



Dear Readers,

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

EMPLOYMENT LAWS SOON TO BE CHANGED - FIXED TERM CONTRACTS, VACATIONS AND WORKING TIME

The first reading of a bill transposing two EU directives was held on 26th January. The bill seeks to introduce more balance in terms and conditions of fixed-term and indefinite employment contracts, as well as changes in vacations and working time. Some MPs are sure to submit amendment proposals. The bill has now been referred to further committee work. The legislation is expected to take effect 21 days after being enacted.

ZUS STAYS OFF PRE-PAID CARDS FOR EMPLOYEE MEALS

The Social Insurance Institution (ZUS) held that an employer does not have to include the costs of pre-paid employee meal cards in the social security contribution base (decision no. WPI/200000/43/1337/2022).

FLAT-RATE TAXPAYERS TO PAY MORE FOR HEALTH INSURANCE IN 2023

Statistics Poland reported the average salary which is the base for calculating health insurance contributions for companies on flat-rate tax. Entrepreneurs must brace themselves for some increases. The amount of health contribution for flat-rate taxpayers will depend on the earnings thresholds:

- up to PLN 60 000: PLN 376.16 per month (around PLN 40 more than the last year)
- from PLN 60 000 to 300 000: PLN 626.93 (compared to PLN 559.89 in 2022)
- above PLN 300 000: PLN 1128.48 per month (an increase of more than PLN 120).

MORE LABOUR INSPECTIONS IN 2023

The State Labor Inspectorate (PIP) plans to carry out more than 60,000 inspections this year, with a new focus on remote working legislation compliance. The PIP will support the Ministry of Family and Social Policy's proposal that the amount of penalty should depend on the number of illegally employed workers. Another proposal is to make it mandatory to register non-national employees for social insurance before they start working.

BIG LAYOFFS AT BIG TECH

In recent days, more and more tech giants have embarked on massive layoffs for cost-cutting reasons. The Polish tech industry is no exception.

FIRST INDUSTRY-SPECIFIC GDPR GUIDELINES

Polish GDPR supervisory authority has approved the first official data protection guidelines for small medical facilities. More are awaiting approval. Seemingly, there is more demand for such industry-specific guidelines in other countries. This comes as no surprise since GDPR fines in 2022 hit a historic high.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Conference: Work 4.0 Solutions for Business** - 30 January 2023, Warsaw; 31 January - 3 February, online. More: [here](#).
- **10 rules for building trust in the workplace - how not to discourage your employees** - 31 January 2023, 11:00-12:00, online. More: [here](#).
- **Webinar: 2023 HR Law Trends** - February 2023, 11:00-11:45, online. More: [here](#).
- **Webinar: Drug and alcohol testing remote workers** - 1 February 2023, 13:00, online. More: [here](#).
- **Webinar: Remote working can save companies money** - 2 February 2023, 11:00-11:45, online. More: [here](#).