

HRadar | Newsletter

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Extension of the deadline for periodic training after the lifting of the epidemic risk

Pursuant to the Act of 7 July 2023 on supportive services, the deadline for periodic training on occupational health and safety has been extended to 180 days from the date of the revocation of the epidemic emergency. This means that the deadline for training will expire on 28 December 2023.

Change in the amount of allowance for the Social Benefits Fund (ZFŚS)

Pursuant to the Act on amending the Act on special solutions for the implementation of the Budget Act for 2023 and certain other acts, which was signed by the President on 2 August 2023, the basis for calculating the allowance for the Social Benefits Fund in the second half of 2023 will be the average monthly salary in the national economy in the second half of 2021. - i.e. **PLN 5104.90**.

New draft law on whistleblowers

At the beginning of August, another draft law regarding the protection of whistleblowers was published on the website of the Government Legislation Centre.

The most important change in the new draft is the extension of the deadline for the entry into force of the provisions concerning the establishment of internal procedures at employers with more than 50 employees. The deadline for the introduction of the procedures has been **extended to 14 days** counted from the day the bill is promulgated. This is good news for employers, as in the previous draft these provisions were to enter into force the day after the announcement of the Act.

Double valorisation of the minimum wage in 2024.

According to the Government's recent announcements, we will again face a double valorisation of the minimum wage in 2024.

Employers can expect an increase in the minimum wage to:

- PLN 4 242 gross - from 1 January 2024, and
- PLN 4,300 gross - from 1 July 2024.

The minimum hourly rate is expected to rise to, respectively:

- PLN 27.70 gross - from 1 January 2024, and
- PLN 28.10 gross - as of 1 July 2024.

New Supreme Court ruling on accidents at work during breaks

In one recent case, an employee, during a break at work, consumed a meal prepared at home, which caused severe food poisoning and, consequently, the employee's death. In its ruling of 28 June 2023, Reference I PSKP 28/22, the Supreme Court held that it is not necessary to demonstrate a functional link between the work and the accident in order to conclude that an accident at work has occurred when the incident took place during normal work activities - such as eating meals. A short break from work to eat a meal, in the opinion of the Supreme Court, does not break this link. A death due to food poisoning occurring during a break from work is an accident at work.



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