



Dear Readers,

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

PUBLIC OFFICES PAY DIFFERENT LUMP SUMS FOR REMOTE WORK, GENERALLY LOWER THAN PRIVATE COMPANIES

In the public administration, lump sums for remote working are far more modest than in the private sector. In the tax administration offices, daily values of 0,68 PLN have been adopted to cover additional electricity costs and 0,55 PLN for access to the internet and phone. Ministry of Finance pays a total of 25,08 PLN monthly for employees working partially remotely and 41,80 PLN for employees who are working full time remotely.

MINISTRY OF FINANCE DECIDED – PAYMENT OF OUTSTANDING CONTRIBUTIONS IS NOT INCOME

After years of conflicting opinions between the public offices and the courts, of 30 March, the Ministry of Finance issued an important general interpretation. It confirm that employer's payment from its own funds of the outstanding social security contributions, which should be paid from the insured's income, does not constitute income for the employee. General interpretation of 30 March 2023 ref. no. DD3.8203.1.2023.

FROM 20 APRIL 2 DAYS OFF FOR HONORARY BLOOD DONORS

This Thursday (20 April) a new legislation comes into force that will allow employees to take time off work on the day of blood donation and the following day. The National Cancer Network Act thus permanently introduces the right to 2 days off, which was previously available due to the epidemic emergency.

CHANGE IN THE ACCIDENT CONTRIBUTION RATE

A new accounting period for the accident contribution started in April. This means that the rate may change, for example, in the case of payers with an increase in employment and also in situations where ZUS determines the amount of the accident contribution individually on the basis of information submitted by the payer.

COLLECTIVE REDUNDANCIES LEGAL DESPITE FAILURE TO NOTIFY LABOUR OFFICE

According to the opinion of the CJEU Ombudsman, the lack of information to the labour office about the planned collective redundancies will not affect the legality of the whole procedure. Such information is intended to provide the office with an assessment of the consequences of such an arrangement. However, a possible CJEU judgment in line with the Ombudsman's opinion would remove the possibility of challenging such irregularity in individual employee cases. It would therefore change the current practice according to which any error can be the basis for challenging the legality of the whole procedure. Case reference no: C 134/22

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UPCOMING EVENTS

- **Webinar: How to secure employer's interest in digital HR world?** - 19 April 2023, 10:00, online. More: [here](#).
- **HR Meetup Wrocław #5: Labour Code Changes** - 19 April 2023, 18:00, Wrocław. More: [here](#).
- **No, because GDPR!: Employees' social media and online activity** - 20 April 2023, 11:00-11:45, online. More: [here](#).
- **SOS PCS | Littler - Employer in Crisis: Can ex-employees poaching clients be held accountable?** - 21 April 2023, 11:00-11:45, online. More: [here](#).