



Dear Readers,

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

APPLY FOR HIGHER MATERNITY PAY BY 17 MAY

Under the transitional work-life balance laws, insured persons receiving maternity or parental pay for the period of maternity leave, leave on terms of maternity leave or parental leave at the time the regulations became effective (26 April) are entitled to the pay set out by the new regulations (100% of the pay assessment basis for the period of maternity leave and 70% of the pay assessment basis for parental leave, and 81.5% for applications covering both of those periods). Individuals who received the maternity or parental leave pay or a part of it between 2 August 2022 and 25 April 2023 are also entitled to the increased pay under new regulations. However, it must be done no later than 21 days after the regulations become effective, which falls on 17 May 2023. Those who do not apply will continue to receive the pay as before.

CHANGES TO EMPLOYEE RECORDS

On 17 May 2023, the new regulation of the Minister of Family and Social Policy of 9 May 2023 amending employee records legislation will become effective. The new regulation extends the list of documents that employers will have to keep as part of employee records. This concerns mostly new types of leave, including requests for force majeure and carer's leave, as well as new employment protections, such as employee requests:

- to change the type of employment contract to an indefinite contract,
- for more predictable and safer working conditions,
- to give the reason for terminating a probationary contract with notice.

The full list of changes can be found [here](#).

CJEU ADVOCATE GENERAL'S TAKE AT RELIGIOUS SYMBOLS AT WORK

The Court of Justice of the European Union will yet again consider the ban on wearing religious symbols in the workplace. This particular case concerns a Muslim wearing a headscarf in a Belgian public authority office with a neutrality policy in place. For the time being, the CJEU Advocate General wrote an opinion that public entities may sometimes prohibit their employees from wearing any religious symbols at work. However, the ban must not target any specific religion, even indirectly, because it would be discriminatory. Ref. C-148/22.

CHANGES TO YOUNG WORKERS PAY

The Council of Ministers has prepared a draft amendment to the youth vocational training and pay regulation ([more here](#)). According to the new wording of the legislation, a first year young worker will receive a minimum of 8% of the average monthly salary in Poland in the previous quarter, a minimum of 9% in the second year and no less than 10% in the third year of work. Such pay increase is intended to act as an incentive for young people to take up vocational training. The regulation is to take effect from 1 September 2023.

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner and **Oskar Kwiatkowski**, trainee attorney-at-law, lawyer.

UPCOMING EVENTS

- **On unions with unions: Self-governance and independence of a trade union vs employer-funded union activities** - 16 May 2023, 11:00-11:45, online. More: [here](#).
- **Webinar: Employee performance management - what to keep in mind?** - 17 May 2023, 11:00-11:45, online. More: [here](#).
- **Webinar: The ABC of fostering workplace diversity** - 23 May 2023, 11:00-13:00, online. More: [here](#).