



Dear Readers,

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

SENATE: WHISTLEBLOWERS WILL NOT REPORT LABOUR LAW VIOLATIONS

On 5th June, the Senate passed the whistleblower protection act. One of the adopted amendments involved removing labour law from the list of areas where violations may be reported. The amendments will now be reviewed by the parliament. The MPs will have a final say on the removal of labour law from the act. The Parliament's Social Policy and Family Committee will focus on the whistleblowers' issue during the meeting on 12th June.

BETTER PROTECTION OF EMPLOYEES' REPRODUCTIVE HEALTH

On 5th June, the Senate passed amendments to the Labour Code. The bill has already been sent to the President. The introduction of these changes aims to ensure even more effective protection of female and male employees' health against so-called reprotoxic substances. These chemicals can adversely affect children's development and reproductive process in adult men and women. Link to the bill: [here](#).

CHANGES: PIP INSPECTIONS WITHOUT AUTHORISATION

The Petitions Committee has prepared a draft amendment to the act on the National Labour Inspectorate. According to the amendment, an inspector would not be required to present authorisation, and restrictions on conducting inspections would be lifted. Currently, inspector's service ID and authorisation are required for the inspection. The draft was met with negative feedback from employers, who point out that the authorisation currently serves an important informational function regarding the scope of the inspection, and its commencement and conclusion.

MINISTRY OF HEALTH: NO CHANGES TO DOUBLE CONTRIBUTIONS

The Ministry of Health has announced that there are no plans to change the current state of multiple insurance contributions in case of overlapping titles for contributions. This situation affects, among others, individuals who combine employment with business activities or entrepreneurs running several businesses. The cost of limiting contributions is estimated to be around 90 billion PLN. Response of the deputy minister of health of 27th May 2024 to the interpellation 2659 (ref. no. DLU.050.21.2024.AŻ).

THE LEFT ANNOUNCES PAID STUDENT INTERNSHIPS

During the election campaign, Robert Biedroń, the Left's candidate for the European Parliament, assured that his priority is for young people to be compensated for internships. The Left demands that interns and trainees earn a minimum of 3 500 PLN net per month.

PIP RECEIVES COMPLAINTS ABOUT ALCOHOL AND DRUG TESTS

The National Labour Inspectorate (PIP) draws attention to the methods of conducting employees' alcohol and drug tests. Many of the received complaints are justified, as employers are not properly implementing preventive alcohol and drug checks and, most importantly, are not fulfilling their informational obligations towards employees. Without properly implemented procedures, only incidental sobriety verification is possible, with the support of authorities.

RECORD LOW UNEMPLOYMENT IN MAY

According to data provided by the ministry, the registered unemployment rate in May was 5%, a decrease of 0.1 percentage points compared to April this year. Since 1990, there has never been a lower number of unemployed or a lower registered unemployment rate in May. Poland ranked second in the European Union for the lowest unemployment rate, surpassed only by the Czech Republic (2.7%).

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UPCOMING EVENTS

- **Trust and check before they check you! Employers' new whistleblower obligations** - 10 June 2024, 11:00-11:45, online. More: [here](#).
- **LMD Managers Community Meeting: Settlements and team member incentives** - 11 June 2024, Warsaw. More: [here](#).
- **Webinar: Pride Month. Diversity & Inclusion in the workplace** - 12 June 2024, 11:00-11:45, online. More: [here](#).
- **Online workshop: Shaping salaries in financial institutions – regulatory requirements and best practices** - 12-13 June 2024, 9:00-15:30, online. More: [here](#).
- **No, because of GDPR!: Effective compliance strategies – how to address hate speech and create a respectful workplace** – 13th June, 11:00 - 11:45, online. More: [here](#).
- **10 key rules for amicable separation with an employee** - 14 June 2024, 11:00-11:45, online. 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](#).