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Planned revolution in the calculation of work seniority

According to the draft law on amendments to the Labor Code dated 4 July 2024, there is a planned change in the way work seniority is calculated for the purpose of determining employee rights. The draft stipulates that, in addition to the performance of work based on employment and service relationships, the period of employment will include periods of:

- performance of agency contract,
- performance of mandate contract,
- performance of another service contract.

The new catalogue of periods counted as work seniority should be considered in calculating both general work seniority and company seniority. The amendment is aimed at preventing unequal treatment in the acquisition of labor rights. According to recent announcements, the amendment is scheduled to take effect on 1 January 2026.

Draft amendment to the rules for determining health contributions

According to the draft law on amending the law on health care services financed from public funds and certain other laws, it is planned to change the rules for determining health contributions. The amendment assumes that from 1 January 2025, the amount of contributions would depend on the insured's annual income and would be respectively:

- PLN 300 - if the total amount of income, salary, emoluments or benefits in a calendar year does not exceed PLN 85,000;
- PLN 525 - if the total amount of income, remuneration, emolument or benefits in a calendar year exceeds the amount of PLN 85,000 and does not exceed PLN 300,000;
- PLN 700 - if the total amount of income, salary, emoluments or benefits in a calendar year exceeds PLN 300,000.

In addition, each person will be required to pay one health contribution, regardless of the number of health insurance titles he or she holds..

Implementation of the directive on adequate wages

The Ministry of Family Affairs, Labor and Social Policy has begun work on a draft law on minimum wages. The draft law aims to implement the EU Directive of the European Parliament and of the Council (EU) 2022/2041 of October 19, 2022 on adequate minimum wages in the European Union. Member states have until 15 November 2024 to implement the directive. The amendment on minimum wages will specify:

- rules and procedures for determining and updating the minimum wage;
- an advisory body competent in matters related to the minimum wage;
- issues related to reporting on the minimum wage;
- rules and procedures for determining and paying the minimum hourly wage.

According to the directive, the basis for setting or updating minimum wages is based on four mandatory elements: the purchasing power of statutory minimum wages considering the cost of living, the general level of wages and their distribution, the rate of wage growth, and long-term national productivity levels and their changes.



Contact us!

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