



Dear Readers,

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

MINISTRY OF LABOUR PLANS CHANGES TO SICK LEAVES

The Ministry of Family, Labour and Social Policy is planning changes to the payments of benefits and control of sick leaves. The Ministry keeps its promise made in the coalition agreement, which mentioned, among other proposals, ZUS covering sick leaves from the first day of absence. Detailed information on the solutions adopted by the Ministry are not yet clear, nor is the estimated date for implementing these changes.

HIGHER GRANTS FORM PFRON FUND

A draft act amending the regulations on professional and social rehabilitation and employment of persons with disabilities has appeared in the Council of Ministers' list of legislative works. The aim of the proposed changes is to increase monthly financing of salaries of disabled employees from the PFRON funds. In case of severe disability, the project proposes 2760 PLN (currently 2400 PLN), for moderate disability: 1550 PLN (currently 1350 PLN) and for mild disability 575 PLN (currently 500 PLN). The increased amounts will be applied from July 2024.

LAST MINUTE TO EQUIP WORKSTATIONS

17 May 2024 marks the deadline for adapting workstations created before November 2023 to the new health and safety regulations, including providing them with appropriate equipment. According to the new regulations if computer monitors are used for at least half of the daily working time, employees should be provided with additional equipment such as a desktop monitor, laptop stands, keyboards and a mouse.

MORE INSPECTIONS FROM ZUS

Comparing with corresponding periods in previous years, the first quarter of 2024 brought another increase in the number of ZUS inspections, saving the Social Insurance Fund (FUS) almost 10 million PLN more than in the same period last year – due to the reduction and withdrawal of benefits until 31 March this year. The changes, introducing financing sick leaves by ZUS from the first day of absence, will certainly result in even more inspections.

EUROSTAT: POLAND WITH LOWEST UNEMPLOYMENT RATE IN THE EU

In March 2024, the unemployment rate – calculated according to Eurostat methodology – stood at 2.9%, allowing Poland to take the lead among EU countries with the lowest unemployment rate. The same result was noted in the Czech Republic. The EU average was 6%, and in the euro area, it was 6.5%. Slovenia took third place with unemployment at 3.1%, and fourth were Germany and Malta with a rate of 3.2%.

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UPCOMING EVENTS

- **Trust but check: Bossware - a look at employer's monitoring tools** - 14 May 2024, 11:00-11:45, online. More: [here](#).
- **On Unions with Unions: Collective disputes in practice** - 15 May 2024, 11:00-11:45, online. More: [here](#).
- **Employer and employee in court: Bullying and discrimination - the ultimate weapon against employers** - 16 May 2024, 11:00-11:45, online. More: [here](#).
- **HR Signal: Non-retaliation and whistleblower protection** - 20 May 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Year of changed in Labour Code: Whistleblowers, ESG, pay transparency - what to prepare for?** - 20 May 2024, 13:00, online. More: [here](#).
- **International Conference ELMI 2024** - 20 May 2024, Warsaw. More: [here](#).
- **PCS | Littler conference on the 50th anniversary of the Labour Code - live streaming** - 22 May 2024, 10:00-10:50, online. More: [here](#).
- **HR Lab Kraków: DE&I and pay transparency in the workplace** - 6 June 2024, 11:00-14:00, Cracow. More: [here](#).
- **HR Lab Poznań: Employees in social media and the future of HR law and technology** - 17 June 2024, 11:00-14:00, Poznań. More: [here](#).