

## Our statutory responsibilities

### In particular, the labour inspection's tasks include:

- Supervision and inspection of the observance of labour law provisions, especially the regulations and rules of work safety and health, the provisions on: employment relationship, remuneration for work and other benefits resulting from employment relationship, working time, leaves, employee rights connected with parenthood, employment of juveniles and disabled persons;
- Participation in the commissioning for operation of newly constructed or reconstructed buildings;
- Inspection of products placed on the market with regard to their compliance with requirements of work safety and health;
- Taking legal action in cases related to the establishment of the existence of labour relation;
- Cooperation with the offices of EU Member States responsible for supervision of working conditions and employment of workers;
- Pursuing infringements of employee rights and also other infringements connected with performing paid labour and legality of employment.

National Labour Inspectorate is an authority established to execute supervision and inspection of the labour law observance. It is subordinate to Parliament of the Republic of Poland. The supervision of the inspection is executed by the Labour Protection Council. The NLI's organisational units comprise the Chief Labour Inspectorate and District Labour Inspectorates. The inspection is managed by the Chief Labour Inspector with the assistance of deputies. The Chief Labour Inspector is appointed and recalled by the Speaker of Parliament, after having sought the Labour Protection Council's opinion.

National Labour Inspectorate's supervision and inspection covers all employers and entrepreneurs, who are not employers, but who have natural persons perform work for their benefit, irrespective of the grounds of performing such work. From 1st July 2007 National Labour Inspectorate's supervision also covers persons conducting economic activity on their own account (the so-called self-employed).

By virtue of the Act of 13 April 2007, the scope of National Labour Inspectorate's activity was extended by issues related to inspection of employment legality and performance of work by foreigners.

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### **New statutory tasks**

The Act of 13 April 2007 imposed new tasks on the National Labour Inspectorate. They refer to the legality of employment and foreigners' work.

Performance of these tasks comprises inspection of compliance with the duty to:

A labour inspector submits information about identified infringements of provisions on social insurance, tax law or provisions on foreigners to competent institutions, that is respectively to:

- Social Insurance Institution,
- revenue inspection office,
- the police,
- Border Guards.

The District Labour Inspector is obliged to immediately notify:

- Marshal of the relevant province – of infringements of the terms with regard to running an employment agency, which are specified in the provisions on the promotion of employment and labour market institutions,
- the relevant head of county – of identified cases of infringing, by an unemployed person or an inspected entity, provisions on the promotion of employment and labour market institutions.

- inform county employment offices of the employment of an unemployed person or of entrusting performance of some other paid work to such a person;
- inform county employment offices, by an unemployed person, of commencing employment, some other salaried work or activity;
- pay contributions to the Labour Fund;
- make an entry in the register of employment agencies with regard to activity whose performance is dependent on obtaining an entry in the said register;
- run an employment agency in line with the terms specified in the provisions on the promotion of employment and labour market institutions.
- In case of identifying, during an inspection, an infringement consisting in the breach of the said duty, a competent labour inspector lodges a motion, with a competent court, to penalise the persons responsible for the identified irregularities.