



Dear Readers,

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

PIP MAY SOON HAVE POWER TO CONVERT B2B CONTRACTS TO EMPLOYMENT

The Chief Labour Inspector, Marcin Stanecki, has announced a proposed change with significant implications for businesses. The Polish Labour Inspectorate (PIP) might be granted new authority to convert B2B contracts, including service commissioning agreements ("umowy zlecenia") and contracts for specific tasks ("umowy o dzieło"), into formal employment contracts through an administrative decision. Employers would have the right to appeal such decisions. The PIP would likely prioritize cases where a self-employed person providing services to a company previously held an employee position within the same entity. The specific date for the changes is not yet known.

SOCIAL DIALOGUE COUNCIL TO DECIDE ON 2025 MINIMUM WAGE

On Monday, 15th July 2024, the Social Dialogue Council will determine the final minimum monthly wage and salary increases for the public sector in 2025. The Ministry has proposed a minimum monthly pay of PLN 4626 gross, effective 1st January 2025. This represents a 7.6% increase (PLN 326) compared to the current minimum wage as of 1st July 2024.

B2B AND SERVICE AGREEMENTS MAY COUNT TOWARD SENIORITY SOON

The Ministry of Family, Labour and Social Policy is making progress on an amendment to the Labour Code. This update would count B2B contracts and service commissioning agreements ("umowy zlecenia") towards an employee's seniority (length of service). The Ministry aims to submit the bill to the Council of Ministers and then to the Sejm (Polish Parliament) as early as Q3 2024. If all goes according to plan, it could be passed into law this year. However, the new rules would not likely come into effect before 1st January 2026.

NEW RULES FOR DISABILITY CERTIFICATES

Disability certificates issued under the Emergency COVID-19 Law remain valid until 30th September 2024. Anticipating a surge in applications for new certificates, a regulation has been drafted to address the situation where an old certificate expires before a new one is issued. The existing disability certificate will stay valid until the new one becomes final, provided the application for the new certificate is submitted within the validity period of the existing one.

NEW REGULATIONS FOR WORKING IN HIGH TEMPERATURES COMING SOON

The Ministry of Family, Labour and Social Policy is taking action to create a comprehensive set of regulations addressing work in high temperatures. Currently, regulations in this area are fragmented and inconsistent. This project is still in the early stages of development.

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

UPCOMING EVENTS

- **On Unions with Unions: Time to verify trade union numbers** - 17 July 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: Transparency and equality in employment - a practical guide to pay disclosure directive and ESG reporting** - 23 July, 11:00 - 11:45, online. More: [here](#).
- **Webinar: Whistleblowers in corporate groups: addressing employer concerns** - 31 July, 11:00 am - 12:00 pm, online. More: [here](#).
- **HR Lab Gdańsk: Employer today and tomorrow: Whistleblowers and the conflict of company and employee values** - 10 September 2024, 11:00-14:00, Gdańsk. More: [here](#).
- **HR Lab Kraków: Managing employee underperformance and AI in employment** - 27 September 2024, 11:00-14:00, Kraków. More: [here](#).