



Dear Readers,

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

### NEW ENTITLEMENTS FOR FLOOD-AFFECTED EMPLOYEES

On 5th October, just one day after its publication in the Journal of Laws, a new amendment to the Act on special measures for flood remediation and recovery efforts took effect. Recognizing the urgent need for additional support, the government expedited the legislative process. The new law introduces significant changes in employment law. Employees who have suffered property damage due to the flood will now be entitled to: 20 days of paid leave; 8 days of leave on request; the option to reduce working hours; the option to use hourly leave. Additionally, employers will not be able to require overtime work or post employees without their explicit consent. For more details, please refer to the full text of the Act: [here](#).

### COUNCIL OF MINISTERS OPPOSES CHANGES TO STATE LABOUR INSPECTION CHECKS

A recently published bill amending the laws governing the State Labour Inspection (SLI) checks proposes a uniform inspection process for all employers. This would eliminate the current requirement for inspectors to present authorisation documents. Furthermore, the amendment proposes to abolish limits on the duration of inspections in certain situations. However, the Council of Ministers has expressed strong reservations about the proposed changes. The government considers them unnecessary and likely to increase the red tape burden and create overly intrusive inspections. Link to the bill: [here](#).

### CHANGES TO SICK NOTES

New regulations on electronic medical certificates went into effect in October. These regulations make the applications used to transfer electronic sick notes (e-ZLA) to the Social Insurance Institution (ZUS) more user-friendly. The aim is to simplify the process of transmitting sick notes to ZUS and minimise the risk of errors. Moreover, the changes have also affected the rules for ZUS inspections. From now on, employees on sick leave are no longer expected to remain at home at all times.

### STATISTICS POLAND: WAGES FELL IN APRIL

According to Statistics Poland, the median gross salary in the national economy amounted to PLN 6500 in April 2024. This was 21.9% lower than the average salary, which amounted to PLN 8323. Compared to March, the median fell by PLN 44.22 and the average salary was lower by PLN 281.72. The gender pay gap persisted, with men earning more than women on average.

### RECORD GROWTH OF IT COMPANIES IN POLAND, SALARIES GO UP

Since the beginning of 2024, the labour market in Poland has grown by 11,000 new IT companies. Experts predict that by the end of 2024, the number of IT companies in Poland will exceed 200,000. Such figures place Poland at the forefront of Europe in terms of the technology market growth pace. Notable trends also include an increase in salaries and, consequently, increased demands from employers, including a hybrid work model in place of full remote working and the requirement to specialize in specific areas of IT.

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### UPCOMING EVENTS

- **Webinar: Back to the office - 10 rules for getting the transition right** - 8 October 2024, 11:00 - 11:45, online. More: [here](#).
- **10th Polish Labour Law Congress** - 8-9 October 2024, 9:00 - 14:00, online. More: [here](#).
- **No, because of GDPR! What about former employee's email address – former, current and prospective employee data lifecycle.** - 10 October 2024, 11:00 – 11:45, online. More: [here](#).
- **Webinar: Compliance in the age of automation and AI in HR** - 14 October 2024, 11:00 - 11:45, online. More: [here](#).
- **HR Lab Wrocław: Dismissal of an employee in 2025 and transformation of contracts by the National Labour Inspectorate** - 15 October 2024, 10:00-13:00, Wrocław. More: [here](#).
- **On unions with unions: Raise or strike - how to counteract abuse in industrial disputes?** - 16 October 2024, 11:00 - 11:45, online. More: [here](#).
- **2nd Conference: Employee termination** - 16 October 2024, 9:00 - 13:00, online. More: [here](#).
- **Employer and employee in court: Controversial evidence** - 17 October 2024, 11:00-11:45, online. More: [here](#).