

## The “Active Parent” program has been launched

Starting on October 1, 2024, caregivers of children aged 12-35 months can apply for a new “active parent” social benefit, commonly referred to as “grandmother’s benefit.” The purpose of the benefit is to promote the employment activation of parents raising the youngest children. The benefit will be granted in the amount of up to PLN 1,500 (up to PLN 1,900 in the case of children with disabilities), to be used by parents to arrange care for their toddler. The program does not dictate the form in which the benefit will be used; it may cover the cost of daycare in a nursery (in which case it will be transferred directly to the institution), or used to pay for a babysitter. It is not necessary to provide a contract with a babysitter to receive the benefit.

The amount of the benefit does not depend on income. The only condition is that the child’s caregivers remain in employment. The “active parent” benefit is granted if both parents have an income whose contribution base is at least 100% of the minimum wage. The combined level of labor activity of the parents is examined.

## Special law for flood victims - what solutions can employees benefit from?

People whose homes and workplaces have been affected by the flood can take advantage of the special solutions contained in the special law. This special law introduces the following solutions to help combine work and disaster recovery.

- Employees directly affected by the floods will be eligible for a special leave of 20 days. During this period, they will retain the right to their pay, which will be calculated as equivalent to annual leave.
- Absence from work due to flood recovery is treated as an excused absence. During the 10-day period of such absence, the employee is entitled to remuneration, calculated as the relevant part of the minimum wage.
- The number of days of leave on demand has been increased from 4 to 8.
- Employees may take annual leave on an hourly-settled basis, granted as parts of the daily working hours. The employee can only use 5 days of vacation leave in this way.

- Employees may request a reduction in working hours, up to a maximum of 1/2 time.
- Flood-affected employees may not be employed overtime or sent on business trips without their consent.
- Deadlines related to labor claims will be suspended - deadlines will not start running until 14 days after the date specified in the flood ordinances.

## Announcement of the minimum wage for next year

We already know the amount of the minimum wage that will be in effect from 2025. According to the published regulation, the wage will be PLN 4666 gross, and the minimum hourly rate will be PLN 30.50 gross. There is no provision for a second increase in the minimum wage in July, as in previous years. The final amount of the minimum wage is higher than that envisaged in the draft.

### Contact us!



#### Agnieszka Fedor

Partner, attorney-at-law

☎ +48 505 782 677

✉ [agnieszka.fedor@skslegal.pl](mailto:agnieszka.fedor@skslegal.pl)



#### Magdalena Krupska-Kacprzyk

Associate

☎ +48 882 784 717

✉ [magdalena.krupska-kacprzyk@skslegal.pl](mailto:magdalena.krupska-kacprzyk@skslegal.pl)