



New Health and Safety Obligations for Employers

1. Background

As of 18 January 2009 amendments to the Polish Labour Code will come into force. These amendments provide new obligations for employers in the following areas:

- health and safety at work
- fire safety and evacuation procedures
- first-aid training and officers
- definition of tasks which must be performed by two employees jointly

In addition to implementing the new provisions, employers should also update their existing work regulations as soon as possible to reflect these changes.

2. Other Changes to the Labour Code

There are a number of other amendments to the Polish Labour Code including:

- Maternity leave: change in amounts and extension for the years 2010-2014
- Special paternal leave during the first 12 months of a child's life
- Additional leave for parents adopting a child
- Regulations of employers regarding the equal treatment in employment, and preventing discrimination and mobbing
- The minimum salary has been raised to PLN 1,276 gross

3. Contact

If you would like to discuss any of the issues in this legal alert then please contact:

Agnieszka Janowska
Head of Employment Department
TGC Corporate Lawyers
ul. Królewska 27, 00-060 Warsaw, Poland
T: +48 0 22 653 3862
E: ajanowska@tgc.eu

Nicholas Johnson
Solicitor
TGC Corporate Lawyers
ul. Królewska 27, 00-060 Warsaw, Poland
T: +48 0 22 653 3720
E: njohnson@tgc.eu

Warsaw
ul. Królewska 27
00-060 Warszawa, Poland
Tel.: +48 (0) 22 653 3644
Fax: +48 (0) 22 827 6915

Bratislava
Grösslingova 45
915 01 Bratislava, Slovakia
Tel.: +421 2 54 630 457
Fax.: +421 2 54 645 032

Wrocław
ul. Sw. Antoniego 15
50-073 Wrocław, Poland
Tel.: +48 (0) 71 344 3495
Fax.: +48 (0) 71 344 4591

Prague
Hyberská 32/1271
110 00 Prague, Czech Republic
Tel.: +420 221 111 611
Fax.: +420 221 111 612

Łódź
ul. Niciarniana 2/6
92-208 Łódź, Poland
Tel.: +48 (0) 42 671 8560
Fax.: +48 (0) 42 671 8561

Brno
Česká 17
602 00 Brno, Czech Republic
Tel.: +420 542 425 821
Fax.: +420 542 425 822

Kraków
ul. Prądnicka 4
30-002 Kraków, Poland
Tel.: +48 (12) 633 5625
Fax.: +48 (12) 633 9734