



Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

REFERRALS TO OCCUPATIONAL MEDICINE EXAMINATIONS WITHOUT HEALTH INFORMATION

The Head of the Office for Personal Data Protection (UODO) has issued a decision stating that the data provided in an employee's referral to an occupational physician should not include any health information. Moreover, the employer is not entitled to process data concerning the type of routine occupational health check-ups. Therefore, UODO has ruled that employers who issued referrals with information about their employees' mental health problems were in breach of the GDPR provisions.

NEW RULES FOR BRIDGING PENSIONS FROM 1 JANUARY

From 1 January 2024, the rules for receiving bridging pensions have changed. The requirement of performing work in special conditions or work of a special nature before 1 January 1999 has been removed. As a result of this change, some employers should start preparing for staff turnover, as the new regulations allow people to become eligible for bridging pensions much earlier than before. Future pensioners will no longer need to prove that they started working in special conditions or performed work of a specific nature before 31 December 1998. Under the new legislation, people who started working in such conditions after that date may now be eligible for bridging pensions.

DAY OFF FOR EPIPHANY ONLY IN A GIVEN REFERENCE PERIOD

Employees who worked on the Epiphany, which fell on a Saturday this year, are entitled to an extra day off. This is because their working time was reduced by 8 hours. The employer must grant the day off during the same reference period (usually one or three months).

ANNUAL LEAVE FOR SOLE TRADERS IN 2024?

The new government has proposed introducing annual leave for sole traders. This would involve exempting entrepreneurs from Social Security contributions for one month and providing them with a holiday benefit equal to the half of the minimum wage. It is unclear whether or not they will be allowed to run a business during the leave.

LATEST DATA: MORE RECRUITMENT, PAY RISES, UNREALISTIC CANDIDATE EXPECTATIONS

According to Salary Report 2024, as many as 90% of employers intend to actively recruit employees in 2024, and 82% of those hiring are planning pay raises. At the same time, more than half of companies (56%) cite unrealistic financial expectations of candidates as one of the main problems in the labour market.

2023: RECORD-BREAKING YEAR FOR POLAND'S LABOUR MARKET

The data show that the Polish labour market broke many records in 2023. Inflation reached over 18%, unemployment was around 5%, and the minimum wage rose by nearly 20%.

SURGE IN PARENTAL LEAVE FOR FATHERS

There has been a significant increase in the number of fathers taking advantage of the new childcare entitlements. According to the Social Insurance Institution, the number of men taking parental leave quadrupled last year compared to 2022.

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UPCOMING EVENTS

- **Let's talk about money: Introduction of corporate benefit schemes in Poland. Good practices and traps** - 11 January 2024, 11:00-11:45, online. More: [here](#).
- **Springboard to ESG: Practical guidelines for reporting standards (ESRS): CSR, diversity and inclusivity (S1)** - 15 January 2024, 11:00-11:45, online. More: [here](#).
- **On unions with unions: Trade union size verification** - 17 January 2024, 11:00-11:45, online. More: [here](#).
- **PCS MeetUp: Top working time violations targeted by the State Labour Inspectorate** - 18 January 2024, 11:00-11:30, online. More: [here](#).