



**Dear Readers,**

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

**EMPLOYEE MONITORING REQUIRES SEPARATE CONSENT**

The Polish Data Protection Office (UODO) recently decided that simply including employee monitoring rules within general work regulations is insufficient. Newly hired staff must sign a separate document concerning monitoring practices. The content of the document needs to be tailored to the specific monitoring methods used for each employee. If there are four types of monitoring in the workplace, the employer must prepare four separate forms for employees to sign. UODO decision of 26th January 2024.

**POLAND LEADS THE WAY IN MINIMUM WAGE INCREASE**

According to Eurostat data, Poland boasts the fastest minimum wage increase in the EU, jumping by 31% year-on-year in January 2024. This impressive rise propelled Poland into the top 10 EU countries with the highest minimum wages.

**BOSS OUT: DEMOTIONS NOT JUST FOR BULLIES**

A Warsaw court ruled that a manager lacking the necessary leadership skills can be demoted, even though no workplace bullying allegations were made against them. The court deemed several violations of employee rights as "serious breaches of duty" by the manager, despite the absence of bullying. Moreover, the judgment pointed out that high expectations and a demanding work environment cannot excuse unprofessional conduct. (District Court for Warszawa Praga-Południe, file ref. no.: VI P 115/20).

**BIG CHANGES COMING FOR NON-NATIONALS IN POLAND? DRAFT UNVEILED**

The Polish government announced plans to significantly revamp regulations affecting non-nationals residing and working in the country. The proposed amendments include online residence permit application, dropping the "stamp in the passport" system, and major changes to the EU Blue Cards process for highly qualified employees.

**RECRUITMENT BOOM! JOB OFFERS HIT RECORD HIGHS**

January saw a record number of job postings, breaking the downward trend with almost 250,000 new opportunities listed on major recruitment platforms.

**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**

- **PCS MeetUp: How to deal with employees' strong opinions in the workplace?** - 13 February 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Employment of Ukrainian nationals after 4 March 2024** - 13 February 2024, 14:00-15:00, online. More: [here](#).
- **Webinar: Love has many faces – LGBTQ+ employment rights** - 14 February 2024, 11:00-11:45, online. More: [here](#).
- **Conference: 10 most important changes in HR law in 2023** - 15 February 2024, 11:00-12:50, online. More: [here](#).