



Dear Readers,

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

#### **INSPECTION PLANS FOR 2024: WLB AND REMOTE WORKING ON PIP'S RADAR**

Both the remote working and work-life balance regulations are relatively new in the Polish legal system. For this reason, the State Labour Inspection (PIP) in 2024 is planning to check the implementation of these regulations. The inspectors will focus on organization and rules of remote working, including verifying if employees were provided with all necessary work equipment. In terms of work-life balance, PIP will inspect the validity of leaves. PIP is planning over 60,000 inspections in 2024.

#### **WORK ON THE WHISTLEBLOWERS ACT ACCELERATES**

Work on the whistleblower act has gathered pace. On 11 January new version of the project was published. The Ministry requested that it be urgently reviewed by the Committee of the Council of Ministers using a special procedure. This means that the project will be reviewed bypassing the consultation, opinion, and public consultation stages, but also excluding the position of the European Affairs Committee.

#### **CERTIFICATES OF PROTECTION FOR WAR REFUGEES VALID UNTIL 4 MARCH 2025**

According to the announcement published on the Office for Foreigners' website, the current certificates of temporary protection for persons fleeing war in Ukraine will remain valid until 4 March 2025. This means that persons who hold certificates expiring on 4 March 2023, 4 September 2023, or 4 March 2024 will not need to apply for new documents. Their validity will be automatically extended to 4 March 2025. Link to the announcement: [here](#).

#### **SUPREME COURT: ACCOMMODATION CANNOT BE CONSIDERED AS EMPLOYEE'S INCOME AFTER ALL**

According to the Supreme Court's rulings of 9 January 2024, the amount (value) of free accommodation should not be considered an income for an employee posted to work abroad. The reasoning being that under EU law material benefits are not part of remuneration, so they do not constitute a taxable base either. Until now, the line of rulings was different. This change may be a basis for claims for refund of overpayment. Cases reference numbers: II FSK 434/21 and II FSK 1332/21.

#### **AN INJURY CAUSED BY A FIGHT BETWEEN WORKERS IS NOT A WORK ACCIDENT**

If a worker gets into a private conflict with other co-workers, leading to a fight resulting in an injury, the injury is not considered an accident at work, particularly if the victim was the instigator of the fight. In this situation there is no link between the incident and the provision of work required to qualify it as an accident at work. Ruling of Regional Court in Szczecin, ref. no. IX P 83/22.

#### **INFORMATION TO SET ACCIDENT INSURANCE CONTRIBUTIONS REQUIRED BY THE END OF JANUARY**

Employers will have to submit the data necessary to calculate accident insurance contributions to the Social Insurance Institution by the end of January. It will be paid starting from 1 April 2024 to 31 March 2025.

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#### **UPCOMING EVENTS**

- **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](#).
- **Let's talk about money: The 5 most problematic issues of the bonus rules – based on our experience** - 1 February 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: 10 rules of a dismissal meeting** - 6 February 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: Social media policy** - 8 February 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Strategically on HR and labour law in 2024** - 8 February 2024, 12:00-13:00, online. More: [here](#).
- **Conference: 10 most important changes in HR law in 2023** - 15 February 2024, 11:00-12:40, online. More: [here](#).