

February 2024



#35latSEKA

# TOP 10 NEWS

OHS, FIRE SAFETY, ENVIRONMENTAL PROTECTION, LABOUR LAW, FIRST AID

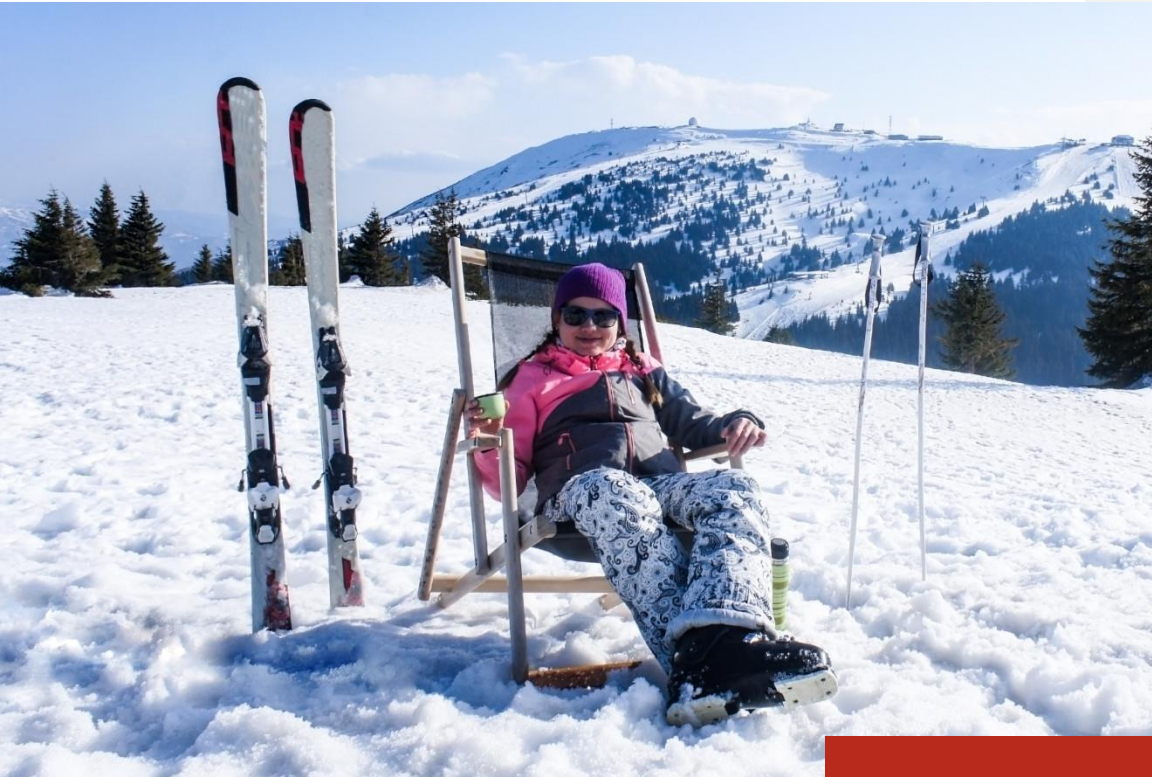
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# UNTIL WHEN SHOULD AN OUTSTANDING HOLIDAY BE TAKEN?

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**Rest leave not taken until the end of a given year becomes outstanding holiday, and the employee is under an obligation to take it by 30 September of the next calendar year at the latest.**

However, it is worth noting that any outstanding holiday not granted within the prescribed deadline does not become invalid. Under Art. 291 Labour Code, employment claims become time-barred after 3 years from the moment such claim becomes due.



# CO STILL DANGEROUS!

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Carbon monoxide (CO) obtains as a result of burning with insufficient access to air, hence, e.g. blocking ventilation grills may cause a real threat, and seeming savings can cost lives.

CO is a highly toxic gas which penetrates the organism through airways blocking haemoglobin. Lack of access of oxygen to the body results in brain and other internal organ damage and, as a result, in death. CO is called 'sneaky killer', as it is entirely imperceptible to humans.



# BUSINESS'S NEW ENVIRONMENTAL OBLIGATIONS



Since 1 January 2024, businesses have had a statutory reporting duty with respect to certain waste management and product charge. Companies offering foodstuffs or beverages in disposable plastic packaging are required to collect a one-off charge per unit of packaging.

This includes:

- **Drink cups** (including lids).
- **Food containers:** used for direct consumption (on-site or takeaway).

Charges:

- **PLN 0.20 per 1 item** - cups,
- **PLN 0.25 per 1 item** - food containers.

# TOTAL LENGTH OF SERVICE AND PART-TIME WORK

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The time of part-time work is fully included in total length of service. This means that it has full effect on the determination of right to jubilee bonus, redundancy pay and other employee benefits. Also, the period of notice does not change in the case of part-time work.



# SLEEP AND MENTAL FITNESS

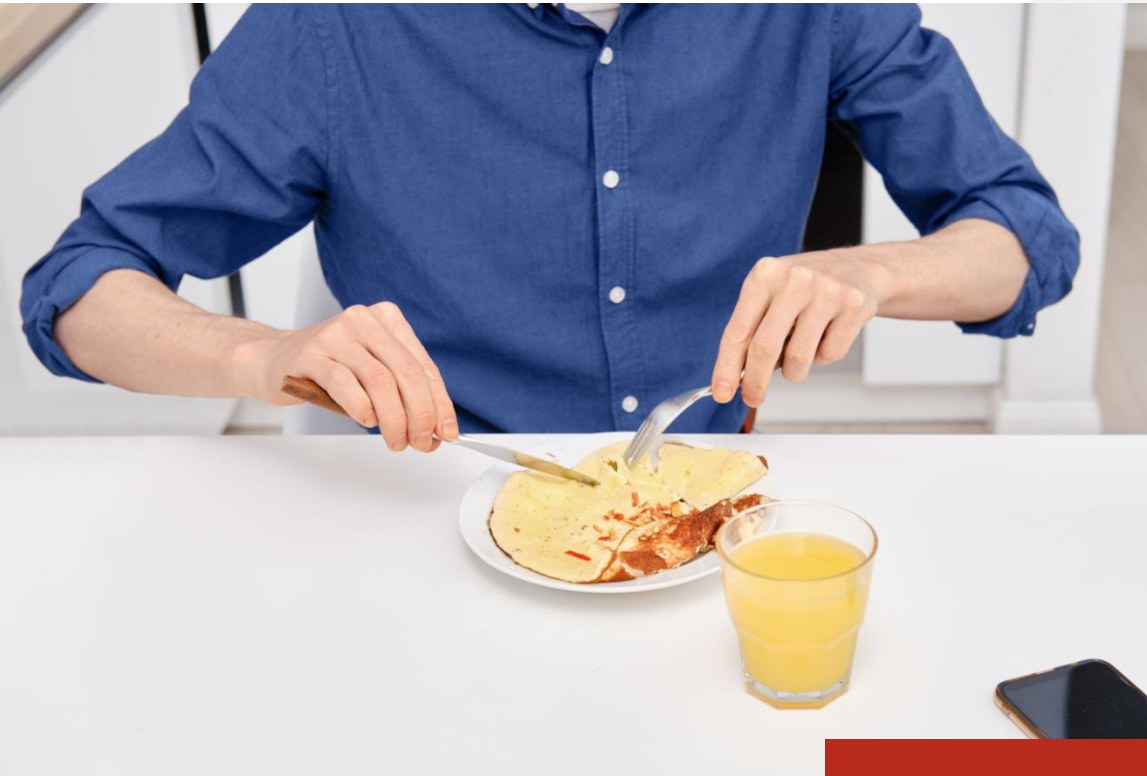
Sleep plays an essential role in cell regeneration through engagement in protein synthesis. It is related to memory enhancement. It plays a key role in the process of recording memories. Sleep deficit may result, among other things, in:

- worse mood,
- longer response times,
- worse learning, problem-solving and memorising abilities,
- faster brain aging,
- increased risk of neurodegenerative diseases.



# WHEN MUST AN EMPLOYER PROVIDE A DINING ROOM?

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An employer employing more than 20 employees during one shift should provide the staff with a room for meal consumption, i.e. dining room. This obligation also applies to employers employee 20 or fewer workers who are exposed to contact with harmful substances or who perform particularly dirty work.

# WHAT PENALTIES MAY BE IMPOSED BY AN EMPLOYER FOR FAILURE TO COMPLY WITH OHS REGULATIONS?

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The Labour Code provides for 3 types of penalties:

- admonition,
- reprimand,
- financial penalty.

The penalties of admonition and reprimand may be imposed for failure to comply with:

- establish organisation and order of the work process,
- occupational health and safety regulations, fire safety regulations,
- the manner of clocking in and out and justifying absence from work in operation.





# WHAT PENALTIES MAY BE IMPOSED BY AN EMPLOYER FOR FAILURE TO COMPLY WITH OHS REGULATIONS?



A financial penalty may be imposed for failure to comply with:

- OHS or fire safety regulations,
- leaving work without justification,
- reporting to work in the state of intoxication, or consuming alcohol during working hours.

# MORE AND MORE STRESS AT WORK

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**By 2030, depression is likely to become the most frequent disease in the world. At the same time, according to the report of the Safe at Work Coalition, nearly 40 per cent of employees and employers come under stress at work.**

This may result in health issues in employees and their absenteeism, and, consequently, generate considerable losses to the employee and employer alike.

Source: prawo.pl



# OCCUPATIONAL RISK ASSESSMENT IS A CONTINUOUS PROCESS

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**The law imposes an obligation on employers to assess and document the occupational risk involved in the work performed and apply necessary preventive measures.**

**Risk assessment is defined as a continuous process; hence, it should be carried out regularly and in the case of any changes being made and events occurring which may affect the health and safety of the staff.**



Source: prawo.pl

# POLES INCREASINGLY TIRED AT WORK

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According to the OECD Employment Outlook report, Poles are among the most hard-working nations in Europe. Many employees are forced to spend extra time at work, doing overtime or additional tasks that fall outside their scope of responsibility. This leads to fatigue and, as a result, to sick leave.

Source: prawo.pl

See more at [www.seka.pl](http://www.seka.pl)



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## KULTURA BEZPIECZEŃSTWA WELLBEING ROZWÓJ I SZKOLENIA DOBRE PRAKTYKI

SEKA S.A. ma w swoim DNA i misji edukowanie w zakresie szeroko rozumianego bezpieczeństwa. Jest to działanie nie tylko wynikające z podpisanych umów z klientami, ale także z obszaru społecznej odpowiedzialności biznesu.

Chcemy podnosić społeczną świadomość i wiedzę z zakresu bezpieczeństwa pracy, jakości życia oraz promować kultury bezpieczeństwa w pracy i życiu pozazawodowym człowieka.

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