

BENEFITS DURING TEMPORARY INABILITY TO WORK

Temporary inability to work is usually an event that occurs due to accidental causes, which cannot be avoided and remain outside the employee's control. In accordance with the provisions of the Labour Code, temporary inability to work may be caused by:

- illness,
- illness during pregnancy,
- isolation as a consequence of an infectious disease,
- accident at work or on the journey to or from work,
- medical examination as required of cell, tissue and organ donors, as well as extraction of cells, tissues or organs.

If the employee's inability to work is caused by illness or isolation due to an infectious disease, such a person is entitled to have no less than 80% of his or her remuneration paid. If the illness results from an accident at work or on the journey to or from work or if the inability to work results from illness during pregnancy, the affected person is entitled to have 100% of his or her remuneration paid. A specific situation takes place when the employee must undergo medical examination required of cell, tissue or organ donors and to have cells, tissues or organs extracted, where due to the uniqueness of these types of events, the employee is entitled to have up to 100% of his or her remuneration paid.

Employees, who are less than 50 years old, are entitled to a sickness benefit for the period of any such inability to work as referred to above, which is longer than 33 days in a calendar year. Whereas employees, who are more than 50 years old, are entitled to a sickness benefit for the period of any such inability to work as referred to above, which is longer than 14 days in a calendar year.

Source: Labour Code Act of 26 June 1974 (Journal of Laws of 2014, no 24, item 1502, as amended)

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