

HR Alert

20 June 2023 | www.skslegal.pl

Lifting of the State of Epidemic Risk

Last Friday, a regulation under which the state of epidemic risk will be lifted on **1 July 2023** was published in the Official Gazette.

Raising of the state of epidemic risk will have the following consequences for employers:

1. The validity of all employee's preventive examinations that expired during the pandemic will expire 180 days after the end of the state of epidemic risk;
2. With the lifting of the state of epidemic risk, it will no longer be possible for the employer to grant up to 30 days of annual leave unused in previous years to the employee on a date set by the employer and without taking into account the leave scheme;
3. The time limit for periodic health and safety examinations due during the state of epidemic risk or 30 days from the date of its cancellation shall be extended to 60 days from the date of cancellation of the state of epidemic risk;
4. Health and safety pre-training, the deadline of which was during the state of epidemic risk or 30 days from the day of its cancellation, will be allowed to be carried out in its entirety via electronic communication for 60 days from the day of cancellation of the state of epidemic risk;
5. The period of validity of work permits of foreigners whose residence permits expired during the pandemic shall be extended to 30 days after the end of the state of epidemic risk;
6. With the lifting of the state of epidemic risk, the limitation on the amount of severance pay, compensation or other monetary benefit paid in connection with the termination of the employment contract will cease to apply.



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