



THE NATIONAL LABOUR INSPECTORATE

Structure and tasks

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SOURCES OF THE LAW



The structure and tasks of the National Labour Inspectorate have been established in:

- the Act on the National Labour Inspectorate,
- the Statute of the National Labour Inspectorate.



The National Labour Inspectorate is an inspection body **independent** of government administration bodies and it reports directly to the Lower Chamber of the Parliament – **the Sejm**.

The Speaker of the Sejm appoints **the Chief Labour Inspector**.

The Chief Labour Inspector submits yearly reports on the NLI's activity to the Sejm.

LABOUR PROTECTION COUNCIL



The Labour Protection Council is the authority **supervising** the National Labour Inspectorate. It is composed of Members of the Sejm and the Senate, representatives of trade unions and employers' organisations, as well as researchers.

LABOUR PROTECTION COUNCIL



Labour Protection Council

Gives opinions on candidates
for the positions of the Chief
Labour Inspector, Deputy
Chief Labour Inspectors and
District Labour Inspectors

Gives opinions on programs
and periodic evaluations of
the NLI's activity, and on
issues related to labour
protection

ORGANISATIONAL STRUCTURE



Chief Labour
Inspectorate

16 District Labour
Inspectorates

Training Centre in Wrocław

ORGANISATIONAL STRUCTURE



STRUCTURE OF THE NLI'S BODIES



STRUCTURE OF THE NLI'S BODIES



- **Manages** the work of the National Labour Inspectorate, including the Chief Labour Inspectorate and District Labour Inspectorates
- **Represents** the National Labour Inspectorate on national and international levels

STRUCTURE OF THE NLI'S BODIES



- **Manage** the work of the District Labour Inspectorates
- **Supervise and coordinate** work of labour inspectors

STRUCTURE OF THE NLI'S BODIES



Labour inspectors

Independent bodies executing the tasks of the National Labour Inspectorate by conducting **inspections**.

They carry out **activities other than inspections**, defined in legal regulations, e.g. file **motions for penalty with criminal courts**, file **lawsuits** in cases aimed at proving the existence of an employment relationship, etc.

TASKS part 1



The main tasks of the National Labour Inspectorate

Supervision and inspection of compliance with the labour law, in particular with occupational safety and health rules and regulations, legal provisions regarding the employment relationship, remuneration and other benefits resulting from the employment relationship, working time, leaves, rights of employees related to parenthood, employment of minors and the disabled,

Inspection of legality of employment and other paid work, as well as the activity conducted by Polish and foreign nationals.

TASKS part 2



The main tasks of the National Labour Inspectorate

Inspection of products placed on the market or put into use as regards compliance with the occupational safety and health requirements,

The right to file lawsuits in cases aimed at proving the existence of an employment relationship,

Conducting tasks defined in the Act of 10 June 2016 on the Posting of Workers in the Framework of the Provision of Services, including cooperation with liaison institutions,

Prosecuting offences against rights of employees, and other offences as provided for in applicable legislation, as well as participating as public prosecutors in legal proceedings in such cases.

FORMS OF ACTIVITY part 1



Forms of activity of labour inspectors

Order to take given measures with regard to violations of **OSH** rules and regulations,

Order of payment of due remuneration,

Improvement notice or **instruction** to eliminate irregularities related to the labour law,

Fines imposed in the form of a penalty notice in cases of offences against employee rights,

FORMS OF ACTIVITY part 2



Forms of activity of labour inspectors

Filing motions for penalty with courts in cases of offences against employee rights,

Notifying the prosecutor's office of a crime,

Bringing lawsuits to labour courts in cases aimed at proving the existence of an employment relationship.

COOPERATION



While carrying out their tasks, the NLI's bodies cooperate with the following entities:

Government Representative for Equal Treatment,

National Tax Administration,

Police,

Border Guard,

Social Insurance Institution,

Local government authorities.

ACCESS TO INFORMATION



The National Labour Inspectorate is authorised to use free of charge the data collected in:

Central Business Entity Register – National Taxpayer Register,

Register of VAT payers,

National Official Register of Business Entities (REGON),

Social Insurance Institution – on the accounts of the insured and the contribution payers,

Universal Electronic System for Registration of the Population (RCI PESEL),

Register of the unemployed,

National Court Register,

National Criminal Record.



Thank you for your attention!