

Poland

Fixed Term Contracts

Fixed-term contracts are permitted in Poland. For Temporary Worker Contracts, the maximum duration is 18 months.

Probationary Periods

There are no probationary periods for temporary work contracts.

Holidays

In Poland, Workers recognize 13 national public holidays. Generally, work performed on a public holiday must be compensated by a day off in lieu or a pay premium equal to 100% of the Worker's salary.

Vacation

For workers on Temporary Worker Contracts, annual leave is 2 days/each month worked.

Sick Leave

Workers are entitled to 80% of their pay when unable to work due to illness, which is paid for by the employer for the first 33 days. In the case of pregnancy related illness workers are entitled to 100% of their pay.

Working Hours

Workng hours in Poland are 8 hours per day, 40 hours per week.

Overtime

Under the Polish Labour Code, Workers may be entitled to a pay premium for work more than 8 hours per day or 40 hours per five-day workweek, of 150% on a standard day and 200% for work performed on a holiday. There is a maximum of 416 hours of overtime allowed per year.

Termination

Unless on a fixed-term agreement or in cases of serious misconduct, Workers must be given advanced written notice before terminations. The amount of written notice for workers on temporary employment contracts is one week. Client agrees to abide by local Polish law in terminating Workers.