

Legal Alert

Working time of handicapped employees

November 2011

Amendments to the Act on Professional and Social Rehabilitation and Employment of Handicapped Persons* go into effect on 1 January 2012. Among other things, the changes affect the working time of handicapped employees classified as having a significant or moderate degree of disability.

How is it now?

The working time of a handicapped person classified as having a significant or moderate degree of disability may not exceed 7 hours per day or 35 hours per week.

The working time of a handicapped person classified as having a mild degree of disability may not exceed 8 hours per day or 40 hours per week.

A handicapped person wishing to work longer must obtain an appropriate medical certificate and present it to the employer.

How will it be from 1 January 2012?

The working time of a handicapped person, regardless of his or her degree of disability, may not exceed 8 hours per day or 40 hours per week.

The working time of a handicapped person classified as having a significant or moderate degree of disability may be reduced to 7 hours per day or 35 hours per week when a doctor conducting preventive exams of employees, or if there is no such doctor then a doctor caring for the handicapped person, issues a certificate on the advisability of applying reduced standards for working time with respect to the employee.

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* Act on Professional and Social Rehabilitation and Employment of Handicapped Persons dated 27 August 1997 (unified text at Journal of Laws Dz. U. 2011 No. 127 item 721), as amended by the Act dated 29 October 2010 Amending the Act on Professional and Social Rehabilitation and Employment of Handicapped Persons and Certain Other Acts (Journal of Laws Dz. U. 2010 No. 226 item 1475).

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