



Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

NEW RULES FOR NON-NATIONAL EMPLOYMENT

On 5th May 2023, a ministerial regulation became effective, introducing new forms for a non-national invitation letter, an application for entering an invitation in the invitation register, and setting out the amount of money that a host should have. Link to the legislation: [here](#).

HEALTH INSURANCE CONTRIBUTIONS MUST BE SETTLED BY 22 MAY

New ZUS DRA and RCA forms have been in use since 1st May. Entrepreneurs must calculate and pay health insurance contributions by 22nd May.

STATE OF EPIDEMIC EMERGENCY TO END ON 1 JULY

A draft regulation to end the state of epidemic emergency in Poland has been submitted for public consultation. The state of epidemic emergency started in Poland on 16th May 2022. Ending it would mean abolishing special solutions provided by the emergency legislation ("Tarcza antykryzysowa"). However, this will not always mean an automatic return to pre-pandemic regulations, as transitional provisions were provided in many cases. For example, after the end of the epidemic emergency state, employers and employees will have 180 days to complete periodic medicals. We discussed this in detail [here](#).

LABOUR INSPECTORS WILL NOT DELVE INTO REASONS FOR REFUSING REMOTE WORK TO ENTITLED EMPLOYEES

According to the Chief Labour Inspector (ref. no. GIP-GBI.0701.71.2023.3), the reasons for rejecting remote work requests are based on work type and organisation, which fall exclusively within the employer's organizational authority. However, employers must ensure that responses to such employee requests with the reasons for refusal are provided on time. Failure to do so will be a breach of employment laws. It will be the same for flexible work arrangement requests. Employers who fail to inform their employees whether or not their request was granted and, if not, for what reasons, may be acting in breach of employment laws.

SUPREME COURT: CHANGING TERMS AND CONDITIONS OF EMPLOYMENT MAY REQUIRE SEVERANCE PAYMENT

According to the latest ruling of the Supreme Court, when an employer decides to terminate terms and conditions of employment and pay for a larger number of employees, it is necessary to determine whether or not there have been more than five dismissals. If yes, severance payments may be due. If not, they cannot be considered collective redundancies.

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner and **Oskar Kwiatkowski**, trainee attorney-at-law, lawyer.

UPCOMING EVENTS

- **Employer and employee in court: Will new law changes affect workplace disputes?** - 10 May 2023, 11:00-11:45, online. More: [here](#).
- **Let's talk about money: Is the Company Social Fund a relic of the past? Why set up the Fund and how much it can save you?** - 11 May 2023, 11:00-11:45, online. More: [here](#).