

# HRadar | Newsletter

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## Increase in the minimum wage

We would like to remind you that as of 1 July 2024, the minimum wage will increase to **PLN 4,300** gross, and the minimum hourly rate will be **PLN 28.10** gross.

Please remember that along with the increase in the minimum wage there will be an increase in other benefits calculated thereon. This applies, among others, to

- **remuneration for work stoppage**, not to be less than the minimum wage;
- **remuneration for the month, when the employee does not perform work due to the schedule of working time in the assumed settlement period** (also this amount may not be less than the minimum wage);
- **a bonus for night work**, amounting to 20% of the hourly rate resulting from the minimum wage;
- **severance allowance** under the Act on special rules for termination of employment relationships for reasons not attributable to employees (in 2022 the maximum statutory amount of severance allowance will be PLN 45,150);
- **the minimum amount of compensation** to which an employee is eligible if the principle of equal treatment in employment was violated (Article 18(3d) of the Labor Code).

## Extension of legal residence in Poland for Ukrainian citizens

According to the latest amendment to the so-called Special Law, the legal stay for Ukrainian citizens who arrived in Poland after 24 February 2022, as well as those who stayed in Poland before that date on the basis of, e.g. visas, residence cards or visa-free traffic, will be extended until 30 September 2025.

In addition, the amendment introduces the possibility of applying for a special residence card for a period of 3 years for foreigners with UKR status, and who meet all the following conditions:

- the foreigner held UKR status on March 4, 2024;
- on the date of the application for a residence card, the foreigner had UKR status;
- the foreigner had uninterrupted UKR status for at least 365 days.

The residence card will be issued with a special annotation “previously holder of temporary protection.”

An important change for employers hiring Ukrainian citizens is also the shortening of the period for submitting a notification to the PUP about the start of work by a Ukrainian citizen. After the amendment comes into force, the employer will have 7 days to make the notification; previously it was 14 days.

The law has been forwarded to the President and is awaiting his signature.

## A draft law on inspections carried out by the State Labor Inspectorate

A draft law amending the Law on the State Labor Inspectorate and the Law on Entrepreneurs has been submitted to the Sejm. The amendment is intended to simplify and unify procedures for inspecting entrepreneurs. The main change is to be to allow the State Labor Inspectorate to conduct inspections only upon presentation of an official ID card, and not, as before, upon presentation of an ID card and an authorization to conduct an inspection.

In addition, according to media announcements, a broader reform of the State Labor Inspectorate is planned. It is announced that a State Labor Inspectorate reform team will be established and a new law will be prepared to modernize the operation of the inspectorate.

## Amendment of the Law on Employment of Persons with Disabilities

The government's official website has published the assumptions of the draft law on amending the Law on Professional and Social Rehabilitation and Employment of the Disabled. The main purpose of the amendment is to increase the monthly subsidy to the salary of a disabled employee, financed by the State Fund for Rehabilitation of Persons with Disabilities. As planned, the subsidies are to be increased by 15%. In addition, it is planned to increase the subsidy to the employer for the salary of a disabled employee hired. The bill is expected to be adopted by the Council of Ministers later in the second quarter of 2024.

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