



Dear Readers,

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

WHISTLEBLOWER PROTECTION LAW IS PASSED

On Thursday 23 May the Sejm (Polish parliament) passed the whistleblower protection law. The bill will now go to the Senate and then to the President. The adaptive period will not be extended for the bill under consideration. There will be no more time to implement internal notification procedures than the voted project provided for, therefore employers should act as quickly as possible.

EQUAL SOCIAL ADVANTAGES FOR FRONTIER AND RESIDENT WORKERS

In line with the latest CJEU judgement, cross-border workers who pay taxes and social contributions in the host country where they are employed, should be able to benefit from family benefits and social and tax advantages under the same conditions as national workers. The legislation in question results in different treatment and is not in line with the EU law. CJEU judgement of 16 May 2024, ref. no: C-27/23 | Hocinx.

RISING SALARIES

On 22 May GUS (Statistics Poland) published the latest numbers. The average monthly salary in the enterprise sector in April 2024 was 8271,99 PLN gross. Thus, the nominal wage increase was 11.3 % year-on-year.

REPROTOXIC CHEMICALS IN THE LABOUR CODE

On 23 May, the Polish parliament passed amendments to Article 222 of the Labour Code, expanding the list of harmful substances to reprotoxic chemicals that can damage the reproductive process. These changes implement provisions of the Directive on protecting workers from the risks related to exposure to carcinogens or mutagens at work.

2025 MINIMUM WAGE NEGOTIATIONS

The annual negotiations in the Social Dialogue Council regarding the minimum wage for the next year have begun. Employers are opposed to any increases, especially since the current level is compliant with the EU regulations that will come into effect on 15 November this year. On the other hand, trade unions are advocating for increase of 350 PLN, or 8,14%, bringing the minimum wage to 4 650 PLN. The government has not presented their proposals yet, the deadline for them is until 15 June.

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

- **HR Signal: Confidentiality, data protection and criminal liability** - 3 June 2024, 11:00-11:30, online. More: [here](#).
- **Conference: Whistleblowers in organisations** - 3 June 2024, 9:30-12:30, online. More: [here](#).
- **PCS MeetUp: On-calls, shifts, calls on holidays – staying in touch with employees “after hours”** - 4 June 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Another amendment to the special act on aid to Ukrainian citizens** - 4 June 2024, 14:00-15:00, online. More: [here](#).
- **Let’s talk about money: What is income for an employee and what is not? Latest rulings and interpretations** - 6 June 2024, 11:00-11:45, 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](#).