



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 SIGNED BY THE PRESIDENT

On Wednesday, 19th June 2024, President Andrzej Duda signed the law on protection of whistleblowers. It will come into force three months after its publication.

PUBLIC OFFICES TEST SHORTENED WORKWEEK

From 1st July 2024 employees of the Leszno City Hall will be subject to a pilot 35-hour workweek. The local government wants to test how this will work in practice. Department heads and managers will analyse and report the impact on work productivity and efficiency. Positive results from these tests could accelerate Ministry's work on the promised regulations to shorten the workweek.

HIGHER MINIMUM WAGE FROM 1 JULY 2024

Starting 1st July 2024, the minimum wage will be raised to 4300 PLN, an increase of 58 PLN compared to the current amount and the second raise this year. The increase will also affect other employee benefits. The maximum severance pay during group layoffs will be raised to 64 500 PLN from July, an increase of 870 PLN from the previous amount.

CHANGES TO THE GUIDE ON PERSONAL DATA PROTECTION IN THE WORKPLACE

Works are underway to update the Guide on personal data protection in the workplace. According to the Personal Data Protection Office (UODO), the goal is to align the Guide's provisions with current law and adapt it to today's challenges, dilemmas and concerns. The deadline for submitting comments and feedback was set for 21st June 2024. Opening to the voices of the market and the public is intended to emphasize guide's adaptation and ensure transparency throughout the process. The UODO will be supported by the Social Expert Team operating alongside the Office.

NEW RULES FOR PROTECTING EMPLOYEES FORM HARMFUL FACTORS

Significant changes are coming to the labour Code concerning employee training and the registers, and individual medical records of employees. The duties and rights of occupational medicine doctors will also change. These will relate to the solutions that need to be implemented in workplaces that pose risk to employees. The list of chemical substances, as well as carcinogenic or mutagenic factors and technological processes, will be expanded. Additionally, employers will be required to inform employees whenever it is necessary for them to undergo health checks related to the established permissible concentration values in biological material. The changes are expected to come into effect by the end of July 2024.

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

- **Modern Employer: Employee online activity** – 25 June 2024, 11:00-11:45, online. More: *here*.
- **Conference: Summer with HR** – 2 July 2024, 9:30- 16:00, online. More: *here*.
- **Let's Talk Money: Optimising employee benefits - strategies to control costs and maximise value** – 4 July 2024, 11:00-11:45, online. More: *here*.
- **On Unions with Unions: Time to verify trade union numbers** - 17 July 2024, 11:00-11:45, online. More: *here*.