup>A 116. § (3) bekezdése a [2022. évi LXXIV. törvény 220. § b\) pontja](#) szerint módosított szöveg.
- <sup>278</sup>A 117. § (2) bekezdése a [2019: CIX. törvény 72. § 25. pontja](#) szerint módosított szöveg.
- <sup>279</sup>A 117. § (7) bekezdése a [2019: CIX. törvény 72. § 26. pontja](#) szerint módosított szöveg.
- <sup>280</sup>A 117. § (8) bekezdése a [2019: CIX. törvény 72. § 27. pontja](#), a [2024. évi XXIX. törvény 128. § d\) pontja](#) szerint módosított szöveg.
- <sup>281</sup>A 118. § (3) bekezdése a [2019: CIX. törvény 72. § 28. pontja](#) szerint módosított szöveg.

<sup>282</sup>A 122. § (9) bekezdése a [2019: CIX. törvény 36. §-ával](#) megállapított szöveg.

<sup>283</sup>A 126. § (4) bekezdése a [2019: CIX. törvény 72. § 29. pontja](#) szerint módosított szöveg.

<sup>284</sup>A 128. § (1) bekezdése a [2022. évi LXXIV. törvény 219. § h\) pontja](#) szerint módosított szöveg.

<sup>285</sup>A 128. § (2) bekezdése a [2020: CLXV. törvény 96. §-ával](#) megállapított szöveg.

<sup>286</sup>A 128. § (2) bekezdés f) pontja a [2022. évi LXXIV. törvény 207. §-ával](#) megállapított szöveg.

<sup>287</sup>A 128. § (4) bekezdése a [2019: CIX. törvény 72. § 30. pontja](#) szerint módosított szöveg.

<sup>288</sup>A 128. § (9) bekezdését a [2019: CIX. törvény 37. §-a](#) iktatta be.

<sup>289</sup>A 129. § (1) bekezdése a [2022. évi LXXIV. törvény 219. § i\) pontja](#) szerint módosított szöveg.

<sup>290</sup>A 129. § (2a) bekezdését a [2019: CIX. törvény 38. § \(1\) bekezdése](#) iktatta be.

<sup>291</sup>A 129. § (3) bekezdése a [2019: CIX. törvény 72. § 31. pontja](#) szerint módosított szöveg.

<sup>292</sup>A 129. § (6) bekezdése a [2022. évi LXXIV. törvény 219. § j\) pontja](#) szerint módosított szöveg.

<sup>293</sup>A 129. § (8) bekezdése a [2022. évi LXXIV. törvény 219. § k\) pontja](#) szerint módosított szöveg.

<sup>294</sup>A 129. § (13) bekezdése a [2019: CIX. törvény 72. § 32. pontja](#), a [2022. évi LXXIV. törvény 219. § l\) pontja](#) szerint módosított szöveg.

<sup>295</sup>A 129. § (21) bekezdése a [2019: CIX. törvény 72. § 33. pontja](#) szerint módosított szöveg.

<sup>296</sup>A 129. § (22) bekezdése a [2019: CIX. törvény 38. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>297</sup>A 131. § (1) bekezdése a [2019: CIX. törvény 39. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>298</sup>A 131. § (2) bekezdését a [2019: CIX. törvény 73. § 21. pontja](#) hatályon kívül helyezte.

<sup>299</sup>A 131. § (3) bekezdését a [2019: CIX. törvény 73. § 21. pontja](#) hatályon kívül helyezte.

<sup>300</sup>A 131. § (6) bekezdése a [2019: CIX. törvény 39. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>301</sup>A 132. §-t a [2023. évi XXVI. törvény 13. § a\) pontja](#) hatályon kívül helyezte.

<sup>302</sup>A 134. § (1a) bekezdését a [2019: CIX. törvény 40. § \(1\) bekezdése](#) iktatta be.

<sup>303</sup>A 134. § (5) bekezdése a [2019: CIX. törvény 40. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>304</sup>A 135. § (3) bekezdés b) pontja a [2020: LXV. törvény 25. § b\) pontja](#) szerint módosított szöveg.

<sup>305</sup>A 135. § (5) bekezdését a [2022. évi LXXIV. törvény 208. §-a](#) iktatta be.

<sup>306</sup>A 137. § (3) bekezdése a [2021: LXXXIX. törvény 54. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>307</sup>A 137. § (7) bekezdése a [2021: LXXXIX. törvény 54. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>308</sup>A 137. § (10) bekezdése a [2019: CIX. törvény 72. § 34. pontja](#) szerint módosított szöveg.

<sup>309</sup>A 141. § (1) bekezdés d) pontját a [2022: XXIV. törvény 214. § \(1\) bekezdés 3. pontja](#) hatályon kívül helyezte.

<sup>310</sup>A 144. §-t a [2022: XXIV. törvény 214. § \(1\) bekezdés 4. pontja](#) hatályon kívül helyezte.

<sup>311</sup>A 145. § (3) bekezdés a) pontja a [2020: CLII. törvény 66. § \(2\) bekezdésével](#) megállapított, a [2022. évi LXXIV. törvény 219. § m\) pontja](#) szerint módosított szöveg.

<sup>312</sup>A 145. § (3) bekezdés c) pontja a [2019: CIX. törvény 41. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>313</sup>A 145. § (3) bekezdés g) pontja a [2019: CIX. törvény 41. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>314</sup>A 145. § (3) bekezdés h) pontját a [2024. évi XXIX. törvény 129. § c\) pontja](#) hatályon kívül helyezte.

<sup>315</sup>A 145. § (3) bekezdés i) pontját a [2019: CIX. törvény 41. § \(2\) bekezdése](#) iktatta be.

<sup>316</sup>A 145. § (3) bekezdés j) pontját a [2023. évi XIX. törvény 90. §-a](#) iktatta be.

<sup>317</sup>A 145. § (4) bekezdése a [2019: CIX. törvény 41. § \(3\) bekezdésével](#) megállapított szöveg.

<sup>318</sup>A 146. § (3) bekezdése a [2019: CIX. törvény 72. § 38. pontja](#) szerint módosított szöveg.

<sup>319</sup>A 147. § (4) bekezdése a [2019: CIX. törvény 42. §-ával](#) megállapított szöveg.

<sup>320</sup>A 148. § (1) bekezdése a [2019: CIX. törvény 43. §-ával](#) megállapított szöveg.

<sup>321</sup>A 148. § (2) bekezdése a [2019: CIX. törvény 43. §-ával](#) megállapított szöveg.

<sup>322</sup>A 151. § (2) bekezdése a [2019: CIX. törvény 72. § 39. pontja](#) szerint módosított szöveg.

<sup>323</sup>A 151. § (3) bekezdése a [2019: CIX. törvény 73. § 22. pontja](#) szerint módosított szöveg.

<sup>324</sup>A 151. § (3a) bekezdését a [2019: CIX. törvény 44. § \(1\) bekezdése](#) iktatta be.

<sup>325</sup>A 151. § (3a) bekezdés a) pontja a [2024. évi XXIX. törvény 128. § e\) pontja](#) szerint módosított szöveg.

<sup>326</sup>A 151. § (6) bekezdése a [2019: CIX. törvény 72. § 40. pontja](#) szerint módosított szöveg.

<sup>327</sup>A 151. § (8a) bekezdését a [2019: CIX. törvény 44. § \(2\) bekezdése](#) iktatta be.

<sup>328</sup>A 154. § (1) bekezdés záró szövegrésze a [2019: CIX. törvény 72. § 41. pontja](#) szerint módosított szöveg.

<sup>329</sup>A 155. § (4a) bekezdését a [2022. évi LXXIV. törvény 209. §-a](#) iktatta be.

<sup>330</sup>A 156/A. §-t a [2022. évi LXXIV. törvény 210. §-a](#) iktatta be.

<sup>331</sup>A 157. § (2) bekezdése a [2022. évi LXXIV. törvény 219. § n\) pontja](#) szerint módosított szöveg.

<sup>332</sup>A 157. § (3a) bekezdését a [2019: CIX. törvény 45. §-a](#) iktatta be.

<sup>333</sup>A 157/A. §-t a [2022. évi LXXIV. törvény 211. §-a](#) iktatta be.

<sup>334</sup>A 158. § (6) bekezdés b) pontja a [2019: CIX. törvény 72. § 42. pontja](#) szerint módosított szöveg.

<sup>335</sup>A 159. § (1) bekezdése a [2019: CIX. törvény 72. § 43. pontja](#) szerint módosított szöveg.

<sup>336</sup>A 159. § (4) bekezdése a [2019: CIX. törvény 72. § 44. pontja](#) szerint módosított szöveg.

<sup>337</sup>A 160. § (1) bekezdése a [2019: CIX. törvény 72. § 29. pontja](#) szerint módosított szöveg.

<sup>338</sup>A 161. § (2) bekezdése a [2019: CIX. törvény 73. § 23. pontja](#) szerint módosított szöveg.

<sup>339</sup>A 162. § (1) bekezdése a [2019: CXII. törvény 114. §-a](#) szerint módosított szöveg.

<sup>340</sup>A 165. § (25) bekezdése a [2019: CIX. törvény 72. § 45. pontja](#) szerint módosított szöveg.

<sup>341</sup>A 166. § (8) bekezdése a [2019: CIX. törvény 72. § 46. pontja](#) szerint módosított szöveg.

<sup>342</sup>A 168. § (1) bekezdése a [2019: CIX. törvény 46. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>343</sup>A 168. § (2) bekezdése a [2019: CIX. törvény 46. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>344</sup>A 168. § (2) bekezdés h) pontját a [2024. évi XXIV. törvény 16. §-a](#) iktatta be.

<sup>345</sup>A 168. § (2) bekezdés i) pontját a [2024. évi XXIV. törvény 16. §-a](#) iktatta be.

<sup>346</sup>A 168. § (3) bekezdése a [2019: CIX. törvény 46. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>347</sup>A 168. § (5) bekezdése a [2019: CIX. törvény 46. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>348</sup>A 168. § (6) bekezdése a [2019: CIX. törvény 46. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>349</sup>A 168. § (7) bekezdése a [2019: CIX. törvény 46. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>350</sup>A 168. § (8) bekezdése a [2019: CIX. törvény 46. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>351</sup>A 168. § (9) bekezdése a [2019: CIX. törvény 46. § \(2\) bekezdésével](#) megállapított szöveg. A 168. § (9) bekezdése a [2022. évi LXXIV. törvény 212. §-ával](#) megállapított szöveg.

<sup>352</sup>A 168. § (15) bekezdése a [2019: CIX. törvény 46. § \(3\) bekezdésével](#) megállapított szöveg.

<sup>353</sup>A 169. §-t a [2019: CIX. törvény 73. § 24. pontja](#) hatályon kívül helyezte, újonnan a [2023. évi LX. törvény 36. §-a](#) iktatta be.

<sup>354</sup>A 170. § (2) bekezdése a [2019: CIX. törvény 72. § 47. pontja](#) szerint módosított szöveg.

<sup>355</sup>A 170. § (14) bekezdését a [2023. évi LXX. törvény 103. § c\) pontja](#) hatályon kívül helyezte.

<sup>356</sup>A 170. § (15) bekezdése a [2023. évi LXX. törvény 101. § \(9\) bekezdésével](#) megállapított szöveg.

<sup>357</sup>A 171. § (6) bekezdése a [2019: CIX. törvény 72. § 48. pontja](#) szerint módosított szöveg.

<sup>358</sup>A 174. § a [2020: CLXII. törvény 48. §-ával](#) megállapított szöveg.

<sup>359</sup>A 175. § szakaszcíme a [2020: CLXII. törvény 52. § d\) pontja](#) szerint módosított szöveg.

<sup>360</sup>A 175. § (1) bekezdését a [2020: CLXII. törvény 53. § a\) pontja](#) hatályon kívül helyezte.

<sup>361</sup>A 175. § (2) bekezdését a [2020: CLXII. törvény 53. § a\) pontja](#) hatályon kívül helyezte.

<sup>362</sup>A 175. § (3) bekezdés k) pontja a [2020: CLXII. törvény 49. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>363</sup>A 175. § (3) bekezdés o) pontját a [2020: CLXII. törvény 49. § \(2\) bekezdése](#) iktatta be.

<sup>364</sup>A 175. § (3) bekezdés p) pontját a [2020: CLXII. törvény 49. § \(2\) bekezdése](#) iktatta be, szövege a [2022: IV. törvény 207. § 8. pontjával](#) megállapított szöveg.

<sup>365</sup>A 175. § (4) bekezdése a [2022: IV. törvény 207. § 9. pontja](#), a [2024. évi II. törvény 12. § b\) pontja](#) szerint módosított szöveg.

<sup>366</sup>A 175. § (6) bekezdése a [2019: CIX. törvény 48. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>367</sup>A 175. § (7) bekezdését a [2019: CIX. törvény 48. § \(2\) bekezdése](#) iktatta be.

<sup>368</sup>A 175. § (8) bekezdését a [2019: CIX. törvény 48. § \(2\) bekezdése](#) iktatta be.

<sup>369</sup>A 175. § (9) bekezdését a [2019: CIX. törvény 48. § \(2\) bekezdése](#) iktatta be.

<sup>370</sup>A 176. § a [2020: CLXII. törvény 50. §-ával](#) megállapított szöveg.

<sup>371</sup>A 177. § (1) bekezdés d) pontját a [2020: CLXII. törvény 53. § b\) pontja](#) hatályon kívül helyezte.

<sup>372</sup>A 177. § (1) bekezdés e) pontját a [2019: CIX. törvény 49. § \(1\) bekezdése](#) iktatta be.

<sup>373</sup>A 177. § (3) bekezdés b) pontja a [2022: IV. törvény 207. § 10. pontja](#) szerint módosított szöveg.

<sup>374</sup>A 177. § (7) bekezdését a [2019: CIX. törvény 49. § \(2\) bekezdése](#) iktatta be.

<sup>375</sup>A 177. § (8) bekezdését a [2019: CIX. törvény 49. § \(2\) bekezdése](#) iktatta be.

<sup>376</sup>A 177. § (9) bekezdését a [2019: CIX. törvény 49. § \(2\) bekezdése](#) iktatta be.

<sup>377</sup>A 177. § (10) bekezdését a [2019: CIX. törvény 49. § \(2\) bekezdése](#) iktatta be.

<sup>378</sup>A 177. § (11) bekezdését a [2019: CIX. törvény 49. § \(2\) bekezdése](#) iktatta be.

<sup>379</sup>A 179. § (1) bekezdés d) pontját a [2019: CIX. törvény 73. § 25. pontja](#) hatályon kívül helyezte.

<sup>380</sup>A 179. § (1) bekezdés j) pontja a [2019: CIX. törvény 50. § \(1\) bekezdésével](#) megállapított, a [2023. évi LXX. törvény 102. § b\) pontja](#) szerint módosított szöveg.

<sup>381</sup>A 179. § (1) bekezdés k) pontját a [2019: CIX. törvény 50. § \(1\) bekezdése](#) iktatta be.

<sup>382</sup>A 179. § (1) bekezdés l) pontját a [2019: CIX. törvény 50. § \(1\) bekezdése](#) iktatta be.

<sup>383</sup>A 179. § (1) bekezdés m) pontját a [2019: CIX. törvény 50. § \(1\) bekezdése](#) iktatta be.

<sup>384</sup>A 179. § (5) bekezdése a [2019: CIX. törvény 50. § \(2\) bekezdésével](#) megállapított, a [2024. évi XXIX. törvény 128. § f\) pontja](#) szerint módosított szöveg.

<sup>385</sup>A 180. § (1) bekezdése a [2019: CIX. törvény 51. §-ával](#) megállapított szöveg.

<sup>386</sup>A 180. § (3) bekezdése a [2022: IV. törvény 207. § 11. pontja](#) szerint módosított szöveg.

<sup>387</sup>A 180. § (4) bekezdés nyitó szövegrésze a [2019: CIX. törvény 72. § 49. pontja](#) szerint módosított szöveg.

<sup>388</sup>A 180. § (6) bekezdését a [2019: CIX. törvény 73. § 26. pontja](#) hatályon kívül helyezte.

<sup>389</sup>A 181. § (2) bekezdése a [2021: LXXIX. törvény 22. § \(4\) bekezdésével](#) megállapított, a [2024. évi XXV. törvény 69. § a\) pontja](#), a [2024. évi XLI. törvény 39. § 4. pontja](#) szerint módosított szöveg.

<sup>390</sup>A 182. § (2) bekezdés e) pontja a [2022. évi LXXIV. törvény 213. §-ával](#) megállapított szöveg.

<sup>391</sup>A 182. § (2) bekezdés f) pontja a [2024. évi XX. törvény 49. § d\) pontja](#) szerint módosított szöveg.

<sup>392</sup>A 182. § (2) bekezdés g) pontját a [2020: CLII. törvény 66. § \(3\) bekezdése](#) iktatta be.

<sup>393</sup>A 182. § (2) bekezdés h) pontját a [2023. évi LXI. törvény 18. §-a](#) iktatta be.

<sup>394</sup>A 182. § (3) bekezdése a [2023. évi IX. törvény 46. §-ával](#) megállapított, a [2024. évi II. törvény 12. § c\) pontja](#) szerint módosított szöveg.

<sup>395</sup>A 182. § (3a) bekezdését újonnan a [2022. évi XXXI. törvény 35. §-a](#) iktatta be.

<sup>396</sup>A 182. § (4) bekezdése a [2022: IV. törvény 207. § 14. pontja](#), a [2024. évi II. törvény 12. § d\) pontja](#) szerint módosított szöveg.

<sup>397</sup>A 183. § a [2022: XVIII. törvény 84. §-ával](#) megállapított szöveg.

<sup>398</sup>A 183. § (1) bekezdése a [2022. évi XXXI. törvény 36. §-ával](#) megállapított szöveg.

<sup>399</sup>A 183. § (3) bekezdését a [2022. évi XXXI. törvény 39. §-a](#) hatályon kívül helyezte.

<sup>400</sup>A 183. § (4) bekezdése a [2022. évi XXXI. törvény 38. § a\) pontja](#) szerint módosított szöveg.

<sup>401</sup>A 183. § (6) bekezdése a [2022. évi XXXI. törvény 38. § b\) pontja](#) szerint módosított szöveg.

<sup>402</sup>A 183. § (7) bekezdése a [2022. évi XXXI. törvény 38. § c\) pontja](#) szerint módosított szöveg.

<sup>403</sup>A 184. § (2) bekezdését a [2022: XVIII. törvény 87. § a\) pontja](#) hatályon kívül helyezte.

<sup>404</sup>A 185. § szakaszcíme a [2019: CIX. törvény 72. § 50. pontja](#) szerint módosított szöveg.

<sup>405</sup>A 185. § (2a) bekezdését a [2022: IV. törvény 198. §-a](#) iktatta be, szövege a [2024. évi II. törvény 12. § e\) pontja](#) szerint módosított szöveg.

<sup>406</sup>A 185. § (3) bekezdését a [2022: XVIII. törvény 87. § b\) pontja](#) hatályon kívül helyezte.

<sup>407</sup>A 187. § (1) bekezdés c) pontja a [2022: XXIV. törvény 214. § \(2\) bekezdés 4. pontja](#) szerint módosított szöveg.

<sup>408</sup>A 187. § (2) bekezdése a [2022: IV. törvény 207. § 15. pontja](#), a [2024. évi II. törvény 12. § f\) pontja](#) szerint módosított szöveg.

<sup>409</sup>A 187. § (6) bekezdése a [2022: IV. törvény 207. § 14. pontja](#), a [2024. évi II. törvény 12. § g\) pontja](#) szerint módosított szöveg.

<sup>410</sup>A 187. § (7) bekezdés b) pontja a [2022: IV. törvény 207. § 14. pontja](#), a [2024. évi II. törvény 12. § h\) pontja](#) szerint módosított szöveg.

<sup>411</sup>A 187. § (9) bekezdése a [2022: IV. törvény 207. § 9. pontja](#), a [2024. évi II. törvény 12. § i\) pontja](#) szerint módosított szöveg.

- <sup>412</sup>A 195. § (4) bekezdés b) pontját a [2022: XVIII. törvény 87. § c\) pontja](#) hatályon kívül helyezte.
- <sup>413</sup>A 196. § (2a) bekezdését a [2024. évi XXIX. törvény 119. § \(1\) bekezdése](#) iktatta be.
- <sup>414</sup>A 196. § (5) bekezdése a [2024. évi XXIX. törvény 128. § g\) pontja](#) szerint módosított szöveg.
- <sup>415</sup>A 196. § (6) bekezdését a [2024. évi XXIX. törvény 119. § \(2\) bekezdése](#) iktatta be.
- <sup>416</sup>A 199. § a [2024. évi XXIX. törvény 120. §-ával](#) megállapított szöveg.
- <sup>417</sup>A 201. § (2) bekezdése a [2019: CIX. törvény 72. § 52. pontja](#) szerint módosított szöveg.
- <sup>418</sup>A XXVII/A. fejezetet (201/A–201/D. §) a [2022: IV. törvény 199. §-a](#) iktatta be.
- <sup>419</sup>A 201/A. § (3a) bekezdését a [2022: VII. törvény 97. §-a](#) iktatta be.
- <sup>420</sup>A XXVII/B. Fejezetet (201/E. §-t) a [2024. évi II. törvény 9. §-a](#) iktatta be.
- <sup>421</sup>A 202. § (2) bekezdése a [2024. évi XXIX. törvény 121. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>422</sup>A 202. § (7) bekezdését a [2024. évi XXIX. törvény 121. § \(2\) bekezdése](#) iktatta be.
- <sup>423</sup>A 203. § (3) bekezdése a [2024. évi XXIX. törvény 122. §-ával](#) megállapított szöveg.
- <sup>424</sup>A XXIX. fejezet címe a [2022: XXIV. törvény 213. § 6. pontja](#) szerint módosított szöveg.
- <sup>425</sup>A 206. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>426</sup>A 206. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>427</sup>A 206. § (2) bekezdés nyitó szövegrésze a [2019: CIX. törvény 72. § 53. pontja](#), a [2022: XXIV. törvény 213. § 1. pontja](#), záró szövegrésze a [2024. évi XXV. törvény 69. § b\) pontja](#) szerint módosított szöveg.
- <sup>428</sup>A 206. § (2) bekezdés d) pontja a [2021: LXXIX. törvény 22. § \(5\) bekezdésével](#) megállapított szöveg.
- <sup>429</sup>A 206. § (2) bekezdés l) pontja a [2022. évi LXXIV. törvény 219. § o\) pontja](#) szerint módosított szöveg.
- <sup>430</sup>A 206. § (2) bekezdés p) pontja a [2022: XXIV. törvény 214. § \(2\) bekezdés 5. pontja](#) szerint módosított szöveg.
- <sup>431</sup>A 207. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>432</sup>A 207. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. és 7. pontja](#) szerint módosított szöveg.
- <sup>433</sup>A 207. § (1a) bekezdését a [2019: CIX. törvény 53. §-a](#) iktatta be, szövege a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>434</sup>A 207. § (2) bekezdése a [2022: XXIV. törvény 213. § 8. pontja](#) szerint módosított szöveg.
- <sup>435</sup>A 207. § (3) bekezdése a [2022: XXIV. törvény 213. § 3. pontja](#) szerint módosított szöveg.
- <sup>436</sup>A 207. § (4) bekezdése a [2022: XXIV. törvény 213. § 3. és 9. pontja](#) szerint módosított szöveg.
- <sup>437</sup>A 208. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>438</sup>A 208. § (1) bekezdése a [2023. évi IX. törvény 47. §-ával](#) megállapított szöveg.
- <sup>439</sup>A 208. § (2) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>440</sup>A 208. § (3) bekezdését a [2023. évi LXI. törvény 19. §-a](#) iktatta be.
- <sup>441</sup>A 209. § a [2023. évi IX. törvény 48. §-ával](#) megállapított szöveg.
- <sup>442</sup>A 210. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>443</sup>A 210. § (1) bekezdése a [2024. évi XX. törvény 47. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>444</sup>A 210. § (1a) bekezdését a [2024. évi XX. törvény 47. § \(2\) bekezdése](#) iktatta be.
- <sup>445</sup>A 210. § (1b) bekezdését a [2024. évi XX. törvény 47. § \(2\) bekezdése](#) iktatta be.
- <sup>446</sup>A 210. § (2) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>447</sup>A 210. § (3) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>448</sup>A 210. § (4) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>449</sup>A 210. § (5) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>450</sup>A 210. § (6) bekezdése a [2022: XXIV. törvény 213. § 3. pontja](#) szerint módosított szöveg.
- <sup>451</sup>A 210. § (7) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>452</sup>A 210. § (8) bekezdése a [2023. évi CIX. törvény 73. § \(6\) bekezdésével](#) megállapított szöveg.
- <sup>453</sup>A 210. § (8a) bekezdését a [2023. évi CIX. törvény 73. § \(7\) bekezdése](#) iktatta be.
- <sup>454</sup>A 210. § (8b) bekezdését a [2023. évi CIX. törvény 73. § \(7\) bekezdése](#) iktatta be.
- <sup>455</sup>A 210. § (9) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>456</sup>A 210. § (10) bekezdése a [2022: XXIV. törvény 213. § 1. pontja és 214. § \(2\) bekezdés 4. pontja](#) szerint módosított szöveg.
- <sup>457</sup>A 210. § (11) bekezdése a [2022: XXIV. törvény 213. § 10. pontja](#) szerint módosított szöveg.
- <sup>458</sup>A 210. § (12) bekezdését a [2023. évi CIX. törvény 73. § \(8\) bekezdése](#) iktatta be.
- <sup>459</sup>A 210. § (13) bekezdését a [2023. évi CIX. törvény 73. § \(8\) bekezdése](#) iktatta be.
- <sup>460</sup>A 211. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>461</sup>A 211. § (1) bekezdése a [2022: XXIV. törvény 213. § 11. pontja](#) szerint módosított szöveg.
- <sup>462</sup>A 211. § (2) bekezdése a [2022: XXIV. törvény 213. § 12. pontja](#) szerint módosított szöveg.
- <sup>463</sup>A 212. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>464</sup>A 212. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>465</sup>A 213. § címe a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>466</sup>A 213. § (1) bekezdése a [2023. évi IX. törvény 49. §-ával](#) megállapított, a [2023. évi LXXXVI. törvény 12. § 6. pontja](#) szerint módosított szöveg.
- <sup>467</sup>A 213. § (3) bekezdése a [2022: XXIV. törvény 213. § 1. és 13. pontja](#) szerint módosított szöveg.
- <sup>468</sup>A 214. § (1) bekezdés e) pontját a [2022: IV. törvény 200. §-a](#) iktatta be.
- <sup>469</sup>A 214. § (1) bekezdés f) pontját a [2024. évi II. törvény 10. §-a](#) iktatta be.
- <sup>470</sup>A 214. § (2) bekezdése a [2022: IV. törvény 207. § 9. pontja](#), a [2024. évi II. törvény 12. § j\) pontja](#) szerint módosított szöveg.
- <sup>471</sup>A 214. § (2a) bekezdését a [2022: XXIV. törvény 212. §-a](#) iktatta be.
- <sup>472</sup>A 214. § (3) bekezdése a [2022: IV. törvény 207. § 16. pontja](#), a [2024. évi II. törvény 12. § k\) pontja](#) szerint módosított szöveg.
- <sup>473</sup>A 214. § (5) bekezdés nyitó szövegrésze a [2024. évi XXV. törvény 69. § c\) pontja](#) szerint módosított szöveg.
- <sup>474</sup>A 214. § (5) bekezdés f) pontja a [2022. évi LXXIV. törvény 219. § p\) pontja](#) szerint módosított szöveg.
- <sup>475</sup>A 214. § (5) bekezdés i) pontja a [2022: XXIV. törvény 214. § \(2\) bekezdés 4. pontja](#) szerint módosított szöveg.
- <sup>476</sup>A 215. § a [2022: IV. törvény 201. §-ával](#) megállapított szöveg.
- <sup>477</sup>A 216. § (1) bekezdése a [2019: CIX. törvény 72. § 55. pontja](#) szerint módosított szöveg.
- <sup>478</sup>A 217. § (1) bekezdése a [2019: CIX. törvény 54. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>479</sup>A 217. § (2) bekezdése a [2022: IV. törvény 202. §-ával](#) megállapított szöveg.

<sup>480</sup>A 217. § (3) bekezdését a [2019: CIX. törvény 54. § \(2\) bekezdése](#) iktatta be, szövege a [2024. évi XX. törvény 48. §-ával](#) megállapított szöveg.

<sup>481</sup>A 218. § (1) bekezdése a [2019: CIX. törvény 72. § 56. pontja](#) szerint módosított szöveg.

<sup>482</sup>A 219. § (1) bekezdés a) pontja a [2022: IV. törvény 207. § 14. pontja](#), a [2024. évi II. törvény 12. § 1\) pontja](#) szerint módosított szöveg.

<sup>483</sup>A 219. § (3) bekezdése a [2022: IV. törvény 203. §-ával](#) megállapított, a [2024. évi II. törvény 12. § m\) pontja](#) szerint módosított szöveg.

<sup>484</sup>A 220. § (1) bekezdés a) pontja a [2022: IV. törvény 207. § 14. pontja](#), a [2024. évi II. törvény 12. § n\) pontja](#) szerint módosított szöveg.

<sup>485</sup>A 220. § (2) bekezdése a [2022: IV. törvény 204. §-ával](#) megállapított szöveg.

<sup>486</sup>A 221. § (1) bekezdése a [2022: IV. törvény 207. § 17–18. pontja](#) szerint módosított szöveg.

<sup>487</sup>A 221. § (1a) bekezdését a [2020: LXXVI. törvény 121. §-a](#) iktatta be.

<sup>488</sup>A 221. § (2) bekezdése a [2022: IV. törvény 205. §-ával](#) megállapított szöveg.

<sup>489</sup>A 222. § (3) bekezdését a [2019: CIX. törvény 55. §-a](#) iktatta be, szövege a [2020: LXXVI. törvény 122. §-ával](#) megállapított szöveg.

<sup>490</sup>A 222. § (4) bekezdését a [2021: LXXIX. törvény 22. § \(6\) bekezdése](#) iktatta be.

<sup>491</sup>A 223. § a [2019: CIX. törvény 56. §-ával](#) megállapított, a [2021: LI. törvény 81. §-a](#) szerint módosított szöveg.

<sup>492</sup>A 224. § (1a) bekezdését a [2019: CIX. törvény 57. §-a](#) iktatta be.

<sup>493</sup>A 225. § (1) bekezdése a [2020: LXXVI. törvény 124. §-a](#) szerint módosított szöveg.

<sup>494</sup>A 225. § (2) bekezdése a [2024. évi XI. törvény 14. §-a](#) szerint módosított szöveg.

<sup>495</sup>A 225. § (2a) bekezdését a [2021: VIII. törvény 29. §-a](#) iktatta be, szövege a [2022. évi XXIX. törvény 16. §-ával](#) megállapított szöveg.

<sup>496</sup>A 225. § (4) bekezdését a [2019: CIX. törvény 73. § 27. pontja](#) hatályon kívül helyezte.

<sup>497</sup>A 226. § (2) bekezdése a [2019: CIX. törvény 73. § 28. pontja](#) szerint módosított szöveg.

<sup>498</sup>A 229. § (1) bekezdése a [2024. évi XXIX. törvény 123. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>499</sup>A 229. § (3) bekezdése a [2022: VII. törvény 100. § b\) pontja](#) szerint módosított szöveg.

<sup>500</sup>A 229. § (5) bekezdését a [2024. évi XXIX. törvény 123. § \(2\) bekezdése](#) iktatta be.

<sup>501</sup>A 230. § a [2023. évi IX. törvény 50. §-ával](#) megállapított szöveg.

<sup>502</sup>A 231. § (5) bekezdése a [2024. évi XXIX. törvény 128. § h\) pontja](#) szerint módosított szöveg.

<sup>503</sup>A 231. § (6) bekezdését a [2024. évi XXIX. törvény 124. §-a](#) iktatta be.

<sup>504</sup>A 232. § (4) bekezdését a [2023. évi CIX. törvény 73. § \(9\) bekezdése](#) iktatta be.

<sup>505</sup>A 232. § (5) bekezdését a [2023. évi CIX. törvény 73. § \(9\) bekezdése](#) iktatta be.

<sup>506</sup>A 232. § (6) bekezdését a [2023. évi CIX. törvény 73. § \(9\) bekezdése](#) iktatta be.

<sup>507</sup>A 232. § (7) bekezdését a [2023. évi CIX. törvény 73. § \(9\) bekezdése](#) iktatta be.

<sup>508</sup>A 232. § (8) bekezdését a [2023. évi CIX. törvény 73. § \(9\) bekezdése](#) iktatta be.

<sup>509</sup>A 233. § (2) bekezdése a [2019: CIX. törvény 72. § 57. és 58. pontja](#) szerint módosított szöveg.

<sup>510</sup>A 233. § (7) bekezdését a [2023. évi CIX. törvény 73. § \(10\) bekezdése](#) iktatta be.

<sup>511</sup>A 234. § (1) bekezdése a [2019: CIX. törvény 72. § 59. pontja](#), a [2022: IV. törvény 207. § 19. pontja](#), a [2023. évi LXXXVI. törvény 12. § 7. pontja](#) szerint módosított szöveg.

<sup>512</sup>A 234. § (1a) bekezdését a [2024. évi XXIX. törvény 125. § \(1\) bekezdése](#) iktatta be.

<sup>513</sup>A 234. § (2) bekezdése a [2022: IV. törvény 207. § 20–21. pontja](#) szerint módosított szöveg. [Ugyanezen módosító rendelet 208. § c) pontjával elrendelt módosítás, amely szerint hatályát veszti a „– közigazgatási minőségpolitikáért és személyzetpolitikáért felelős miniszter által vezetett minisztérium közigazgatási államtitkára véleményének kikérését követően –” szövegrész, nem vezethető át.]

<sup>514</sup>A 234. § (3) bekezdése a [2022: IV. törvény 207. § 18., 22. és 23. pontja](#) és [208. § d\) pontja](#) szerint módosított szöveg.

<sup>515</sup>A 234. § (5) bekezdése a [2022: IV. törvény 207. § 24. pontja](#), a [2023. évi LXXXVI. törvény 12. § 8. pontja](#) szerint módosított szöveg.

<sup>516</sup>A 234. § (7) bekezdését a [2024. évi XXIX. törvény 125. § \(2\) bekezdése](#) iktatta be.

<sup>517</sup>A 236. § (1) bekezdése a [2019: CIX. törvény 72. § 60. pontja](#), a [2022: IV. törvény 207. § 25. pontja](#), a [2023. évi LXXXVI. törvény 12. § 9. pontja](#), a [2024. évi XXIX. törvény 128. § i\) pontja](#) szerint módosított szöveg.

<sup>518</sup>A 236. § (1a) bekezdését a [2024. évi XXIX. törvény 126. §-a](#) iktatta be.

<sup>519</sup>A 236. § (2) bekezdése a [2023. évi LXXXVI. törvény 12. § 10. pontja](#), a [2024. évi XXIX. törvény 128. § j\) pontja](#) szerint módosított szöveg.

<sup>520</sup>A 237. § a [2019: CIX. törvény 72. § 61. pontja](#), a [2022: IV. törvény 207. § 26. pontja](#), a [2023. évi LXXXVI. törvény 12. § 11. pontja](#) szerint módosított szöveg.

<sup>521</sup>A 238. § (1) bekezdése a [2022: IV. törvény 207. § 27. pontja](#) szerint módosított szöveg.

<sup>522</sup>A 239. § (1) bekezdése a [2022: IV. törvény 207. § 28. pontja](#), a [2023. évi LXXXVI. törvény 12. § 12. pontja](#) szerint módosított szöveg.

<sup>523</sup>A 239. § (2) bekezdése a [2022: IV. törvény 207. § 26. pontja](#), a [2024. évi XXV. törvény 69. § d\) pontja](#) szerint módosított szöveg.

<sup>524</sup>A 239. § (4) bekezdését a [2023. évi CIX. törvény 73. § \(11\) bekezdése](#) iktatta be.

<sup>525</sup>A 240. § (1) bekezdése a [2022: IV. törvény 207. § 29. pontja](#), a [2023. évi LXXXVI. törvény 12. § 14. pontja](#) szerint módosított szöveg.

<sup>526</sup>A 240. § (2) bekezdése a [2022: IV. törvény 207. § 29. pontja](#), a [2023. évi LXXXVI. törvény 12. § 15. pontja](#) szerint módosított szöveg.

<sup>527</sup>A 240. § (5) bekezdését a [2023. évi CIX. törvény 73. § \(12\) bekezdése](#) iktatta be.

<sup>528</sup>A 240. § (5) bekezdés c) pontja a [2024. évi XXIX. törvény 128. § k\) pontja](#) szerint módosított szöveg.

<sup>529</sup>A 240/A. §-t a [2022. évi XXVIII. törvény 7. §-a](#) iktatta be.

<sup>530</sup>A 240/A. § (2) bekezdése a [2023. évi LXXXVI. törvény 12. § 16. pontja](#) szerint módosított szöveg.

<sup>531</sup>A 240/A. § (3) bekezdése a [2023. évi LXXXVI. törvény 12. § 17. pontja](#) szerint módosított szöveg.

<sup>532</sup>A 240/A. § (4) bekezdés b) pontja a [2022. évi XLIV. törvény 57. § \(1\) bekezdésével](#) megállapított szöveg.

<sup>533</sup>A 240/A. § (4) bekezdés d) pontját a [2022. évi XLIV. törvény 57. § \(2\) bekezdése](#) iktatta be.

<sup>534</sup>A 240/A. § (4a) bekezdését a [2022. évi XLIV. törvény 57. § \(3\) bekezdése](#) iktatta be.

<sup>535</sup>A 240/A. § (4a) bekezdés b) pontja a [2023. évi LXXXVI. törvény 12. § 18. pontja](#) szerint módosított szöveg.

<sup>536</sup>A 240/A. § (5) bekezdése a [2022. évi XLIV. törvény 57. § \(4\) bekezdésével](#) megállapított, a [2023. évi LXXXVI. törvény 12. § 19. pontja](#) szerint módosított szöveg.

<sup>537</sup>A 240/A. § (7) bekezdése a [2023. évi LXXXVI. törvény 12. § 20. pontja](#) szerint módosított szöveg.

<sup>538</sup>A 240/A. § (8) bekezdését a [2022. évi XLIV. törvény 57. § \(5\) bekezdése](#) iktatta be.

<sup>539</sup>A 241. § a [2019: CIX. törvény 72. § 62. pontja](#) szerint módosított szöveg.

<sup>540</sup>A 242. § (2) bekezdése a [2022: IV. törvény 207. § 30. pontja](#) szerint módosított szöveg.

<sup>541</sup>A 242. § (3) bekezdése a [2022: IV. törvény 207. § 30. pontja](#) szerint módosított szöveg.

- <sup>542</sup>A 243. § (2) bekezdése a [2019: CIX. törvény 72. § 63. pontja](#), a [2022: IV. törvény 207. § 17. pontja](#) szerint módosított szöveg.
- <sup>543</sup>A 243. § (3) bekezdését a [2022: IV. törvény 208. § e\) pontja](#) hatályon kívül helyezte.
- <sup>544</sup>A 244. § (1) bekezdése a [2019: LIX. törvény 41. §-ával](#) megállapított szöveg.
- <sup>545</sup>A 245. § a [2019: CIX. törvény 72. § 64. pontja](#) szerint módosított szöveg.
- <sup>546</sup>A 246. § (2) bekezdése a [2022: IV. törvény 207. § 17. pontja](#) szerint módosított szöveg.
- <sup>547</sup>A 246. § (3) bekezdését a [2022: IV. törvény 208. § f\) pontja](#) hatályon kívül helyezte.
- <sup>548</sup>A 246/A. §-t a [2019: CIX. törvény 58. §-a](#) iktatta be.
- <sup>549</sup>A 246/A. § (2) bekezdése a [2022: IV. törvény 207. § 17. pontja](#) szerint módosított szöveg.
- <sup>550</sup>A 246/A. § (3) bekezdését a [2022: IV. törvény 208. § g\) pontja](#) hatályon kívül helyezte.
- <sup>551</sup>A 247. § (1) bekezdése a [2019: LIX. törvény 42. §-ával](#) megállapított, a [2019: CIX. törvény 72. § 65. pontja](#) szerint módosított szöveg.
- <sup>552</sup>A 247. § (1a) bekezdését a [2019: CIX. törvény 59. § \(1\) bekezdése](#) iktatta be.
- <sup>553</sup>A 247. § (1b) bekezdését a [2019: CIX. törvény 59. § \(1\) bekezdése](#) iktatta be.
- <sup>554</sup>A 247. § (2) bekezdése a [2019: CIX. törvény 72. § 66. pontja](#) szerint módosított szöveg.
- <sup>555</sup>A 247. § (2a) bekezdését a [2019: CIX. törvény 59. § \(2\) bekezdése](#) iktatta be.
- <sup>556</sup>A 247. § (2b) bekezdését a [2019: CIX. törvény 59. § \(2\) bekezdése](#) iktatta be.
- <sup>557</sup>A 248. § (1) bekezdése a [2019: CIX. törvény 72. § 67. pontja](#) szerint módosított szöveg.
- <sup>558</sup>A 248. § (2) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>559</sup>A 248. § (3) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>560</sup>A 249. § a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>561</sup>A 250. § (1) bekezdése a [2019: LIX. törvény 46. § b\) pontja](#), a [2019: CIX. törvény 72. § 68. pontja](#) szerint módosított szöveg.
- <sup>562</sup>A 250. § (2) bekezdése a [2019: CIX. törvény 60. §-ával](#) megállapított szöveg.
- <sup>563</sup>A 250/A. §-t a [2019: CIX. törvény 61. §-a](#) iktatta be.
- <sup>564</sup>A 251. § címe a [2023. évi LXXXVI. törvény 12. § 21. pontja](#) szerint módosított szöveg.
- <sup>565</sup>A 251. § (1) bekezdése a [2022: XXIV. törvény 213. § 3. pontja](#), a [2023. évi LXXXVI. törvény 12. § 22. pontja](#) szerint módosított szöveg.
- <sup>566</sup>A 251. § (2) bekezdése a [2021: LXXXIX. törvény 55. §-ával](#) megállapított, a [2023. évi LXXXVI. törvény 12. § 23. pontja](#) szerint módosított szöveg.
- <sup>567</sup>A 252. § a [2022: XXIV. törvény 213. § 1. pontja](#), a [2023. évi LXXXVI. törvény 12. § 24.](#) és [25. pontja](#) szerint módosított szöveg.
- <sup>568</sup>A 253. § címe a [2023. évi LXXXVI. törvény 12. § 26. pontja](#) szerint módosított szöveg.
- <sup>569</sup>A 253. § (1) bekezdése a [2019: CIX. törvény 72. § 69. pontja](#), a [2023. évi LXXXVI. törvény 12. § 27. pontja](#) szerint módosított szöveg.
- <sup>570</sup>A 253. § (2) bekezdése a [2019: CIX. törvény 62. §-ával](#) megállapított, a [2023. évi LXXXVI. törvény 12. § 28. pontja](#) szerint módosított szöveg.
- <sup>571</sup>A 255. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>572</sup>A 255. § (2) bekezdése a [2023. évi IX. törvény 51. §-ával](#) megállapított szöveg.
- <sup>573</sup>A 256. § (1) bekezdése a [2022: XXII. törvény 214. § 2. pontja](#) szerint módosított szöveg.
- <sup>574</sup>A 256. § (3) bekezdését a [2023. évi LXI. törvény 20. §-a](#) iktatta be.
- <sup>575</sup>A 257. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>576</sup>A 257. § (2) bekezdése a [2022: XXIV. törvény 213. § 3. pontja](#) szerint módosított szöveg.
- <sup>577</sup>A 258. § a [2023. évi IX. törvény 52. §-ával](#) megállapított szöveg.
- <sup>578</sup>A 259. § a [2019: LIX. törvény 46. § c\) pontja](#), a [2019: CIX. törvény 72. § 70. pontja](#), a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>579</sup>A 260. § (1) bekezdése a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>580</sup>A 260. § (2) bekezdése a [2021: LXXXIX. törvény 56. §-ával](#) megállapított szöveg.
- <sup>581</sup>A 262. § a [2019: CIX. törvény 72. § 71. pontja](#), a [2022: XXIV. törvény 213. § 1. pontja](#) szerint módosított szöveg.
- <sup>582</sup>A 262/A. §-t a [2019: CIX. törvény 63. §-a](#) iktatta be.
- <sup>583</sup>A 263. § (1) bekezdése a [2019: CIX. törvény 64. §-ával](#) megállapított szöveg.
- <sup>584</sup>A 263. § (2) bekezdése a [2019: CIX. törvény 64. §-ával](#) megállapított, a [2022: IV. törvény 207. § 17–18. pontja](#) szerint módosított szöveg.
- <sup>585</sup>A 265. § (3) bekezdését a [2019: CIX. törvény 65. §-a](#) iktatta be.
- <sup>586</sup>A 265. § (4) bekezdését a [2019: CIX. törvény 65. §-a](#) iktatta be.
- <sup>587</sup>A XXXIV. fejezetet (266. §) a [2019: CIX. törvény 73. § 29. pontja](#) hatályon kívül helyezte.
- <sup>588</sup>A 267. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>589</sup>A 268. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>590</sup>A 269. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>591</sup>A 271. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>592</sup>A 272. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>593</sup>A 273. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>594</sup>A 274. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>595</sup>A 275. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>596</sup>A 276. §-t a [2019: CIX. törvény 73. § 30. pontja](#) hatályon kívül helyezte.
- <sup>597</sup>A 277. § (1) bekezdése a [2019: CIX. törvény 73. § 31. pontja](#) szerint módosított szöveg.
- <sup>598</sup>A 277. § (2) bekezdés b) pontja a [2019: CIX. törvény 73. § 32. pontja](#) szerint módosított szöveg.
- <sup>599</sup>A 277. § (2) bekezdés c) pontja a [2019: CIX. törvény 73. § 32. pontja](#) szerint módosított szöveg.
- <sup>600</sup>A 277/A. §-t a [2022. évi LXXIV. törvény 214. §-a](#) iktatta be.
- <sup>601</sup>A 278. § (2) bekezdése a [2023. évi IX. törvény 54. § b\) pontja](#) szerint módosított szöveg.
- <sup>602</sup>A 278. § (5) bekezdése a [2019: CIX. törvény 66. § \(1\) bekezdésével](#) megállapított szöveg. [A 278. § (5) bekezdés c) pontjában a [2019: CIX. törvény 72. § 72. pontjával](#) elrendelt módosítás, amely szerint az „(5) és (7)” szövegrész helyébe az „(5), (7) és (13)” szöveg lép, nem vezethető át.]
- <sup>603</sup>A 278. § (5) bekezdés c) pontját a [2023. évi XVIII. törvény 11. §-a](#) iktatta be.
- <sup>604</sup>A 278. § (7) bekezdését a [2019: CIX. törvény 66. § \(2\) bekezdése](#) iktatta be.
- <sup>605</sup>A 278. § (8) bekezdését a [2021: L. törvény 37. § \(3\) bekezdése](#) iktatta be.
- <sup>606</sup>A 279. § (1a) bekezdését a [2019: CIX. törvény 67. § \(1\) bekezdése](#) iktatta be.

<sup>607</sup>A 279. § (5) bekezdése a [2022. IV. törvény 207. § 30. pontja](#) szerint módosított szöveg.

<sup>608</sup>A 279. § (7) bekezdése a [2019: CIX. törvény 67. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>609</sup>A 279. § (8) bekezdését a [2019: CIX. törvény 67. § \(2\) bekezdése](#) iktatta be, a [2020: CLXII. törvény 52. § e\) pontja](#) szerint módosított szöveg.

<sup>610</sup>A 279/A. §-t a [2022. évi XXVIII. törvény 8. §-a](#) iktatta be, szövege a [2022. évi XLIV. törvény 58. §-ával](#) megállapított szöveg.

<sup>611</sup>A 279/B. §-t a [2023. évi LXXXVI. törvény 10. §-a](#) iktatta be.

<sup>612</sup>A 280. § (1) bekezdés 2a. pontját a [2022. évi LXXIV. törvény 215. § \(1\) bekezdése](#) iktatta be.

<sup>613</sup>A 280. § (1) bekezdés 9. pontja a [2022. évi LXXIV. törvény 215. § \(2\) bekezdésével](#) megállapított szöveg.

<sup>614</sup>A 280. § (1) bekezdés 13. pontja a [2019: CIX. törvény 73. § 33. pontja](#) szerint módosított szöveg.

<sup>615</sup>A 280. § (1) bekezdés 15. pontja a [2019: CIX. törvény 72. § 73. pontja](#) szerint módosított szöveg.

<sup>616</sup>A 280. § (1) bekezdés 18. pontja a [2020: CLII. törvény 66. § \(4\) bekezdés e\) pontja](#) szerint módosított szöveg.

<sup>617</sup>A 280. § (1) bekezdés 20a. pontját a [2021: L. törvény 37. § \(4\) bekezdése](#) iktatta be.

<sup>618</sup>A 280. § (1) bekezdés 34. pontja a [2020: CLII. törvény 66. § \(4\) bekezdés f\) pontja](#), a [2023. évi IX. törvény 54. § c\) pontja](#) szerint módosított szöveg.

<sup>619</sup>A 280. § (2) bekezdését a [2019: CIX. törvény 73. § 34. pontja](#) hatályon kívül hatályon kívül helyezte.

<sup>620</sup>A 281. § (1) bekezdés 1. pontja a [2024. évi II. törvény 11. §-ával](#) megállapított szöveg.

<sup>621</sup>A 281. § (1) bekezdés 2. pontját a [2019: CIX. törvény 73. § 35. pontja](#) hatályon kívül hatályon kívül helyezte, újonnan a [2023. évi XVIII. törvény 12. §-a](#) iktatta be.

<sup>622</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), a [726/2020. \(XII. 31.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#).

<sup>623</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#).

<sup>624</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>625</sup>A 281. § (2) bekezdés 4. pontja a [2022: XXII. törvény 214. § 4. és 5. pontja](#) szerint módosított szöveg.

<sup>626</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#).

<sup>627</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), a [714/2020. \(XII. 30.\) Korm. rendeletet](#), a [726/2020. \(XII. 31.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#).

<sup>628</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#).

<sup>629</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#).

<sup>630</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>631</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>632</sup>A 281. § (3) bekezdés 3. pontja a [2019: CIX. törvény 68. § \(1\) bekezdésével](#) megállapított szöveg. [A 281. § (3) bekezdés 3. pontjában a [2019: CIX. törvény 72. § 74. pontjával](#) elrendelt módosítás, amely szerint az „és a nyilvántartás vezetésére vonatkozó szabályokat” szövegrész helyébe a „, valamint a nyilvántartás vezetésére és az egyes nyilvántartásoknak a 62/A. § (5) bekezdése szerinti összekapcsolására vonatkozó szabályokat” szöveg lép, nem vezethető át.]

<sup>633</sup>Lásd a [87/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>634</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>635</sup>A 281. § (3) bekezdés 5. pontját a [2019: CIX. törvény 68. § \(2\) bekezdése](#) iktatta be.

<sup>636</sup>A 281. § (3) bekezdés 6. pontját a [2019: CIX. törvény 68. § \(2\) bekezdése](#) iktatta be.

<sup>637</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>638</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#), a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>639</sup>A 281. § (4) bekezdés 3. pontja a [2023. évi IX. törvény 54. § d\) pontja](#) szerint módosított szöveg.

<sup>640</sup>A 281. § (4) bekezdés 4. pontját a [2019: CIX. törvény 73. § 36. pontja](#) hatályon kívül helyezte, újonnan a [2021: L. törvény 37. § \(5\) bekezdése](#) iktatta be.

<sup>641</sup>Lásd a [716/2021. \(XII. 20.\) Korm. rendeletet](#).

<sup>642</sup>Lásd a [716/2021. \(XII. 20.\) Korm. rendeletet](#).

<sup>643</sup>Lásd a [716/2021. \(XII. 20.\) Korm. rendeletet](#).

<sup>644</sup>Lásd az [52/2019. \(III. 14.\) Korm. rendeletet](#), a [234/2019. \(X. 15.\) Korm. rendeletet](#).

<sup>645</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>646</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>647</sup>A 281. § (4) bekezdés 8. pontja a [2019: CIX. törvény 68. § \(3\) bekezdésével](#) megállapított szöveg.

<sup>648</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>649</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#), a [89/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>650</sup>Lásd a [70/2019. \(IV. 4.\) Korm. rendeletet](#), a [87/2019. \(IV. 23.\) Korm. rendeletet](#), a [716/2021. \(XII. 20.\) Korm. rendeletet](#).

<sup>651</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>652</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>653</sup>A 281. § (4) bekezdés 14. pontja a [2019: LIX. törvény 46. § f\) pontja](#) szerint módosított szöveg.

<sup>654</sup>A 281. § (4) bekezdés 15. pontja a [2019: CIX. törvény 68. § \(4\) bekezdésével](#) megállapított szöveg.

<sup>655</sup>Lásd a [434/2020. \(IX. 21.\) Korm. rendeletet](#), a [200/2022. \(VI. 7.\) Korm. rendeletet](#).

<sup>656</sup>Lásd a [20/2021. \(I. 28.\) Korm. rendeletet](#), a [703/2021. \(XII. 15.\) Korm. rendeletet](#), az [573/2022. \(XII. 23.\) Korm. rendeletet](#), az [508/2023. \(XI. 20.\) Korm. rendeletet](#).

<sup>657</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>658</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>659</sup>Lásd a [89/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>660</sup>A 281. § (4) bekezdés 20. pontja a [2019: CIX. törvény 68. § \(5\) bekezdésével](#) megállapított, a [2024. évi XXV. törvény 69. § e\) pontja](#) szerint módosított szöveg.

<sup>661</sup>Lásd a [338/2019. \(XII. 23.\) Korm. rendeletet](#), az [568/2022. \(XII. 23.\) Korm. rendeletet](#), a [238/2024. \(VIII. 8.\) Korm. rendeletet](#).

<sup>662</sup>A 281. § (4) bekezdés 21. pontját a [2023. évi XXVI. törvény 13. § b\) pontja](#) hatályon kívül helyezte.

<sup>663</sup>Lásd a [69/2019. \(IV. 4.\) Korm. rendeletet](#).

<sup>664</sup>A 281. § (4) bekezdés 23. pontja a [2019: CIX. törvény 68. § \(6\) bekezdésével](#) megállapított szöveg.

<sup>665</sup>A 281. § (4) bekezdés 24. pontja a [2020: CLXII. törvény 51. §-ával](#) megállapított szöveg.

<sup>666</sup>Lásd a [87/2019. \(IV. 23.\) Korm. rendeletet](#).

<sup>667</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).  
<sup>668</sup>Lásd a [88/2019. \(IV. 23.\) Korm. rendeletet](#).  
<sup>669</sup>A 281. § (4) bekezdés 27. pontját a [2019: LIX. törvény 43. §-a](#) iktatta be.  
<sup>670</sup>A 281. § (4) bekezdés 28. pontját a [2019: CIX. törvény 68. § \(7\) bekezdése](#) iktatta be.  
<sup>671</sup>A 281. § (4) bekezdés 29. pontját a [2019: CIX. törvény 68. § \(7\) bekezdése](#) iktatta be.  
<sup>672</sup>A 281. § (4) bekezdés 30. pontját a [2019: CIX. törvény 68. § \(7\) bekezdése](#) iktatta be.  
<sup>673</sup>A 281. § (4) bekezdés 31. pontját a [2019: CIX. törvény 68. § \(7\) bekezdése](#) iktatta be.  
<sup>674</sup>A 281. § (4) bekezdés 32. pontját a [2019: CIX. törvény 68. § \(7\) bekezdése](#) iktatta be.  
<sup>675</sup>A 281. § (4) bekezdés 33. pontját a [2019: CIX. törvény 68. § \(7\) bekezdése](#) iktatta be.  
<sup>676</sup>A 281. § (4) bekezdés 34. pontját a [2022. évi LXXIV. törvény 216. §-a](#) iktatta be.  
<sup>677</sup>A 281. § (4) bekezdés 35. pontját a [2022. évi LXXIV. törvény 216. §-a](#) iktatta be.  
<sup>678</sup>A 281. § (4) bekezdés 36. pontját a [2022. évi LXXIV. törvény 216. §-a](#) iktatta be.  
<sup>679</sup>A 281. § (4) bekezdés 37. pontját a [2022. évi LXXIV. törvény 216. §-a](#) iktatta be.  
<sup>680</sup>A 281. § (5) bekezdését a [2019: CIX. törvény 73. § 37. pontja](#) hatályon kívül hatályon kívül helyezte.  
<sup>681</sup>Lásd a [86/2019. \(IV. 23.\) Korm. rendeletet](#).  
<sup>682</sup>Lásd a [182/2022. \(V. 24.\) Korm. rendeletet](#).  
<sup>683</sup>Lásd a [70/2019. \(IV. 4.\) Korm. rendeletet](#), a [716/2021. \(XII. 20.\) Korm. rendeletet](#), a [182/2022. \(V. 24.\) Korm. rendeletet](#).  
<sup>684</sup>A 281. § (6) bekezdés 4. pontját a [2019: CIX. törvény 68. § \(8\) bekezdése](#) iktatta be.  
<sup>685</sup>A 281. § (6) bekezdés 5. pontját a [2019: CIX. törvény 68. § \(8\) bekezdése](#) iktatta be.  
<sup>686</sup>Lásd a [70/2019. \(IV. 4.\) Korm. rendeletet](#), a [88/2019. \(IV. 23.\) Korm. rendeletet](#), a [716/2021. \(XII. 20.\) Korm. rendeletet](#).  
<sup>687</sup>Lásd a [180/2023. \(V. 15.\) Korm. rendeletet](#).  
<sup>688</sup>A 281. § (11) bekezdését a [2019: CIX. törvény 73. § 37. pontja](#) hatályon kívül helyezte, újonnan a [2020: CLXV. törvény 97. §-a](#) iktatta be.  
<sup>689</sup>Lásd a [9/2023. \(VII. 20.\) IM rendeletet](#).  
<sup>690</sup>Lásd a [16/2019. \(II. 13.\) Korm. rendeletet](#).  
<sup>691</sup>Lásd a [32/2019. \(III. 5.\) Korm. rendeletet](#).  
<sup>692</sup>A 281. § (14) bekezdését a [2019: CIX. törvény 68. § \(9\) bekezdése](#) iktatta be.  
<sup>693</sup>Lásd az [50/2020. \(III. 20.\) Korm. rendeletet](#).  
<sup>694</sup>A 281. § (15) bekezdését a [2019: CX. törvény 98. § \(2\) bekezdése](#) iktatta be, szövege a [2022: XXII. törvény 214. § 2. pontja](#) szerint módosított szöveg.  
<sup>695</sup>A 284. § (6) bekezdését a [2019: CIX. törvény 73. § 38. pontja](#) hatályon kívül hatályon kívül helyezte.  
<sup>696</sup>A 290/A. §-t a [2022: IV. törvény 206. §-a](#) iktatta be.  
<sup>697</sup>A hatálybalépés időpontja 2022. május 25.  
<sup>698</sup>A hatálybalépés időpontja 2022. május 24.  
<sup>699</sup>A 291. § (2) bekezdését a [2020: XIX. törvény 103. §-a](#) hatályon kívül helyezte.  
<sup>700</sup>A 291. § (3) bekezdés a) pontját a [2020: XIX. törvény 103. §-a](#) hatályon kívül helyezte.  
<sup>701</sup>A 291. § (3) bekezdés b) pontját a [2020: XIX. törvény 103. §-a](#) hatályon kívül helyezte.  
<sup>702</sup>A 291. § (3) bekezdés c) pontja a [2019: CIX. törvény 72. § 75. pontja](#) szerint módosított szöveg.  
<sup>703</sup>A 291. § (3a) bekezdését a [2019: LIX. törvény 44. §-a](#) iktatta be, hatályon kívül helyezte a [2019: CIX. törvény 73. § 39. pontja](#).  
<sup>704</sup>A 291. § (4) bekezdését a [2020: XIX. törvény 103. §-a](#) hatályon kívül helyezte.  
<sup>705</sup>A 291. § (5) bekezdése a [2019: CIX. törvény 69. §-ával](#) megállapított, a [2022: XXII. törvény 214. § 1. pontja](#) szerint módosított szöveg.  
<sup>706</sup>A 291. § (6) bekezdését a [2019: LIX. törvény 45. §-a](#) iktatta be.  
<sup>707</sup>A 292. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2022. évi XXVIII. törvény 9. §-a](#) iktatta be.  
<sup>708</sup>A hatálybalépés időpontja 2022. október 13.  
<sup>709</sup>A 292. § (4) bekezdését a [2022. évi XLIV. törvény 59. §-a](#) iktatta be.  
<sup>710</sup>A 293. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2022. évi XXXI. törvény 37. §-a](#) iktatta be, szövege a [2022. évi LVI. törvény 16. §-ával](#) megállapított szöveg.  
<sup>711</sup>A 294. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2022. évi LXXIV. törvény 217. §-a](#) iktatta be.  
<sup>712</sup>A 294/A. §-t a [2023. évi XIX. törvény 91. §-a](#) iktatta be.  
<sup>713</sup>A hatálybalépés időpontja 2023. június 1.  
<sup>714</sup>A hatálybalépés időpontja 2023. június 1.  
<sup>715</sup>A 296. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2019: CIX. törvény 70. §-a](#) iktatta be.  
<sup>716</sup>A 296. § (10) bekezdése a [2022: XXIV. törvény 214. § \(2\) bekezdés 6. pontja](#) szerint módosított szöveg.  
<sup>717</sup>A 297. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2019: CIX. törvény 70. §-a](#) iktatta be.  
<sup>718</sup>A hatálybalépés időpontja 2019. december 18.  
<sup>719</sup>A 298. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2020: LXXVI. törvény 123. §-a](#) iktatta be.  
<sup>720</sup>A hatálybalépés időpontja 2020. július 15.  
<sup>721</sup>A 299. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2022: VII. törvény 99. §-a](#) iktatta be.  
<sup>722</sup>A hatálybalépés időpontja 2022. június 18.  
<sup>723</sup>A hatálybalépés időpontja 2022. június 18.  
<sup>724</sup>A 300. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette, újonnan a [2022: XVIII. törvény 85. §-a](#) iktatta be.  
<sup>725</sup>A hatálybalépés időpontja 2022. augusztus 1.  
<sup>726</sup>A hatálybalépés időpontja 2022. augusztus 1.  
<sup>727</sup>A 300/A. §-t a [2023. évi IX. törvény 53. §-a](#) iktatta be.  
<sup>728</sup>A 300/B. §-t a [2023. évi LX. törvény 37. §-a](#) iktatta be.  
<sup>729</sup>A hatálybalépés időpontja 2023. július 22.  
<sup>730</sup>A 300/C. §-t a [2023. évi LXI. törvény 21. §-a](#) iktatta be.  
<sup>731</sup>A hatálybalépés időpontja 2023. szeptember 28.  
<sup>732</sup>A 300/D. §-t a [2023. évi LXXXVI. törvény 11. §-a](#) iktatta be.

- <sup>733</sup>A 300/D. § (5) bekezdését a [2024. évi XLI. törvény 40. § b\) pontja](#) hatályon kívül helyezte.
- <sup>734</sup>A 300/D. § (6) bekezdését a [2024. évi XLI. törvény 40. § b\) pontja](#) hatályon kívül helyezte.
- <sup>735</sup>Az újabb 300/D. §-t a [2024. évi XXIX. törvény 127. §-a](#) iktatta be.
- <sup>736</sup>A 301. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>737</sup>A 302. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>738</sup>A 303. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>739</sup>A 304. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>740</sup>A 305. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>741</sup>A 306. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>742</sup>A 307. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>743</sup>A 308. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>744</sup>A 309. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>745</sup>A 310. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>746</sup>A 311. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>747</sup>A 312. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>748</sup>A 313. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>749</sup>A 314. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>750</sup>A 315. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>751</sup>A 316. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>752</sup>A 317. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>753</sup>A 318. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>754</sup>A 319. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>755</sup>A 320. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>756</sup>A 321. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>757</sup>A 322. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>758</sup>A 323. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>759</sup>A 324. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>760</sup>A 325. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>761</sup>A 326. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>762</sup>A 327. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>763</sup>A 328. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>764</sup>A 329. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>765</sup>A 330. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>766</sup>A 331. § a [2010: CXXX. törvény 12. § \(2\) bekezdése](#) alapján hatályát veszítette.
- <sup>767</sup>A 332. § (5) bekezdését a [2021: VIII. törvény 30. §-a](#) iktatta be, szövege a [2022. évi XXIX. törvény 17. § b\) pontja](#), a [2022. évi XXXI. törvény 38. § d\) pontja](#) szerint módosított szöveg.
- <sup>768</sup>A 333. § b) pontja a [2022. évi LXXIV. törvény 218. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>769</sup>A 333. § f) pontja a [2022. évi LXXIV. törvény 218. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>770</sup>A 333. § k) pontját a [2024. évi XXVIII. törvény 28. §-a](#) iktatta be.
- <sup>771</sup>Az 1. melléklet a [2019: CIX. törvény 72. § 76. pontja](#) szerint módosított szöveg.
- <sup>772</sup>A 2. mellékletet a [2019: CIX. törvény 73. § 40. pontja](#) hatályon kívül helyezte.
- <sup>773</sup>A 3. melléklet I/C. pontját a [2019: CIX. törvény 71. § \(1\) bekezdése](#) iktatta be.
- <sup>774</sup>A 3. melléklet IV. pont 6. alpontja a [2019: CIX. törvény 71. § \(1\) bekezdése](#) szerint módosított szöveg.
- <sup>775</sup>A 3. melléklet IV. pont 8. alpontja a [2019: CIX. törvény 71. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>776</sup>A 3. melléklet IV. pont 11. alpontja a [2019: CIX. törvény 71. § \(1\) bekezdése](#) szerint módosított szöveg.
- <sup>777</sup>A 3. melléklet IV. pont 15. alpontja a [2019: CIX. törvény 71. § \(1\) bekezdése](#) szerint módosított szöveg.
- <sup>778</sup>A 3. melléklet IV. pont 16. alpontja a [2022: XXIV. törvény 214. § \(2\) bekezdés 7. pontja](#) szerint módosított szöveg.
- <sup>779</sup>A 3. melléklet IV. pont 24. alpontja a [2019: CIX. törvény 71. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>780</sup>A 3. melléklet IV. pont 26. alpontját a [2019: CIX. törvény 73. § 41. pontja](#) hatályon kívül helyezte.
- <sup>781</sup>A 3. melléklet IV. pont 28. alpontja a [2019: CIX. törvény 71. § \(1\) bekezdése](#) szerint módosított szöveg.
- <sup>782</sup>A 4. melléklet I. pont 5. alpontját a [2019: CIX. törvény 71. § \(2\) bekezdése](#) iktatta be.