HR / Payroll Alerts Poland I

Changes to the Polish labour law from 1 January 2021

Changes to the Polish labour law from 1 January 2021

Date 28 Dec 2020 / **Category** HR / Payroll Alerts Poland

On **1** January 2021, changes to the labour law will come into force. The most important of these are:

1. Minimum wage increase

The **minimum wage** for persons working under an employment contract will be **2,800.00PLN gross per month**.

2. Increase in the minimum hourly rate for a person working under a contract of mandate

The minimum hourly rate for persons working under the contract of mandate will be **18,30PLN gross**. In case of contracts based on monthly amounts, this creates an obligation to keep records of working hours.

3. Holiday allowance

Companies which have less than 50 full-time employees as of 1st January, 2021 are obliged to pay holiday allowance. However, until **31.01.2021**, they may waive this obligation or reduce the amount of the benefit by informing the employees in writing within the aforementioned period.

The holiday allowance in 2021 amounts to **1,550.26PLN gross (full-time equivalent)**. The benefit is paid once a year to each employee, provided that at least one part of their annual leave lasts at least 14 consecutive calendar days.

4. Corporate Social Benefit Fund (ZFŚS)

Companies which have 50 or more employees as of 1st January, 2021, are obliged to set up a **Corporate Social Benefit Fund (ZFŚS).** However, the company may resign from establishing the Social Benefits Fund by publishing this information in the work regulations and informing the employees thereof. We would like to remind you that the changes in the regulations come into effect 14 days after their publication. In 2021 the deduction concerning the Corporate Social Benefit Fund for a full-time employee will amount to **1,550.26PLN gross**.

5. The obligation to report contracts for specific tasks to ZUS

On 1 January 2021 a new regulation comes into force which imposes an **obligation on employers to report contracts for specific tasks to ZUS**. It can also be expected that ZUS will control these contracts for specific tasks. Here you can find more details about it: LINK.

6. Statutory holidays in 2021

1st January 2021 (Friday) – New Year

6th January 2021 (Wednesday) – Epiphany

4th April 2021 (Sunday) – Easter

5th April 2021 (Monday) – Easter Monday

1st May 2021 (Saturday) – Labour Day

3rd May 2021 (Monday) – 3 May Constitution Day

23rd May 2021 (Sunday) – Pentecost

3rd June 2021 (Thursday) – Corpus Christi

15th August 2021 (Sunday) – Assumption of Mary

1st November 2021 (Monday) – All Saints' Day

11th November 2021 (Thursday) – Independence Day

25th December 2021 (Saturday) – Christmas Day

26th December 2021 (Sunday) – Boxing Day

We would like to remind you that according to the regulations in force, employers are obliged to **grant employees a paid day off, within a particular timescale**, if a public holiday falls on a Saturday.

If you have any further questions or require additional information, please contact your business relationship person or use the enquiry form on the **getsix®** website.

Related topic:

[The obligation to notify the Polish Social Insurance Institution (ZUS) about contracts for specific tasks starting from 1 January 2021](#)

***