

HR Alert

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Implementation of the work-life balance directive - transitional provisions

The amendment to the Labour Code implementing the work-life balance directive will enter into force on 26 April 2023. We wrote about the most important changes in the last newsletter: [LINK](#).

From when, in practice, can employees receive the allowance under the new rules?

1. An employee receiving a maternity allowance on the date of entry into force of the Law may, within 21 days (counted from the date of entry into force of the Law), apply for a new allowance, the amount to be determined. The allowance at the new amount will be payable from the date the Law comes into force regardless of the date of the application.
2. An employee who has applied for maternity allowance but has not begun receiving the allowance by the date the Law comes into force may reapply within 21 days (counted from the date of entry into force of the Law), to establish entitlement to the new amount of allowance.
3. Employees who do not submit the above applications will collect the allowance under the current rules.

The transitional provisions also allow an additional 9 weeks of parental leave to be taken by employees who, as of 02 August 2022, were entitled to parental leave or part of it, or took it at that time.

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