



Ministerstwo
Edukacji Narodowej

Teachers' professional regulations in Poland



The legal basis

The teachers' employment status is defined in the separate professional regulations – the Teacher's Charter.



The scope of the Teacher's Charter:

- basic duties of teachers and school heads,
- performance evaluation of teachers,
- qualification requirements,
- professional advancement,
- establishment, change and termination of the employment,
- work conditions and salaries of teachers,
- teachers' work time,



The scope of the Teacher's Charter:

- prizes and awards,
- holiday leave, sick leave,
- financing of further education and professional development of teachers,
- disciplinary action,
- pension rights.



Teachers' salaries system

The salaries' system for teachers employed in schools or educational institutions run by the local government bodies is established in the Teacher's Charter and it is unified in Poland.

The teacher's salary consists of:

- basic salary,
- allowances: for the length of service, incentive, for the additional responsibilities, like being a homeroom teacher, for working conditions,
- salary for teaching more hours than it is required by full-time contract and for replacements,
- prizes and other benefits arising from the employment.



Teachers' salaries system

The differences in salaries result from the length of service, level of the professional advancement, working time (full-time/part-time), allowances related to the additional responsibilities.

The system guarantees a minimal basic salary for all teachers dependent on the level of professional advancement and the average salary (consistent of all the components) for all teachers, also dependent on the level of professional advancement.

The rules of granting and establishing some of the components arise from acts and regulations, but some of them are established by the local government bodies in the remuneration statutes, which are submitted for approval of the trade unions.



Salary's components that are decided by the legislator:

- additional annual salary,
- severance payment related to the termination of the employment from reasons regarding the employer (liquidation of school or organizational changes that make it impossible to still hire the teacher),
- severance payment related to the termination of the employment from other reasons,
- retirement or disablement severance payment,
- allowance related to being a homeroom teacher.



Salary's components that are decided by the minister and the legislator:

- additional payment related to night work,
- service anniversary award,
- salary for working on a non-working day,
- allowance related to the length of service.



Salary's components that are decided by the minister :

- basic salary.



Salary's components that are decided by the minister and the body that runs the school:

- incentive allowance,
- allowance related to the additional responsibilities,
- allowance for the teacher who is taking care of the preschool class,
- allowance related to the working conditions,
- prizes from the special prize fund.



The provisions of the Teachers' Charter apply to a limited extent to the teachers employed by the schools run by a natural person or a legal person that isn't a local government body.

The issues related to the employment of teachers in such schools, like salary, work time and work conditions, social security benefits and holiday leaves, are regulated by the provisions of other acts, especially the Labour Code.