



Dear Readers,

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

SUBORDINATION AS KEY CRITERION FOR CONVERTING CIVIL LAW CONTRACTS INTO EMPLOYMENT CONTRACTS

If the planned changes come into effect, labour inspectors will be able to convert civil law contracts into employment contracts, if they reflect an employment relationship. The main criteria identified by the State Labour Inspection include subordination to the employer, location, and timing of the performed work.

NEW MINIMUM WAGE REGULATIONS COMING SOON

The Ministry of Family, Labour and Social Policy started works on new minimum wage regulations. The draft outlines the principles and procedures for setting and updating the minimum wage. The project adapts the EU directive on adequate minimum wages in the EU, which has to be implemented by 15 November 2024. The project's key points include establishing a reference value to assess the adequacy of minimum wage, and updating the wage at least every four years, based on four criteria: the purchasing power of the minimum wage considering the cost of living, long-term national productivity levels and their changes, as well as wage levels and their distribution. Link to the project: [here](#).

MRPIPS AND PIP: ANNUAL LEAVE CAN BE SPLIT, BUT 2 WEEKS HAVE TO BE CONSECUTIVE

The Ministry of Family and Social Policy (MRPIPS) and the State Labour Inspection (PIP) recently commented on the division of annual leave. According to the MRPIPS, an employee can split their leave into parts, but at least one of them must be a minimum of 14 consecutive calendar days, including Sundays and holidays. The PIP's position confirms that this arrangement does not violate employee rights.

PIP PLANS REMOTE EMPLOYER INSPECTIONS

One of the changes that may be introduced with the amendment to the State Labour Inspection (PIP) act is remote inspections. The details of the project are yet unknown, as the State Labour Inspection is finalising works on the project. However, it is likely, that the inspectors will be authorised to conduct inspections of employers via phone calls or video conferences.

ORGANISATIONAL CHANGES AND 4-DAY WORKWEEK IN HOSPITALS

The younger generation of doctors highly values their work-life balance. They proposed a shift-based work system in hospitals, divided into two teams working for three days, and supplemented by on-call duties. The implementation will be challenging, due to the need for reorganising hospitals, which cannot operate only for four days a week.

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

- **Webinar: Whistleblowers in corporate groups: addressing employer concerns** – 31 July, 11:00-12:00, online. More: [here](#).
- **Let's talk about money: Company cars for personal use and personal cars for company use – a road map** - 1 August 2024, 11:00-11:45, online. More: [here](#).
- **Trust and Control: Non-compete, confidentiality and other tools for employers** - 8 August 2024, 11:00-11:45, online. More: [here](#).
- **On Unions with Unions: Rules for communicating with trade unions. What can they demand? How to respond?** - 21 August 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: How to manage employee internet activity?** - 22 August 2024, 11:00-12:00, 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](#).