



Dear Readers,

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

WHISTLEBLOWERS ARE BACK – DRAFT REGULATIONS AND PRIORITY WORKS

On Thursday, another, supposedly final, draft law on the protection of whistleblower's rights emerged. The main ideas are the Commissioner for Human Rights as a supporting authority and optional issuing of protection certificates. The bill is expected to enter into force 1 month after the date of its publication, while legal entities, the Commissioner for Human Rights, and public authorities will be obliged to implement proper notification channels within a month after its entry into force. The law is expected to be passed already in Q1 of this year. Link to the project [here](#).

ENTREPRENEURS CAN RESIGN FROM TAX CARD ONLY UNTIL 20 JANUARY

A taxpayer subject to the so-called tax card may resign from this form of taxation until 20 January this year. The resignation will be final. The Polish Deal does not provide for the possibility to reverse this decision – this form of taxation is available only on a continuation basis.

GOVERNMENT INFORMATION ON LEGISLATIVE WORK ON HOLIDAYS FOR ENTREPRENEURS

The Council of Ministers adopted information on the direction and timetable of legislative work on the so-called entrepreneurs' holidays. The government aims to introduce a vacation from contributions for entrepreneurs. They will not have to pay ZUS contributions in one month per year. The detailed key provisions are available [here](#).

GOVERNMENT INFORMATION ON LEGISLATIVE WORK ON SICKNESS BENEFIT

At the same time, the Council adopted information on the direction and timetable of legislative work implementing ZUS payments of the sickness benefit from the first day of employee's absence, submitted by the Minister of Family, Labour and Social Policy. The benefit is to be paid by the ZUS from the first day contrary to current regulation where the employer covers the initial payments. This amendment might save employers around 11 billion PLN a year. Details: [here](#).

FEWER VISAS ISSUED UNDER THE POLAND BUSINESS HARBOUR PROGRAMME

According to data from the Ministry of Foreign Affairs, more than 15 000 visas were issued under the PBH programme in the first half of last year, in the second half the number dropped to around 6 500. According to experts, this might be the result of the visa scandal.

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UPCOMING EVENTS

- **On unions with unions: Trade union size verification** - 17 January 2024, 11:00-11:45, online. More: [here](#).
- **PCS MeetUp: Top working time violations targeted by the State Labour Inspectorate** - 18 January 2024, 11:00-11:30, online. More: [here](#).
- **Employee and employer in court: Most interesting rulings of the Supreme Cour in 2023** - 24 January 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: New Year with Company Social Benefits Fund** - 25 January 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: Social media policy** - 8 February 2024, 11:00-11:30, online. More: [here](#).
- **Conference: 10 most important changes in HR law in 2023** - 15 February 2024, 11:00-12:40, online. More: [here](#).