

HR Alert

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Will verification of employee vaccinations be possible?

Yesterday, the long-awaited parliamentary draft act appeared on the website of the Parliament, which is to enable the verification of employees' vaccinations. Attempts to regulate this matter have been signalled for a long time, but only now the draft has seen the light of day.

Main objectives of the draft:

1. Employer will be able to require employees (persons employed under a civil contract) to provide information about their negative test results, convalescent status, or vaccination. It will be the employees' responsibility to provide this information whenever requested to do so by the employer.
2. Employees who do not provide this information will be considered as unvaccinated or without a negative test.
3. With respect to employees who fail to produce the required information, the employer could:
 - make changes in working time systems or schedules;
 - change the manner in which their work is performed;
 - allocate a different type of work for an appropriate remuneration not lower than the previous one;
 - give an order to perform work outside the place specified in the agreement but within the same city limits.
4. The draft provides for opportunity for employees to take publicly funded tests free of charge. The limit of tests will be determined by a regulation.
5. The employer will be allowed to retain the collected information no longer than until the end of the state of epidemical emergency or epidemic.



Link to the draft:
[https://orka.sejm.gov.pl/Drukiokna.nsf/Projekty/9-020-753-2021/\\$file/9-020-753-2021.pdf](https://orka.sejm.gov.pl/Drukiokna.nsf/Projekty/9-020-753-2021/$file/9-020-753-2021.pdf)



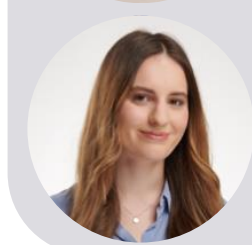
Contact us

Agnieszka Fedor

Partner, attorney-at-law

☎ +48 505 782 677

✉ agnieszka.fedor@skslegal.pl



Maja Górawska

Junior Associate

☎ +48 881 023 585

✉ maja.gorawska@skslegal.pl