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TOP 10 NEWS

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

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TETHERED CAP REQUIREMENT



From 1 July 2024 on, bottles, tubes and cartons for beverages and other food products will have to be equipped with caps tethered to the packaging.

The solution aims at making it easier to recycle caps. The obligation was imposed by the act amending the act on packaging and packaging waste management and certain other acts of 9 March 2023, and results from an EU directive.

PROFESSIONAL BURNOUT – A PROBLEM NOT TO BE DOWNPLAYED

In Poland, as many as 26% of those in work are affected by professional burnout with another 41% experiencing milder symptoms periodically. According to experts, unless remedial action is taken, the problem will continue to grow. Professions associated with high demands, stress levels, and fear of unfulfilled obligations are most at risk of burnout. For instance, as many as 57% of teachers and over 80% of nurses suffer from its symptoms.



AN EPIDEMIC OF SPINAL DISORDERS IN POLAND?



Spinal disorders are among the most frequent reasons for absenteeism. In 2022, doctors in our country recorded nearly 1.8 million cases of back pain, degenerative changes were diagnosed in 1.5 million patients, and the total number of people complaining of spinal disorders was 4 million.

The total value of spinal disorder treatment refunds exceeded PLN 2.4 billion in 2022. The causes remain the same, and they include, among others, improper carrying of loads and posture during work, as well as a sedentary lifestyle and lack of exercise.

ELECTROMOBILITY IN POLAND: NEW OBLIGATIONS FOR LARGE ENTERPRISES

The act amending the act on electromobility and alternative fuels and certain other acts of 2 December 2021 imposes new obligations on large companies. By 1 January 2025, they have to install at least one charging point on their car park if they have more than 20 parking spaces (applicable to existing facilities) and one charging point if they have more than 10 parking spaces (for planned facilities or those being built).



WHEN CAN AN EMPLOYEE REFRAIN FROM WORKING?



The employee has a right to:

- Refrain from working if the working conditions do not comply with OHS regulations and pose a direct hazard to the employee's life or health, or where the work performed threatens the safety of others. Such employee must immediately inform his superior of it.
- Remove themselves from the dangerous place if the danger persists despite the employee's having refrained from working, also informing the superior of the same.

WHAT DO STATISTICS SAY ABOUT EMPLOYEES' MENTAL HEALTH IN POLAND?



While there has been much discussion about employee mental health and calls for intervention, the situation of workers has not only failed to improve, but has actually deteriorated. The main reasons for medical leave invariably include:

- Reaction to considerable stress and adaptation disorders, which were the reasons for 477.6 thousand medical leave certificates (8.86 million days of absence due to sick leave) in 2023;
- Depression episodes, of which 251.6 thousand were diagnosed in 2023 (5.14 million days of absence from work);
- Anxiety disorders; in 2023, 246 thousand instances were diagnoses (totalling 4.77 million days of absence from work).

HOW TO IMPROVE EMPLOYEE'S MENTAL HEALTH – WHAT CAN EMPLOYERS DO?



- Promoting a healthy lifestyle: Initiatives promoting physical activity and pro-health behaviours, which can improve employees' overall physical and mental health.
- OHS training containing a mental health module: Regular workshops for employees and managers raising awareness and improving the skills necessary to identify and respond to signals that may indicate mental issues.
- Employee support programmes: Introduction of therapeutic and consultancy programmes available to employees which help handle stress and other health-related problems.

EVACUATION COORDINATOR TO BE PRESENT ON THE SITE EVERY DAY

The implementation of hybrid work mode means that employees spend part of the week in the office and work remotely for the remaining part. This, however, does not release the employer from the obligation to ensure everyday presence of an employee responsible for evacuation coordination. This results from the employer's obligations to ensure safety in the workplace. It will also serve to protect the organisation against potential penalties in the event of a PIP (State Labour Inspectorate) audit.



PRODUCING A DISABILITY CERTIFICATE OBLIGATORY?



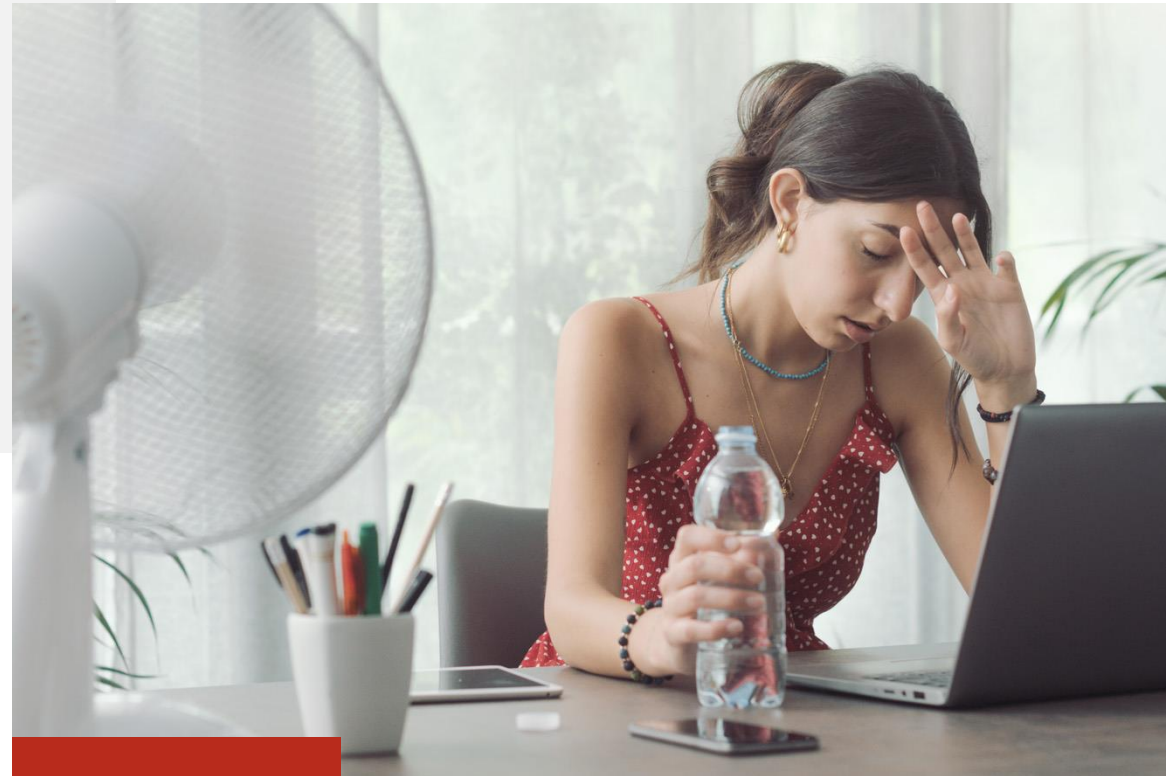
The labour law regulations do not require an employee holding a disability certificate to present it to his employer. The employer may only request from a job applicant or employee personal details necessary for work at a given position.

Holding a disability certificate entails, however, certain additional employee benefits as set out in the act on occupational and social rehabilitation and employment of the disabled. Therefore, it is in such employee's interest to submit that document to his employer.

SHORTER WORKING HOURS ON HOT DAYS

According to labour law, the employer may decide to introduce additional breaks or allow employees to end work earlier on very hot days. It is left, however, to the employer's discretion.

In the event of shorter working hours, the employees' remuneration must not be reduced.



Source: prawo.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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