



protection of employees against termination or rescission of an employment contract. If the need to protect the employee's rights so warrants, and the existence of an employment relationship has been substantiated, the court will also be able to regulate the rights and obligations of the parties to the contract for the duration of the proceedings.

- **Individual interpretations:** employers will be able to submit a request to the Chief Labour Inspector for an individual interpretation regarding the application of labour law provisions to determine whether the legal relationship described in the request constitutes an employment relationship within the meaning of Article 22 § 1 of the Labour Code. An individual interpretation will not be binding on the applicant, provided that the applicant cannot be subject to administrative or financial sanctions or penalties to the extent that they have complied with it. An individual interpretation will, however, be binding on PIP and may be amended or revoked only in the event of a change in the circumstances of the case.
- **Increase in penalties:** upon the entry into force of the new provisions, the amounts of fines for offences against employees' rights specified in the Labour Code will be doubled: the lower limits from PLN 1,000 to PLN 2,000 and from PLN 1,500 to PLN 3,000, and the upper limits from PLN 30,000 to PLN 60,000 and from PLN 45,000 to PLN 90,000. For the time being, this does not yet apply to fines provided for in legislation other than the Labour Code.
- **Application to civil law contracts concluded before the amendment comes into force:** the new provisions will apply to civil law contracts under which work is performed, concluded before the date of entry into force of this Act and continuing on that date.
- **Voluntary compliance with the law:** an entity which, within 12 months of the date of entry into force of the amendment, voluntarily brings the situation into compliance with the law by concluding an employment contract, will not be liable for an offence against the rights of the employee.

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